

2019

County Wage and Benefit Survey



Sponsored by:

SD Association of County
Commissioners
and
South Dakota Planning Districts

Prepared by:

Planning & Development District III
1808 Summit Street
PO Box 687
Yankton, SD 57078
(605) 665-4408
districtiii@districtiii.org
www.districtiii.org

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Introduction

The following information was compiled from a statewide survey of county governments. The survey was developed in conjunction with the South Dakota Association of County Commissioners. The responses have been put in tables, by department. Questions concerning the presentation of the data should be directed to Planning and Development District III (1-800-952-3562). Questions concerning individual county responses should be directed to that particular department head or the county auditor. If a county is not listed in a table, it is because the county did not report the applicable information or did not participate in the survey.

The survey responses are presented as provided. No attempt was made to analyze the results. The reader will observe instances where the respondent did not address the question in the same manner as other participants. The size of the survey and scope of responses did not justify attempts at “fixing” answers. County wage schedules will be provided in digital format to interested parties upon request. A total of 28 counties provided schedules. The size of the material precluded it from being presented in the report.

Future versions of the survey instrument will attempt to improve the questions while maintaining enough continuity for annual comparisons. Thanks to all the counties that participated.

Section I: Summary

Summary

County	Total number of employees, including elected officials	Number of elected officials	Number of full-time	Number of part-time	Which employees receive "on call" pay
Aurora	33	10	17	6	Sheriff & deputies
Beadle	94	10 (including commissioners)	90	4	N/A
Bennett	33	10	18	15	Sheriff Deputies
Bon Homme	63	11	40	23	Sheriff Dept.
Brookings	115	9	81	34	Sheriff's Deputy Correctional Officer Equipment Operator Heavy Equipment Operator Road Foreman
Brown	225	11	166	59	Highway
Brule	38	10	35	3	Sheriff Deputies only
Buffalo	11	7	6	9	One pt/temporary/seasonal highway department
Campbell	26	6 officials 5 commissioners	21	5	None
Charles Mix	101	8	55	46	0
Clark	42	11	35	7	None
Clay	63	10	43	10	None.
Codington	129	11	93	35	Maintenance, Sheriff Deputies, Correctional Officers
Corson	34	10 including the 5 commissioners	20	14	None
Custer	79	11	73	6	Coroner
Davison	109	11	77	32	Sheriff's Deputy's, Highway Department
Day	53	10	23	20	SHERIFF DEPUTIES-3
Deuel	46	10	29	17	
Douglas	31	10	12	9	none
Edmunds	46	11	34	12	Sheriff's Deputies
Faulk	61	9	22	21	none
Grant	77	10	40	27	zero
Gregory	42	10	37	5	NONE
Haakon	32 total employees plus 5 Commissioners	11 total elected officials- Auditor, Treasurer, Register of Deeds, Sheriff, States Attorney, Coroner and 5 Commissioners	22	15	None
Hamlin	43	10	28	15	NONE
Hand	47	10	28	14	Sheriff's Employees are paid \$1.50 per hour to be on-call.
Hanson	36	10	18	18	0
Hughes	98	8	89	9	Emergency Management Specialist, Custodians and sometimes Highway workers
Hutchinson	86.5	11	28	50	SHERIFFS OFFICE
Hyde	29	11	15	14	none
Jackson	25	11	15	10	None
Jerauld	28	11	16	1	Coroner

County	Total number of employees, including elected officials	Number of elected officials	Number of full-time	Number of part-time	Which employees receive "on call" pay
Kingsbury	46	12	32	12	Coroner and Deputy Coroner are on call only pay
Lake	63	11	54	9	Deputy Sheriffs who are required and designated to remain available for duty during non-scheduled work hours, but are permitted to engage in most personal activities. Rate of \$.50 per hour for each on-call hour. If called to duty while on-call, minimum of 2 hours at regular rate of pay.
Lawrence	169	10	125	44	Sheriff's Department
Lincoln	154	10	127	27	0
Lyman	28	10	21	7	none
Marshall	45	11	31	16	Sheriff and Deputy Sheriff's, Highway Superintendent Volunteer Ambulance
McCook	47	10	31	6	None.
McPherson	36	10	27	8	No departments
Meade	169	10	110	49	None
Mellette	21	8	15	6	Coroner
Miner	45	11	28	17	Full Time On Call EMT's
Minnehaha	633	10	543	90	Facilities & Information Technology
Minnehaha	703	10	578	97	Facilities & Information Technology
Moody	52	10	40	12	Deputies: 5 Ambulance: 10
Pennington	792	10	707	85	
Potter	33	9	18	15	None
Roberts	88	10	78	10	Deputies
Sanborn	29	10	26	3	Ambulance crew which are basically volunteer but get paid \$45 for each run they go on. On weekend if they are on call they get paid the \$45 if no runs
Spink	66	11	45	21	None
Stanley	47	11	25	12	None
Sully	41	11	25	16	None
Tripp	75	10	42	33	Sheriff Dept. -3
Turner	50	10	39	11	None
Union	95	11	70	25	none
Walworth	61	11	46	8	None
Yankton	151	11	95	56	Ambulance, Coroner, and Emergency Management

Summary: Office Hours

County	Normal daily work/office period for courthouse employees	Normal daily work hours for highway department employees	Lunch Break Period
Aurora	8:00 AM- Noon & 12:30 PM - 4:30 PM	*Spring through Fall months - four 10 hr days/week from 7:00 AM - 5:30 PM *Winter months - five 8 hr days/week from 7:00 AM - 3:30 PM	12:00 - 12:30 PM 1/2 hr
Beadle	Monday-Friday 8:00-5:00	Monday-Thursday 7:00-5:30	Office 1 Hour Hwy 1/2 Hour
Bennett	8:00 to 4:30	7:00 to 5:00	12:00 to 12:30
Bon Homme	8:00 - 4:30	7:30 - 4:00 7:00 - 5:00 (April thru Oct)	1/2 hr everyone
Brookings	n/a	8	1 hour
Brown	8am-5pm Monday-Friday, with 1 hour lunch break	First week of Easter through first week of November: Monday-Thursday 7am-5:30pm with 30min Lunch break. & 30% or more of workers for Friday. Rest of the year: Mon-Fri 8am-4:30pm with 30min lunch break	30 Minutes to 1 Hour, depending on department.
Brule	8:00 am - 5:00 pm split lunch hours to remain open if both employees available	8:00 am - 4:30 pm only have 1/2 hour lunch period - work 10 hour days during daylight savings time (Apr - Nov_	noon - one (but usually try to stay open if at all possible)
Buffalo	Monday thru Friday 9 - 5	Summer - Four 10 Hr Winter - Five 8 Hr	Half an hour to one hour, working lunch. If a customer comes in needing assistance during employee's lunch break the employee will assist the customer and return to lunch when done.
Campbell	8:00 a.m. to 4:30 p.m.	Nov-March--8 hr days Mon-Friday April-Sept--4 11 1/4 hr days Mon-Thurs Oct--4 10 hr days Mon-Thurs	12:00 p.m. to 12:30 p.m.
Charles Mix	8:00 - 4:30 PM	SUMMER HOURS 7:00 - 5:00 PM WINTER HOURS 8:00 - 4:30 PM	12:00 - 12:30 PM
Clark	7:30 am to 5:00 pm. Monday thru Thursday, Friday 7:30 to 12:00, 12:30 to 5:00.	7:00 a.m to 5:30 p.m. Monday thru Thursday	12:00-12:30, 12:30 to 1:00
Clay	8:00-5:00	Varies by season.	1 hour
Codington	8:00 a.m. to 5:00 p.m. with one hour for lunch	November thru April, Monday thru Friday, 7:30 a.m. to 4:00 p.m. with half an hour for lunch May thru October, Monday thru Thursday, 7:00 a.m. to 5:30 p.m., with half an hour for lunch	1 hour
Corson	8:00 a.m. - 5:00 p.m. Monday -Friday Closed for Lunch from 12:00 -1:00	7:00 a.m. - 5:00 p.m. Monday - Friday	12:00 - 1:00 Monday - Friday
Custer	8 am to 5pm	6 am to 5pm	1 hour
Davison	8:00 a.m. - 5:00 p.m.	7:30 a.m. - 4:30 p.m. Oct- May 7:00 a.m. - 6:00 p.m. June - Sept	Varies, 30-60 minutes
Day	8 a.m. - 5 p.m.	7 a.m. - 5:30 p.m. Monday - Thursday	1 hour Courthouse 1/2 hour Highway
Deuel	8:00 am to 5:00 pm offices open during noon hour	7:00 am to 3:30 pm. Winter 7:00 am to 5:30 pm Summer	1 hour
Douglas	8-noon and 12:30-4:30	4 - 10 hour days (summer)	noon-12:30

County	Normal daily work/office period for courthouse employees	Normal daily work hours for highway department employees	Lunch Break Period
Edmunds	8 am to 5pm	7am to 5:30 pm Monday thru Thursday	12 - 1 Hwy 12 - 12:30
Faulk	8 a.m. to 5 p.m.	7:30 a.m. to 5:30 p.m.	12:00 - 1:00
Grant	8 a.m to 5 p.m.	7:00 a.m to 3:30 p.m. winter months 5 days a week 7:00 a.m. to 5:30 p.m. summer months 4 days a week	normally 1 hour lunch at the courthouse and 30 minutes at the highway
Gregory	8:00 TO 12:00 1:00 TO 5:00	7:00 TO 12:00 12:30 TO 5:30 4 day work week	1 HOUR COURTHOUSE 1/2 HOUR HWY DEPT
Haakon	Monday-Friday 8-12 1-5	Monday-Thursday 6-12 - 12:30-4:30 October-March 6-12 - 12:30-5:30 April-September	12-1pm Courthouse employees 12-12:30pm Hwy Dept. workers
Hamlin	8 hours- 40 hr week	10 HOUR DAYS - 4 DAY WEEK	1 HOUR
Hand	Public Safety Agencies: Varied Shifts Courthouse: 8-5 (experimenting with 4, 10 hour days (M-TH)	7:30 a.m. to 6:00 p.m. with 1/2 hour lunch break	Varies by office, but generally 12:00 to 12:30.
Hanson	Monday-Friday 8:00-12:00 and 12:30-4:30	Monday-Friday 7:00-12:00 and 12:30-3:30	30 minutes 12:00 to 12:30
Hughes	8:00 am to 5:00 pm	6:30 am to 5:00 pm - Mon-Thurs.	11-2:00 - we rotate to keep the office open 8-5
Hutchinson	8-4308 HRS	700-530=10HRS	1/2 HR
Hyde	730-12/1230-5 Mon-Thurs 730-12 noon Friday	7:30-12/12:30-4	12-1230 courthouse 12-12:30 highway
Jackson	8 am to noon; 1 pm to 5 pm	8 am to noon; 12:30 to 4:30 pm	Minimum one-half hour; Maximum one hour
Jerauld	8 am - noon 12:30 pm - 4:30 pm	5-8 hr days in winter & fall 4-10 hr days in spring & summer	12 - 12:30 pm
Kingsbury	8-5 M-F	1/2 year 7-4 M-F 1/2 year 7-5:30 M-TH	12-1:00
Lake	8 to 5 most offices open over the noon hour	7:30 to 4 --summer may go to 10 hr days	1 hour/depends on the dept. 1/2 hr hwy dept
Lawrence	Monday - Friday 8 am to 5 pm	Summer - Monday - Thursday 6:00 am to 4:30 pm Winter - Monday - Friday 7:00 am to 3:30 pm	Varies by Department
Lincoln	8:00AM - 5:00 PM	Monday-Friday 7:00 AM - 3:30 PM from 1st Monday in Sept to the 1st Monday in April or May. Monday-Thursday 6:00 AM - 4:30 PM from the 1st Monday in April or May to the 1st Monday in Sept.	Employees may receive either an hour or a 1/2 hour meal break.
Lyman	8 to noon & 1 to 5	winter: 8 to 12 & 12:30 to 4:30 Mon thru Friday spring & summer: Four 10 hour days 7 to 12 & 12:30 to 5:30	Courthouse 12:00 to 1:00 Highway 1/2 hour
Marshall	8:00 - 4:30	7:30 - 5:00	half hour lunch
McCook	Auditor 8:00 to 5:00 All other county offices 8:30 to 4:30	January and February 7-3:30. March through December 7:30-4:30.	Varies by office.
McPherson	8am to 5pm Monday - Friday	7:30am to 4:00PM when working 8 hour days and 7:00am to 5:30am when working 10 hour days	The courthouse offices stagger their lunch hours as the courthouse remains

County	Normal daily work/office period for courthouse employees	Normal daily work hours for highway department employees	Lunch Break Period
			open during noon hour. The highway department takes lunches whenever time allows.
Meade	M-F: 8:00AM to 5:00PM	M-Th: 6:00AM to 4:30AM	Varies, typically one hour lunch breaks given around noon.
Mellette	8:00 am - 5:00 pm Monday through Friday	8:00 am - 5:00 pm Monday through Friday	12:00 - 1:00
Miner	8-12 closed noon 1-5	Summer 7-5:30 Winter 7:30-5:00	1 hour 12-1
Minnehaha	8 am to 5 pm	7:30 am to 4:00 pm - Winter Hours M to F 7:00 am - 5:30 pm - Summer Hours M to Th	Depends on the department. Typically 30 minutes or 60 minutes.
Minnehaha	8 am to 5 pm	7:30 am to 4:00 pm - Winter Hours M to F 7:00 am - 5:30 pm - Summer Hours M to Th	Depends on the department. Typically 30 minutes or 60 minutes.
Moody	8:00 a.m. - 5:00 p.m.	7:00 a.m. - 5:30 p.m. Mon-Thurs - Summer hours 7:00 a.m. - 3:30 p.m. Mon-Fri - Winter hours	30-minute lunch or 1-hour lunch
Pennington	8 am - 5 pm	Summer Hours: 6 am - 4:30 pm, Mon-Thur Winter Hours: 7 am - 3:30 pm. Mon - Fri	
Potter	9	8	30 min
Roberts	8:00-5:00	7:00-5:30	1 hr
Sanborn	8:00 to 4:30 Monday to Friday	During daylight savings time they work Monday to Thursday 7:00 to 5:30. Other wise they work 7:00 to 3:30 Monday to Friday	1/2 hour
Spink	M-F 8 AM - 5 PM	M-Th 7 AM - 5:30 PM	Courthouse - staggered 1 hour lunches Highway - 30 minute lunch break
Stanley	8am-5pm M-F	7:30am-5:30 M-Th	12pm-1pm
Sully	8 Hour Days	10 in Summer 8 in Winter	11:30 am to 12:30 pm
Tripp	8 AM to 5PM	Winter 8AM to 5PM 5 days Summer 6AM to 6PM 4 days	varies
Turner	7.5 hours	10	1 hour
Union	8:30 A.M. TO 5 P.M.	5 days of 8 hours in winter 4 days of 10 hours in summer	half hour for most hourly courthouse- one hour
Walworth	8-12, 1-5	8-12, 1-5	12:00-1:00
Yankton	7	8	1 hour

General Information

County	Number of paid holidays	Total approved and published county budget for 2019	County property tax levy (county only)	Miles of roads maintained	Personnel handbook - last year updated	Does the county employ a full-time dedicated human resources staff person
Aurora	10	4977242	1.904	936	2018	no
Beadle	11	14147755	2.349	573	2019	no
Bennett	11	2953119	8.39	640	2018	no
Bon Homme	10	6823552	2721845	990	2018	no
Brookings	10	12835011	4.072	435	2017	yes
Brown	10	28263002.12	3.563	670	2015	yes
Brule	11	4560961	1.94	510	2017	no
Buffalo	10	1334715	2.4	188	2002	no
Campbell	12	4259022	1.958	550	2019	no
Charles Mix	12	11817925	3.112		2014	no
Clark	11	7925042	3.172	465	2011	no
Clay	12	10820518	4.332	250	2017	no
Codington	10	16255757	3.165	400	2014	no
Corson	10	3403420	2.748	900		no
Custer	10	8434253	3.416	405	2010	no
Davison	10	13445677	3.928	369.5	2004	no
Day	10	8612549	3.141	540	2018	no
Deuel	10.5			252	2011	no
Douglas	12	4711596.8	3.225	241	2009	no
Edmunds	12	4900300	2.284	383	2014	no
Faulk	10	6999612	3,832,577	461	2013	no
Grant	10	8361342	3.802	459.5	2000	no
Gregory	11	5839870	3.613	376	2018	no
Haakon	13	1564845	2.438	889.7	2015	no
Hamlin	9	5985104	2.129	700	2014	no
Hand	12		1.51	535	2008	no
Hanson	11.5	4272755	2.892	380	2014	no
Hughes	11	10112669	3.072	525	2009	no
Hutchinson	10	3062600	2.3	410	2017	no
Hyde	12	2749647	1.685	277	2017	no
Jackson	12	3193643	3.019	583	2018	no
Jerauld	10	2149746	2.359	258	2014	no
Kingsbury	12	3199076	1.541	350	2017	no
Lake	12	8789847	2.628	292	2014	no
Lawrence	10	13321231	4.038 General .072 Fire	352	2005	no
Lincoln	10	18738992	2.15	323.25	2018	yes
Lyman	10	4322300	2.021 = \$1,507,663	985	2016	no
Marshall	11	7049860	3491918	323.2	2018	no
McCook	11	7221078	3.469/thousand	284.95	2018	yes
McPherson	11	4425147	2.388	668.5	2015	no
Meade	10	9535438	9830957	1000	2017	yes
Mellette	11	1816967.92	794580.12	269	2018	no
Miner	12	7297336	3.617	305	2018	no
Minnehaha	10	81771727	45141119	356	2016	yes
Minnehaha	10	87873328	45141119	347	2019	yes
Moody	11.5	7756000	3305315	287.5	2017	yes
Pennington	10				2018	yes
Potter	10	3909241	2.013	600	2018	no
Roberts	10	8394164	3.795	500	2018	no

County	Number of paid holidays	Total approved and published county budget for 2019	County property tax levy (county only)	Miles of roads maintained	Personnel handbook - last year updated	Does the county employ a full-time dedicated human resources staff person
Sanborn	11	5262513	3.488	314	1998	no
Spink	10	10215329	3247613	705	2018	no
Stanley	10	4.1	2.77	600	2011	no
Sully	11	5744804	1.907	746	2018	no
Tripp	12	3137018	3.54	850	2018	no
Turner	10	12079223.7	5.502	316	2016	no
Union	11.5	13570336	3.376	460	2010	no
Walworth	14	5132177	2.59	792	2018	no
Yankton	10	8761858	4.176	505.1	2005	no

Summary: Personnel

County	Does the county utilize a special committee or group to work on personnel policies or issues	Is the county subject to the terms of a collective bargaining agreement with a labor union	What departments/services are covered by the labor union agreement	What county position/consultant is involved in bargaining activities on behalf of the county	Is your state's attorney hired through a contract or as a "regular" county employee
Aurora	no	no	N/A	N/A	regular
Beadle	no	yes	All employees EXCEP: Elected, Appointed and Sheriff Deputies	States' Attorney	regular
Bennett	no	no			regular
Bon Homme	yes	no	n/a	n/a	regular
Brookings	no	yes	Sheriff's Office Highway	States Attorney Commission Department Director HR Specialist	regular
Brown	no	yes	All employees except: employees of Sheriffs Office, States Attorney Office, Communications Center, Professional, Supervisory, Elected, Part-time and seasonal employees, and probationary employees.	We have a Union rep that comes. The commission bargain with the Union rep. we currently have 5 employees paying dues to the union, around 60 employees are covered by the union	regular
Brule	no	yes	All hourly employees that are classified full time	Commissioners, Deputy States Attorney	regular
Buffalo	no	no	NA	NA	regular
Campbell	yes	no	N/A	N/A	regular
Charles Mix	no	no			regular
Clark	no	no	NOne	None	regular
Clay	no	no			regular
Codington	no	yes	Correctional Officers, Deputy Sheriffs, Highway (excluding office staff, Highway Supt. and Asst. Supt.)	Contracted Human Resource Director	regular
Corson	no	no			regular
Custer	no	no	NA	States Attorney	regular
Davison	yes	yes	Jailers	Sts Atty, Jail Admin, 2 Commissioners	regular
Day	no	no	N/A	N/A	regular
Deuel	no	no			
Douglas	no	no		The County Commissioners	regular
Edmunds	no	no	none		regular
Faulk	no	no	none	none	
Grant	no	no	NA	NA	regular
Gregory	no	no		COMMISSIONERS	regular
Haakon	yes	no	No Labor Union involved	None	regular
Hamlin	no	no	none		regular
Hand	no	no	None		regular
Hanson	no	no			regular
Hughes	no	no		Part time consultant	regular

County	Does the county utilize a special committee or group to work on personnel policies or issues	Is the county subject to the terms of a collective bargaining agreement with a labor union	What departments/services are covered by the labor union agreement	What county position/consultant is involved in bargaining activities on behalf of the county	Is your state's attorney hired through a contract or as a "regular" county employee
Hutchinson	no	yes	HIGHWAY MAINTENANCE	SUPERVISOR	regular
Hyde	yes	no			regular
Jackson	no	no	n/a	n/a	regular
Jerauld	no	no	N A		regular
Kingsbury	yes	no	Highway	Commissioners	regular
Lake	yes	no	N/A	N/A	regular
Lawrence	no	no			regular
Lincoln	yes	yes	Sheriff	Chief Civil Deputy States Attorney Chief Deputy Sheriff Lincoln County Labor Council	regular
Lyman	no	no			regular
Marshall	yes	no	n/a	n/a	regular
McCook	no	no	None.	N/A	regular
McPherson	no	no	N/A	N/A	regular
Meade	no	yes	Highway	HR Director / Commission Assistant	regular
Mellette	no	no			regular
Miner	no	no			regular
Minnehaha	no	yes	Sheriff & Highway	HR Director, Commission Administrative Officer, Department Heads of either Highway or Sheriff & a County Commissioner	
Minnehaha	yes	yes	Sheriff & Highway	HR Director, Commission Administrative Officer, Department Heads of either Highway or Sheriff & a County Commissioner	regular
Moody	yes	no	N/A	N/A	regular
Pennington	no	no			regular
Potter	no	no			regular
Roberts	no	yes	Highway	Commissioners	regular
Sanborn	no	no			regular
Spink	yes	no			regular
Stanley	no	no	None	None	regular
Sully	yes	no	N/A	N/A	regular
Tripp	no	no	none	I feel like the Auditor :) Not sure if thats correct	regular
Turner	no	no			regular
Union	no	no			regular
Walworth	yes	no	None	None	regular
Yankton	no	no			regular

Summary: Salary Schedule

County	Does the county have an adopted salary schedule?	If yes, who prepared it	Does the county base annual salary increases on a "cost of living" adjustment factor	If yes, what index or factors are typically used to develop the COLA
Aurora	no		no	
Beadle	yes	States Attorney	no	
Bennett	no		no	
Bon Homme	yes		yes	CPI
Brookings	yes	HR Specialist	yes	CPI and negotiated union rate
Brown	yes	HR	no	
Brule	no		yes	CPI and growth factors
Buffalo	yes	Elaine Wulff/Dulcy Sinkie	no	
Campbell	no		no	
Charles Mix	no		no	
Clark	yes	County Auditor	no	The April CPI.
Clay	yes		yes	Usually the Commissioners use CPI. If CPI is very low and they feel they have the ability, they sometimes give a percent or two additional.
Codington	yes	County Commissioners	yes	Negotiations with bargaining units and CPI.
Corson	no		no	
Custer	yes	Payroll committee	no	
Davison	yes	Wage Committee	no	
Day	no		no	
Deuel	no		no	
Douglas	no		no	
Edmunds	no		no	
Faulk	no		no	
Grant	yes	Auditor	no	
Gregory	no		no	
Haakon	yes	Commissioners	no	
Hamlin	yes	Commissioners	no	
Hand	yes	Department Heads & Commission	yes	The CPI is used to determine annual increases in wages.
Hanson	no		no	
Hughes	yes		no	
Hutchinson	yes	auditor	no	
Hyde	no		no	
Jackson	no		no	
Jerauld	no		no	
Kingsbury	yes	First District	yes	Multiple factors including the wage scale, area cost of living increase, area wage rates and others
Lake	yes	First District	yes	normally just use 3%
Lawrence	yes	All Departments	yes	
Lincoln	yes	Waters Consulting	yes	
Lyman	no		no	

County	Does the county have an adopted salary schedule?	If yes, who prepared it	Does the county base annual salary increases on a "cost of living" adjustment factor	If yes, what index or factors are typically used to develop the COLA
Marshall	no		yes	CPI
McCook	no		no	
McPherson	no		no	
Meade	yes	HR Office	yes	CPI figures. County approves increase based on its ability to pay, so it does not always make a COLA
Mellette	no		yes	CPI
Miner	yes		yes	The CPI
Minnehaha	yes	HR	yes	CPI and Market data
Minnehaha	yes	HR	yes	CPI and Market data
Moody	yes		yes	Commissioners determine
Pennington	yes	Vendor	yes	State of SD approved COLA
Potter	yes		no	
Roberts	yes		no	
Sanborn	no		no	
Spink	yes	Commission	no	
Stanley	no		no	
Sully	yes	Auditor	yes	Annually a 3%
Tripp	no		no	
Turner	no		no	
Union	yes	commissioners	no	
Walworth	yes	Auditor	no	
Yankton	yes	Auditor	no	

Summary: PTO/Sharing Employees

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
Aurora	no		yes	Director of Equalization is also the Zoning Administrator. Nurse Secretary is also the Welfare Director. Highway Dept is also the Weed Dept
Beadle	no	<p>9.2.1 Paid Time Off (PTO) *employees hired after 2019 are mandatory PTO....prior to 2019 hire date optional Paid Time Off (PTO) is an all-purpose time-off policy for eligible employees to use for vacation, illness or injury, and personal business. It combines traditional vacation and sick leave plans into one flexible, paid time-off policy. Regular full-time employees are eligible to earn and use PTO as described in this policy: Once employees enter an eligible employment classification, they begin to earn PTO according to the schedule below. Before PTO can be used however, a waiting period of 180 calendar days must be completed. After that time, employees can request use of earned PTO including that accrued during the waiting period. The amount of PTO employees receive each year increases with the length of their employment as shown in the following schedule:</p> <ul style="list-style-type: none"> • Upon initial eligibility the employee is entitled to 120 PTO hours (10 hours per complete pay period) • After 5 years of eligible service the employee is entitled to 168 PTO hours each year (14 hours per complete pay period) • After 15 years of eligible service the employee is entitled to 204 PTO hours each year (17 hours per complete pay period) <p>The length of eligible service is calculated on the basis of number of years as of January 1 of the current calendar year rounded down. PTO can be used in minimum increments of two hours. Employees who have an unexpected need to be absent from work should notify their direct supervisor before the scheduled start of their workday, if possible. The direct supervisor must also be contacted on each additional day of unexpected absence. To schedule planned PTO, an employee should request approval from their immediate supervisor at least two weeks in advance. Requests will be reviewed by the immediate supervisor based on a number of factors, including</p>	yes	Extension - 4-H State Nurses - Office Administrator

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
		<p>business needs and staffing requirements. If an unexpected/unplanned absence occurs, the PTO request must be approved by the immediate supervisor and the PTO request form must be turned into the immediate supervisor within 24 hours of returning to work. PTO is paid at the employee's base pay rate at the time of absence. It does not include overtime or any special forms of compensation such as incentives, commissions, bonuses, or shift differentials. Employees are encouraged to use their PTO benefits. In the event that at the end of any calendar year the employee does not use all available PTO, the employee may carry over up to a maximum cumulated total of 40 hours of PTO to be used at a later date. PTO in excess of this may be carried over only upon the approval of the immediate supervisor and the Beadle County Commission. Upon completion of employment, employees will be paid for unused PTO time that has been earned through the last day of work. All employees in the PTO leave program may as well as all full-time elected officials, if they choose, pay into their own South Dakota Supplemental Retirement System before tax account, and Beadle County will match dollar for dollar up to fifty (\$50) dollars per pay period.</p>		
Bennett	yes	<p>11 ANNUAL LEAVE Annual leave is an approved absence from work with pay for vacation or for other purposes. It is earned by each regular employee depending on the employee's length of service. Part-time employees will receive annual leave at one-half the time of full time employees. Annual leave is based on the calendar year beginning January 1 each year as listed below: 0 – 1 year After 6 months – 5 days; after 1 year – an additional 5 days until the end of the calendar year. 1 – 3 years 10 days* annually 4 – 10 years 15 days annually 11 years and over 20 days annually * Each day of annual leave earned equals eight hours. 7 An employee must satisfy the one year mark (bracket) before collecting vacation time in the 1-3 year bracket. Vacation is based on the hire date for the first year then calendar year, January to December is used. Annual leave</p>	no	

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
		<p>is paid at the rate of eight hours for each day off. Annual leave for part time employees is paid as based on their normally scheduled work day. Each employee is allowed to carry over 5 working days (40 hours) of the yearly annual leave earned into the following year. The MAXIMUM carry over is 40 hours! Unused annual leave over the 5 days will be lost after January 15, unless annual leave scheduled in December is cancelled by the supervisor due to exigencies of the county and all the leave can not be used before the January 15 deadline. Employees must request leave restoration from their supervisor before January 15. Once approved, they will have until close of business on June 30 of the current year to use the restored leave. Your vacation must be scheduled in advance and approved by your supervisor. Annual leave normally will be granted at the time requested. However, if the nature of the work makes it necessary to limit the number of employees on vacation at any one time, the employee who requests that time off first shall be given first choice of vacation time. Time off for personal use can be approved only in one hour increments. In the event you leave the employ of the County for any reason, you shall receive annual leave in the amount that you are eligible provided you have given 2 weeks notice to your supervisor. Annual leave cannot be used to meet the 2 weeks termination notice. In the event you were to die before taking accrued annual leave, the full annual leave due will be paid to the individual you have designated to receive any accrued wage.</p>		
Bon Homme	no		yes	Veterans Officer, Emergency Manager & Zoning is one person. Nurse/WIC is one person. 911/Dispatcher
Brookings	no		yes	Cost of 1 Maintenance Worker is split between City and County due to City and County sharing building 2 FT truck drivers work summers with Weed and Pest Department and winters with Highway Department

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
Brown	yes	4.5 Hours sick leave earned per payroll every two weeks. 3.5-8 hours of vacation leave earned per payroll dependent upon years of service.	yes	Such as...Just in the sense that Dispatch provides service for City and County, IT runs all School security devices.
Brule	no		no	
Buffalo	no		no	
Campbell	no		yes	Deputy Auditor/Deputy ROD Deputy Treasurer/Deputy DOE Highway Assistant/Extension Assistant
Charles Mix	yes	WE OFFER SICK AND VACATION LEAVE	no	
Clark	no		no	
Clay	no		yes	The Sheriff is the Coroner, the Weed employees work for the Highway Dept. when weed spraying is not possible, and one person does Veterans Service, Welfare, and Zoning.
Codington	yes	County provides paid sick leave and vacation time. Paid vacation leave will be granted to all qualified employees (see Policy 4). Vacation leave shall accrue at a rate according to the following schedule: Length of Service Length of Leave First year of service four (4) hours per month Second through the tenth year eight (8) hours per month Eleventh year through the nineteenth year twelve (12) hours per month Twentieth year and beyond fourteen (14) hours per month (2017) Employees who are eligible for full benefits (see policy 4) shall accrue sick leave at a rate of eight- (8) hour's sick leave per month.	no	
Corson	yes		yes	Our Assessor is also our 911 Coordinator; Deputy Sheriff is also Emergency Manager; Deputy Sheriff is also PT Coroner
Custer	no		yes	Some employees are trained to assist in offices with only 1 or 2 employees to cover office when staff is out.
Davison	no		yes	Welfare Intake Administrative Assistant, who assists the VSO.
Day	no		yes	P/T AUDITOR ALSO WELFARE DOE ALSO P&Z AND DRAINAGE NURSE SEC ALSO WIC SECRETARY OEM ALSO E911 EXT SECRETARY ALSO WEED SECRETARY COUNTY HWY

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
				SUPERINTENDENT ALSO IS HEAD OF WEED
Deuel	no		no	
Douglas	no		yes	
Edmunds	no		no	
Faulk	no		yes	Our register of deeds and Treasurer share a Deputy. Our County Health nurse and Director of Equalization share a deputy .
Grant	no		no	
Gregory	no		yes	
Haakon	no		no	
Hamlin	no		no	
Hand	yes	Annual leave is based on 40 hours the first complete year, 80 hours after two full years through year 7. 8 years to 14 years is 120 hours. 15 years and higher is 168 hours.	no	
Hanson	no		no	
Hughes	no		no	
Hutchinson	no		yes	Register of Deeds and Assessors office share one employee
Hyde	yes	Employees accrue vacation/sick leave hours based on years of service.	yes	Our DOE also handles Planning/Zoning and GIS. Our Deputy Auditor is also the Extension Secretary.
Jackson	no		no	
Jerauld	no		yes	Treasurer / DOE Auditor / Extension Em Mgmt / V S O
Kingsbury	yes	Each employee earns between 2-4 weeks of vacation time each year based on the length of employment, as well as 8 hours of sick time per month.	no	
Lake	no		yes	Zoning 95% / Welfare 5% EMA 95% / Asst to VSO 5% VSO 17 hrs / Asst to EMA 2 hrs
Lawrence	yes	SICK LEAVE 4.1) EARNED RATE & MAXIMUM HOURS: Permanent employees, who work twenty (20) hours per week or more, are eligible for sick leave benefits. Part-time employees whose regular work schedule is less than twenty (20) hours per week, seasonal, temporary, reserve, and fill-in employees are not eligible for sick leave benefits. Sick leave hours are earned at the rate of .0462 hours for every hour worked. Sick leave may be accumulated to a maximum of one thousand forty (1040) hours total. 4.2)	no	

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
		<p>NEW EMPLOYEES: No employee will be allowed to use their sick leave during the first three months of employment. 4.3) SICKNESS / DR. APPOINTMENTS: Sick leave may be granted for any hour or hours an employee is absent from work due to sickness or doctors appointments. 4.4) FAMILY SICKNESS: Sick leave may be granted for absence because of sickness of a family member in the 1st degree, according to the Relationships and Degrees of Kindred According to the Civil Law (including in-laws and step families). If an extended period of time is required, refer to the Family and Medical Leave Act section 6.3. 4.5) VALIDITY OF USE: Any time the department head questions the validity of the sickness, they may require the employee to furnish adequate proof, which can include a Doctor's certificate, of actual sickness. 4.6) NOT COUNTED AS WORK TIME: Sick leave time shall not be counted as time worked for overtime purposes. 4.7) PERSONAL LEAVE: Sixteen (16) hours of sick leave per calendar year may be granted for personal use other than a sickness. 4.8) CALL IN: It is the responsibility of the employee to call in sick prior to their shift to their department head. 4.9) PAYMENT UPON TERMINATION: Ten percent (10%) of the unused sick leave balance will be paid upon retirement or termination to permanent employees only after a two week written notice has been received. Employees who are terminated or quit during their twelve (12) month probationary period will not be reimbursed for any accumulated sick leave. Employees who have at least eighteen (18) years of employment will be paid twenty-five percent (25%) of the unused sick leave upon retirement or termination only after a two week written notice has been received. Years of service for this section will be figured from the date of hire for both full time and part time employees. The two-week written notice may be waived by the department head. 4.10) SICK LEAVE POOL: Employees may be allowed to pool their sick leave for another employee. Employees may donate sick leave up to forty (40) hours, their personal time up to</p>		

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
		<p>sixteen (16) hours, or vacation time up to forty (40) hours to another employee in the case of a catastrophic accident or illness relating to the employee, the employee's spouse or child with prior approval of the Board of County Commissioners and upon the recommendation of the employee's department head. Before an employee is eligible to receive donated sick leave, the employee must first have exhausted all of the employee's accumulated vacation time, "comp. time" and sick leave. The County Commission may limit the total amount of hours that are donated to an employee and all donated hours must be used within one year from the date of approval by the County Commission and only for the illness or event for which the use of donated sick leave was authorized. In the event the employee terminates employment with the County, the employee is not entitled to compensation for any donated sick leave. This Sick Leave Pool policy will become effective January 1, 2010. Any donated sick leave approved prior to January 1, 2010 will expire and will need to be reauthorized. 4.11) PERSONAL EMERGENCY: See Article V. Personal Emergency Leave. PERSONAL EMERGENCY LEAVE Employees are allowed to use up to forty (40) hours of their accumulated sick leave annually for personal emergency. The use of sick leave for personal emergency may be granted for a death in the "1st through the 3rd " Degree, according to the "Relationships and Degrees of Kindred According to the Civil Law (including in-laws and step families), volunteer fire or police work, emergency rescue squad members or military reserve/National Guard members called to active duty. The Board of County Commissioners, on a case-by-case basis, can consider special circumstances and additional time may be granted. At department head discretion, reasonable time may be granted for other funeral attendance without pay or by using vacation or comp time accrued benefits. If, at any time, the department head questions the validity of funeral leave</p>		

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
		<p>extended, the employee shall be requested to furnish adequate proof of said death and funeral attendance. VACATION All eligible permanent Lawrence County employees, who work twenty (20) hours per week or more, shall be allowed annual vacation leave. Part time employees whose regular work schedule is less than twenty (20) hours per week, seasonal, temporary, reserve, and fill-in employees are not eligible for vacation leave benefits. Employees shall accrue vacation hours according to the following schedule: # OF YEARS AMOUNT EARNED MAXIMUM EMPLOYED PER HOUR WORKED HOURS 0 - 1 Years .0192 60 2 - 7 Years .0385 120 8 - 15 Years .0577 180 16 - 25 Years .0770 240 26+ Years .0962 300 The chart reflects vacation benefits of two weeks, three weeks, four weeks and five weeks depending on employee years of service. The maximum is the employee's eligible vacation benefit times one and one half (1½). Example: An employee is eligible for two weeks (80 hours) per year vacation, times by 1½ = vacation maximum of 120 hours. Accrual of vacation hours cannot extend past the maximum unless waived by the Board of County Commissioners. Time off taken with no pay will not accrue any vacation benefits. ANNUAL VACATIONS: Annual vacation pay will be based upon an average work week under the following conditions: 1. All vacation days are to be taken at the discretion of the department head. The department head and employee will use their best efforts to cooperate with each other in determining times of said vacation. The time of said vacation may be scheduled to suit the employee except when it will interfere with operations. It is recognized that the department head must have the ultimate right in control in scheduling vacations. 2. Cash payment, up to one-half (½) of your earned vacation hours, in lieu of vacation time, is permitted to employees, not to be granted more than once a year, at the discretion of the department head. 3. If an employee is laid off, terminated or quits, their accrued vacation time will be prorated to the last</p>		

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
		day of employment. Accumulated vacation benefits will be paid except for termination or resignation during employee's probationary period. Two weeks vacation pay may be withheld for failure to submit a two (2) week notice of resignation, at department head discretion.		
Lincoln	yes	Vacation leave Sick leave	no	
Lyman	no		yes	We have two employees who are considered full time but split their time between two departments. One is the Deputy ROD & Hwy Office Manager and the other is the Sheriff's Office Manager and Emergency Manager.
Marshall	yes	PAID TIME OFF: PTO benefits will accrue at a monthly rate. Full-time Benefits: Years of Employment Hourly Accrual Per Month 1st year of service 3.50 2nd & 3rd year of service 7.00 4th, 5th, 6th, 7th & 8th year of service 10.00 9th year of service and over 13.50 MAXIMUM PTO HOURS: Employees can accumulate a maximum of thirty-five (35) working days of annual leave which is 280 hours for the year from January 1 to December 31. This is the maximum amount of unused leave an employee will be compensated for at the time of his or her termination, regardless of the time of year. Upon separation in good standing and the proper written notice (see 2-7 Resignation) the employee will receive payment for PTO earned. Annual leave can be in excess of thirty-five days during the year, but cannot go over at the last pay period end date in June and the end of the year. All employees must watch their accrued leave and use it in a timely manner. Due to possible scheduling problems, it will be the responsibility of the employee, not the employer, to make sure that by May 1st and October 1st of each year, he or she has made arrangements to ensure that PTO has been used on a timely basis according to policy, so as to not go over the maximum allowed leave at the end of the year. All PTO days will be arranged at the discretion of the department head, so as not to interfere with the smooth operation of each	yes	Deputy Register of Deeds works 15% of the time in the Auditor's office for Elections and Voter maintenance.

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
		department. The Department head has the right to deny PTO requests if it is not in the best interest of the Department. Any days in excess of the 35 days (280 hours) at the end of the last pay period in June and at the end of the year will be forfeited. The Board of County Commissioners will decide any exceptions due to unforeseen circumstances. Accrued PTO or sick hours that are paid out to an employee upon termination are not considered as SDRS contributions for terminating employees. MAXIMUM PTO HOURS EXCEPTION: Due to department shortages and necessity to work with a full staff during the spring and summer months, the policy for days in excess of 35 days (280) at the end of the last pay period in June will be waived for the Highway Department, so total PTO (vacation time) accrued can exceed the 280 hours but the maximum 35 days (280) must be met by the last pay period in December. The Maximum hours payable upon termination of employment with the Highway Department between January-December will remain at the 35 days (280).		
McCook	no		no	McCook County's 4-H Youth Program Assistant assists in Sheriff's Office as Administrative Assistant as needed.
McPherson	no		yes	Director of Equalization Deputy is also the Sheriff and EM secretary. The Sheriff and 3 deputies are also Emergency Management.
Meade	yes	Paid Sick Leave - 10 days per year (80 hours). Max accrual 640 hours (up to 240 paid out upon separation after 6 years continuous service). Paid Vacation Leave - (graded based on years of service): 0-1 Years: 5 days per year (40 hours) 2-4 Years: 10 days per year (80 hours) 5-20 Years: 15 days per year (120 hours) 20+ Years: 20 days per year (160 hours) Max Accrual 240 hours, paid out upon separation after 6 months continuous service. Paid Personal Day - 1 per year	no	
Mellette	yes	Full time employees earn 8 hours vacation and 8 hours sick leave monthly.	yes	Some part time positions are held by the same employee.
Miner	yes		yes	
Minnehaha	yes	Based on YOS	yes	Several departments have contracts with the smaller

County	Does the county offer a paid time off (PTO) program	If yes, please provide details	Does the county share employees between departments or with other governmental entities	If yes, please explain
				County to the south of us to provide services such as our Human Services department.
Minnehaha	yes	Year Completed Hours/Pay Period Apprx. Hours/Year 0 4.92 128 1 4.92 128 2 4.92 128 3 4.92 128 4 5.23 136 5 5.54 144 6 5.54 144 7 5.85 152 8 6.15 160 9 6.46 168 10 6.46 168 11 6.46 168 12 6.77 176 13 6.77 176 14 6.77 176 15 7.08 184 16 7.08 184 17 7.38 192 18 7.69 200 19 8.00 208 20 8.00 208	yes	Human Services shares a position.
Moody	no		yes	ROD and DOE Share a deputy 30 hours ROD and 10 DOE
Pennington			yes	The Emergency Mgmt Director reports to a User's Board, and supports City and County interests; The 911/ESCC Director reports to a User's Board and supports City, County, State and Federal entities.
Potter	no		no	
Roberts	no	Employees earn vacation and sick leave based on years on service	no	
Sanborn	no		yes	Auditor and Treasurer share a deputy. Deputy Register of Deeds work 3 days for Register of Deeds and two days for welfare.
Spink	no		yes	1 FT employee in the Treasurer's Office does cover in the Register of Deeds Office as needed.
Stanley	no		no	
Sully	yes	Full time employees accumulate 4.62 hours per pay period and part time employees over 30 hours receive 3.47 hours	no	
Tripp	no		no	
Turner	no		no	
Union	no		yes	Planning & Zoning, Extention, Fair and Weed
Walworth	yes	Vac/SL	yes	2 Employees have split offices
Yankton	no		no	

Summary: Service Contracts

County	Please explain any service contracts the county may have with other entities
Aurora	We have contracts with the cities for law enforcement. We also contract with Mitchell for E-911 services. County Health Nurse with the State of SD. 4-H Advisor with State through Brookings.
Beadle	Veterans Service Officer is also the Veterans Service Officer for Sanborn County Victim Witness Coordinator share with Brule, Clark, Faulk, Hand, Hyde Kingsbury, Miner, Potter, Sanborn, Spink and Sully. Is listed as full time employee with Beadle County.
Bennett	
Bon Homme	
Brookings	County Sheriff's Department provides contracted law enforcement to the cities of Volga, Aurora, Elkton and White, SD
Brown	Shared Jail Agreements, Shared Emergency Response Agreements, etc....
Brule	We have a 911 and traffic stop contact with Mitchell Regional 911 Dispatch Center
Buffalo	Law Enforcement Services with Jerauld County. Emergency Management Services with Brule County.
Campbell	Law Enforcement Services with the Cities
Charles Mix	911 CONTRACTS FOR SERVICES
Clark	
Clay	The County has a Public Defender contract with a private law firm, and there is a contract with the SDSU Extension Service for a 4-H Educator.
Codington	Contract with 1st District Association of Local Governments for Planning and Zoning Officer. Contract with private individual for Human Resource duties.
Corson	We have law enforcement contracts with McIntosh and McLaughlin Cities.
Custer	Contract with State of South Dakota to provide 4H Advisor and county staffs secretary for health nurse office
Davison	The State Health Nurse/WIC Department are contracted services. Deputy States Attorney and 2 Indigent Defender Contracts are also in place.
Day	Contract with Christensen Ambulance Service Contract with Delaney, Nielsen, & Sannes Law Firm
Deuel	Road maintenance with Grant County
Douglas	Armour, Delmont and Corsica have signed contracts with the County for our Sheriff's Dept. to provide law enforcement for a set amount of hours per month for a set fee per hour/year.
Edmunds	
Faulk	
Grant	
Gregory	
Haakon	1. Haakon County shares a 4-H Advisor with Jackson, Jones, and Mellette Counties. Each county pays 1/4 of the expenses. 2. Haakon County contracts with the State of SD for CHN/WIC Services.
Hamlin	
Hand	
Hanson	
Hughes	The IT Person is shared with the City of Pierre.
Hutchinson	NURSE CONTRACT WITH LOCAL HOSPITAL
Hyde	We hire a custodian as a professional service and may contract lawn care in the summer
Jackson	WIC / CHN Contracts with state; 4-H Advisor Agreement with SDSU
Jerauld	Law enforcement contract with Alpena, Wess Sprgs and Buffalo County. Contract with SD Dept of Health
Kingsbury	
Lake	4-H Advisor contract with SDSU Extension; Community Health Nurse / WIC Contract with SD Dept of Health.
Lawrence	
Lincoln	Social Services City of Harrisburg
Lyman	
Marshall	n/a
McCook	N/A

County	Please explain any service contracts the county may have with other entities
McPherson	Eureka City and Leola City contracts with McPherson County for police coverage.
Meade	
Mellette	
Miner	Miner County 911 center provides 911/dispatching services for Sanborn County. Miner County sheriff's office provides law enforcement for the City of Howard
Minnehaha	Human Services and Human Resources contract services with Lincoln County.
Minnehaha	Human Services contract services with Lincoln County.
Moody	Various contracts with cities & counties. Some Examples: Highway Maintenance, City Patrol, Telephone, IT Contract
Pennington	
Potter	Jail contracts
Roberts	
Sanborn	Woonsocket City pays yearly for police protection from the county.
Spink	
Stanley	WIC Jail contracts with other counties Extension
Sully	GF& Parks for maintaining roads Welfare
Tripp	
Turner	City law enforcement contracts
Union	
Walworth	Jail agreements
Yankton	We have a contract with Craig Miller, IT Services

Section II: Employees by Department

Auditor

County	Total Number	Full-Time	Part-Time
Aurora	2	2	
Beadle	3	3	0
Bennett	2	2	
Bon Homme	2	2	
Brookings			
Brown	5	5	0
Brule	2	2	
Buffalo	0	0	0
Campbell	2	1	1
Charles Mix	2	2	0
Clark	2	2	
Clay	3	3	
Codington	4	4	
Corson	2	2	0
Custer	3	3	
Davison	4	4	0
Day	3	2	1
Deuel	3	2	1
Douglas	2	2	
Edmunds	2	2	
Faulk	2	1	1
Grant	4	4	0
Gregory	2	2	
Haakon	2	2	0
Hamlin	1	1	1
Hand	2	2	
Hanson	2	1	1
Hughes	3		
Hutchinson	2.5	2	1
Hyde	2	1	1
Jackson	1	1	
Jerauld	2	1	1
Kingsbury	2	2	0
Lake	3	3	
Lawrence	6	6	
Lincoln	7	7	
Lyman	2	2	
Marshall	2	2	
McCook	3	3	
McPherson	2	2	
Meade	3	3	0
Mellette	1	1	
Miner	2	2	
Minnehaha	11	11	0

Director of Equalization

County	Total Number	Full-Time	Part-Time
Aurora	2	2	
Beadle	5	4	1
Bennett	1		1
Bon Homme	5	5	
Brookings	6	6	
Brown	8	8	0
Brule	3	2	1
Buffalo	1	1	0
Campbell	2	1	1
Charles Mix	4	3	1
Clark	2	2	
Clay	3	3	
Codington	8	8	
Corson	1	1	0
Custer	5	5	
Davison	8	8	0
Day	3	0	3
Deuel	2	2	
Douglas	2	1	1
Edmunds	2	2	
Faulk	2	1	1
Grant	2	2	
Gregory	2	2	
Haakon	2	2	0
Hamlin	4	2	2
Hand	2	2	
Hanson	3	2	1
Hughes	2		
Hutchinson	2.5	2	1
Hyde	1	1	
Jackson	1	1	
Jerauld	1.5	1.5	
Kingsbury	2	2	0
Lake	4	4	
Lawrence	8	8	
Lincoln	17	16	1
Lyman	2	2	
Marshall	3	3	
McCook	4	4	
McPherson	2	2	
Meade	6	6	0
Mellette	1	1	
Miner	3	2	1
Minnehaha	23	22	1

Auditor

County	Total Number	Full-Time	Part-Time
Moody	2	2	0
Pennington	11	9	2
Potter	2	2	
Roberts	3	3	
Sanborn	2	1	1
Spink	3	3	
Stanley	2	2	
Sully	2	1	1
Tripp	3	3	
Turner	2	2	
Union	4	4	
Walworth	3	3	
Yankton	4	4	

Director of Equalization

County	Total Number	Full-Time	Part-Time
Moody	3	1	2
Pennington	22	22	0
Potter	2	1	1
Roberts	3	3	
Sanborn	2	2	
Spink	3	3	
Stanley	2	2	
Sully	1	1	
Tripp	2	2	
Turner	3	3	
Union	5	5	
Walworth	3	2	1
Yankton	6	6	

Auditor/Register of Deeds

County	Total Number	Full-Time	Part-Time
Buffalo	1	1	0

Extension

County	Total Number	Full-Time	Part-Time
Aurora	1		1
Beadle	1	1	
Bennett	1	1	
Bon Homme	1		1 at 50%
Brookings	2		2
Brown	0	0	0
Brule	2	1	1
Buffalo	0	0	0
Campbell	2	0	2
Charles Mix	13	0	13
Clark	2		1
Clay	1	1	
Codington	2	2	
Corson	1		1
Custer	1	1	
Davison	1	1	0
Day	1		1
Deuel	1		
Douglas	1		1
Edmunds	1	1	
Faulk	1	1	
Grant	2	2	
Gregory	2	1	1

Outdoor Adventure Ctr

County	Total Number	Full-Time	Part-Time
Brookings	5	1	4

Planning/Zoning

County	Total Number	Full-Time	Part-Time
Aurora	1		1
Beadle	5		5
Bon Homme	1		1 at 33%
Brown	8	1	7 including board
Clark	0		1
Clay	1		1
Codington	1		1
Corson	0		
Custer	3	2	1
Davison	1	1	0
Day	2		2
Deuel	1	1	
Douglas	2		2
Faulk	1		1

Planning/Zoning

County	Total Number	Full-Time	Part-Time
Grant	1		1
Gregory	1		1
Hamlin	1	0	1
Hanson	1		
Hughes	1		
Hutchinson	1	1	
Hyde	1		1
Kingsbury	1	1	0
Lake	1	1	
Lawrence	8	4	4
Lincoln	14	5	9
Marshall	1		1
McCook	2		2
Meade	9	3	6
Minnehaha	7	7	0
Moody	1	0	1
Pennington	14	8	6
Spink	1	1	
Stanley	4		4
Sully	4		4
Turner	1		1
Union	1	1	
Walworth	1		1
Yankton	2	2	

P&Z/Emerg Mgmt

County	Total Number	Full-Time	Part-Time
Brookings	3	3	

Zoning Board

County	Total Number	Full-Time	Part-Time
Hutchinson	6		6

Register of Deeds

County	Total Number	Full-Time	Part-Time
Aurora	2	1	1
Beadle	3	2	1
Bennett	1	1	

Extension

County	Total Number	Full-Time	Part-Time
Haakon	1	0	1
Hamlin	2	1	1
Hand	2	1	1
Hanson	1		1
Hughes			
Hutchinson	1.5	1	1
Hyde	1		1
Jackson	0		
Jerauld	1	1	
Kingsbury	1	0	1
Lake	1	1	
Lawrence	0		
Lincoln	1	1	
Lyman			
Marshall	1	1	
McCook	1	1	
McPherson	1	1	
Meade	1	0	1
Mellette	1		1
Miner	1		1
Minnehaha	1	1	
Moody	1	1	0
Pennington	1	1	0
Potter	1		1
Roberts	1	1	
Sanborn	1		1
Spink	1	1	
Stanley	1	1	
Sully			
Tripp	1	1	
Turner	1	1	
Union	1	1	
Walworth	2	1	1
Yankton	2	2	

Sheriff

County	Total Number	Full-Time	Part-Time
Aurora	4	4	
Beadle	25	23	2
Bennett	8	4	4

Register of Deeds

County	Total Number	Full-Time	Part-Time
Bon Homme	2	2	
Brookings	3	3	
Brown	6	6	0
Brule	2	2	
Buffalo	0	0	0
Campbell	2	1	1
Charles Mix	2	2	0
Clark	2	1	1
Clay	2	2	
Codington	4	4	
Corson	2	1	1
Custer	2	2	
Davison	3	3	0
Day	2	2	
Deuel	2	1	1
Douglas	2	1	1
Edmunds	2	2	
Faulk	2	1	1
Grant	2	2	
Gregory	2	2	
Haakon	2	1	1
Hamlin	2	1	1
Hand	2	1	1
Hanson	2	1	1
Hughes	2		
Hutchinson	1.5	1	1
Hyde	2	1	1
Jackson	1	1	
Jerauld	1	1	
Kingsbury	2	2	0
Lake	2	2	
Lawrence	5	5	
Lincoln	5	4	1
Lyman	2	1	1
Marshall	2	2	
McCook	3	2	1
McPherson	2	2	
Meade	5	4	1
Mellette	1	1	
Miner	2	2	
Minnehaha	12	12	0
Moody	2	1	1
Pennington	9	8	1
Potter	2	1	1

Sheriff

County	Total Number	Full-Time	Part-Time
Bon Homme	3	3	
Brookings	40	23	17
Brown	18	18	0
Brule	11	11	
Buffalo	1	1	0
Campbell	3	2	1
Charles Mix	15	10	5
Clark	3	3	
Clay	10	9	1
Codington	21	13	8
Corson	5	5	
Custer	20	18	2
Davison	12	8	4
Day	19	8	11
Deuel	7	6	1
Douglas	7	4	3
Edmunds	11	9	2
Faulk	18	15	3
Grant	12	9	4
Gregory	5	5	
Haakon	2	2	0
Hamlin	6	6	0
Hand	6	4	2
Hanson	4	3	1
Hughes	9		
Hutchinson	3.5	3	1
Hyde	2	2	
Jackson	3	2	1
Jerauld	4	4	
Kingsbury	6	6	0
Lake	19	17	2
Lawrence	60	41	19
Lincoln	32	22	10
Lyman	5	4	1
Marshall	8	7	1
McCook	9	9	
McPherson	5	4	1
Meade	34	22	12
Mellette	4	3	1
Miner	4	4	
Minnehaha	117	72	45
Moody	6	6	6
Pennington	321	286	35
Potter	3	2	1

Register of Deeds

County	Total Number	Full-Time	Part-Time
Roberts	2	2	
Sanborn	2	1	1
Spink	1	1	
Stanley	1	1	
Sully	2	1	1
Tripp	3	2	1
Turner	2	2	
Union	3	2	1
Walworth	2	1	1
Yankton	4	3	1

Sheriff

County	Total Number	Full-Time	Part-Time
Roberts	5	4	1
Sanborn	4	3	1
Spink	13	9	4
Stanley	8	6	2
Sully	3	3	
Tripp	5	4	1
Turner	16	10	6
Union	37	27	10
Walworth	6	4	2
Yankton	51	34	17

Emergency Management

County	Total Number	Full-Time	Part-Time
Aurora	1		1
Beadle			
Bennett	1		1
Bon Homme	1		1 @ 33%
Brookings			
Brown	2	2	0
Brule	1		1
Buffalo	0	0	0
Campbell	1	0	1
Charles Mix	1	0	1
Clark	1		1
Clay	1	1	
Codington	3	2	1
Corson	1		1
Custer	1	1	
Davison	1	1	0
Day	1		1
Deuel	1	1	
Douglas	1		1
Edmunds	1		1
Faulk	1		1
Grant	1		
Gregory	1		1
Haakon	1	0	1
Hamlin	1	1	0
Hand	1	1	
Hanson	1		1
Hughes	2		
Hutchinson	1		1

Highway

County	Total Number	Full-Time	Part-Time
Aurora	10	9	1
Beadle	19	18	1
Bennett	4	4	
Bon Homme	17	15	2
Brookings	19	19	
Brown	26	26	0
Brule	8	8	
Buffalo	3	2	1
Campbell	9	9	0
Charles Mix	14	14	0
Clark	17	17	
Clay	11	11	
Codington	17	17	
Corson	10	8	2
Custer	15	14	1
Davison	14	12	2
Day	11	9	2
Deuel	13	12	1
Douglas	5	5	
Edmunds	16	15	1
Faulk	10	7	3
Grant	17	17	
Gregory	15	14	1
Haakon	10	8	2
Hamlin	11	11	0
Hand	12	12	
Hanson	10	9	1
Hughes	14		
Hutchinson	18	18	

Emergency Management

County	Total Number	Full-Time	Part-Time
Hyde	1		1
Jackson	1		1
Jerauld	1	1	
Kingsbury	1	0	1
Lake	1	1	
Lawrence	2	2	
Lincoln	1	1	
Lyman	1		1
Marshall	1		1
McCook	1	1	
McPherson	5	0	5
Meade	0.5	0.5	0
Mellette	1		1
Miner	1		1
Minnehaha	2	2	0
Moody	1	1	0
Pennington	5	5	0
Potter	1		1
Roberts	1		1
Sanborn	1		1
Spink	1	1	
Stanley			
Sully	1		1
Tripp	1	1	
Turner	1		1
Union	1	1	
Walworth	1	1	
Yankton	4	1	3

Highway

County	Total Number	Full-Time	Part-Time
Hyde	7	7	
Jackson	7	7	
Jerauld	7	7	
Kingsbury	15	11	4
Lake	10	10	
Lawrence	22	22	
Lincoln	19	19	
Lyman	7	6	1
Marshall	10	9	1
McCook	11	11	
McPherson	16	13	3
Meade	28	23	5
Mellette	3	3	
Miner	10	10	
Minnehaha	35	34	1
Moody	11	10	1
Pennington	48	47	1
Potter	9	9	
Roberts	15	15	
Sanborn	10	10	
Spink	18	15	3
Stanley	11	9	2
Sully	16	16	
Tripp	15	15	
Turner	17	15	2
Union	20	16	4
Walworth	10	10	
Yankton	19	19	

State's Attorney

County	Total Number	Full-Time	Part-Time
Aurora	2		2
Beadle	6	4	2
Bennett	2	1	1
Bon Homme	2		2
Brookings	7	7	
Brown	11	10	1
Brule	1		1
Buffalo	1	0	1
Campbell	1	1	0
Charles Mix	4	4	0
Clark	1		1

Treasurer

County	Total Number	Full-Time	Part-Time
Aurora	2	1	1
Beadle	4	4	4
Bennett	2	2	
Bon Homme	2	2	
Brookings			
Brown	9	8	1
Brule	2	2	
Buffalo	1	1	0
Campbell	2	1	1
Charles Mix	2	2	0
Clark	2	2	

State's Attorney

County	Total Number	Full-Time	Part-Time
Clay	5	5	
Codington	8	5	3
Corson	1		1
Custer	5	2	3
Davison	5	5	0
Day	1	1	
Deuel	2	1	1
Douglas	1	1	
Edmunds	1		1
Faulk	2		2
Grant	2	2	
Gregory	2	2	
Haakon	2	0	2
Hamlin	2	0	2
Hand	2	1	1
Hanson	2		2
Hughes	7		
Hutchinson	2	2	0
Hyde	2		2
Jackson	1	1	
Jerauld	1	1	
Kingsbury	3	1	2
Lake	3	3	
Lawrence	8	5	3
Lincoln	13	13	
Lyman	1		1
Marshall	1		1
McCook	2	1	1
McPherson	2	1	1
Meade	8	6	2
Mellette	2	1	1
Miner	2	1	1
Minnehaha	59	57	2
Moody	2	2	2
Pennington	53	48	5
Potter	2		2
Roberts	2	2	
Sanborn	1	1	
Spink	2	1	1
Stanley	3	3	
Sully	2	1	1
Tripp	3	2	1
Turner	2	2	
Union	6	5	1

Treasurer

County	Total Number	Full-Time	Part-Time
Clay	6	6	
Codington	6	6	
Corson	2	2	0
Custer	4	4	
Davison	3	3	0
Day	3	2	1
Deuel	2	2	0
Douglas	2	2	
Edmunds	2	2	
Faulk	2	1	1
Grant	3	3	
Gregory	2	2	
Haakon	2	2	0
Hamlin	3	2	1
Hand	2	2	
Hanson	2	1	1
Hughes	4		
Hutchinson	3	3	0
Hyde	2	1	1
Jackson	1	1	
Jerauld	1.5	1.5	
Kingsbury	3	3	0
Lake	3	3	
Lawrence	8	7	1
Lincoln	10	10	
Lyman	2	2	
Marshall	3	2	1
McCook	3	2	1
McPherson	2	2	
Meade	7	6	1
Mellette	2	1	1
Miner	2	2	
Minnehaha	24	23	1
Moody	3	3	3
Pennington	21	20	1
Potter	2	2	
Roberts	3	3	
Sanborn	2	1	1
Spink	3	3	
Stanley	2	2	
Sully	2	2	
Tripp	4	3	1
Turner	3	3	
Union	6	5	1

State's Attorney

County	Total Number	Full-Time	Part-Time
Walworth	3	2	1
Yankton	6	5	1

Treasurer

County	Total Number	Full-Time	Part-Time
Walworth	3	2	1
Yankton	5	5	

Commissioners

County	Total Number	Full-Time	Part-Time
Aurora	5		5
Beadle	5		5
Bennett	5		5
Bon Homme	5		5
Brookings	5		5
Brown	5	0	5
Brule	5	5	
Buffalo	3	0	3
Campbell	5	5	0
Charles Mix	3	0	3
Clark	5	5	
Clay	5	5	
Codington	5		5
Corson	5		5
Custer	5		5
Davison	5	0	5
Day	5	5	
Deuel	5		
Douglas	5		5
Edmunds	5		5
Faulk	5		5
Grant	5	5	
Gregory	5		5
Haakon	5	0	5
Hamlin	5	0	5
Hand	5		5
Hanson	5		5
Hughes	7		
Hutchinson	5		5
Hyde	5		5
Jackson	5		5
Jerauld	5	5	
Kingsbury	5	5	0
Lake	5		5
Lawrence	6	6	
Lincoln	5	5	
Lyman	5		5
Marshall	5		5

Custodian

County	Total Number	Full-Time	Part-Time
Aurora	1	1	
Beadle	2	2	
Bennett	1		1
Bon Homme	1	1	
Brookings	3	2	1
Brown	8	4	4
Brule	1	1	
Buffalo	0	0	0
Campbell	1	0	1
Charles Mix	2	1	1
Clark	1	1	
Clay	2	1	1
Codington	8	7	1
Corson	1	1	
Custer	3	3	
Davison	6	5	1
Day	2	1	1
Deuel	2	1	1
Douglas	2	1	1
Edmunds	1	1	
Faulk	1	1	
Grant	3	1	2
Gregory	1	1	
Haakon	1	1	0
Hamlin	1	1	0
Hand	2	1	1
Hanson	1	1	
Hughes	2		
Hutchinson	1	1	
Hyde			
Jackson	1	1	
Jerauld	1	1	
Kingsbury	1	1	0
Lake	3	3	
Lawrence	6	6	0
Lincoln	5	5	
Lyman	1	1	
Marshall	3		3

Commissioners

County	Total Number	Full-Time	Part-Time
McCook	5		5
McPherson	5		5
Meade	5	5	0
Mellette	3	3	
Miner	5	5	
Minnehaha	12	11	1
Moody	6	1	5
Pennington	5	0	5
Potter	5		5
Roberts	5		5
Sanborn	5	5	
Spink	5		5
Stanley	5		5
Sully	5		5
Tripp	5		5
Turner	5	5	
Union	5		5
Walworth	5	5	
Yankton	5		5

Custodian

County	Total Number	Full-Time	Part-Time
McCook	1	1	
McPherson	1	1	
Meade	8	7	1
Mellette	1		1
Miner	1	1	
Minnehaha			
Moody	1	1	0
Pennington			
Potter	1		1
Roberts	2	2	
Sanborn	1	1	
Spink	2	1	1
Stanley	1	1	
Sully	1	1	
Tripp	2	2	
Turner	2		2
Union	2	2	
Walworth	1	1	
Yankton	4	4	

24/7 D&A Testing

County	Total Number	Full-Time	Part-Time
Pennington	12	2	10

Campground

County	Total Number	Full-Time	Part-Time
Codington	5		5

24/7 Sobriety

County	Total Number	Full-Time	Part-Time
Lincoln	1	1	

Care of Poor

County	Total Number	Full-Time	Part-Time
McCook	1		1

24/7 Sobriety Testing

County	Total Number	Full-Time	Part-Time
Gregory	1		1

Care of the Elderly

County	Total Number	Full-Time	Part-Time
Bon Homme	1		1 @ 10%

911

County	Total Number	Full-Time	Part-Time
Day	1		1
Miner	8		8

CHN Secretary

County	Total Number	Full-Time	Part-Time
Gregory	1	1	

911/Communications

County	Total Number	Full-Time	Part-Time
Lake	6	6	
Lawrence	10	10	

911/ESCC

County	Total Number	Full-Time	Part-Time
Pennington	48	45	3

GIS

County	Total Number	Full-Time	Part-Time
Brookings	1	1	
Brown	1	1	0
Charles Mix	1	1	0
Custer	1	1	
Hanson	1		
Hyde	1		1
Lincoln	2	2	
Moody	1	0	1
Sully	1	1	

Airport Maintenance

County	Total Number	Full-Time	Part-Time
Lincoln	3		3

Ambulance

County	Total Number	Full-Time	Part-Time
Moody	10	3	7
Miner	3	3	

Commission Asst./HR

County	Total Number	Full-Time	Part-Time
Brown	2	2	0

Commission Dept

County	Total Number	Full-Time	Part-Time
Brookings	2	2	
Pennington	2	2	0

Communication Center

County	Total Number	Full-Time	Part-Time
Charles Mix	5	4	1

Communications (Dispatch)

County	Total Number	Full-Time	Part-Time
Meade	10	8	2

Community Health

County	Total Number	Full-Time	Part-Time
Brookings	2	1	1

Community Health Nurse

County	Total Number	Full-Time	Part-Time
Lake	1	1	

Community Health Nurse Secretary

County	Total Number	Full-Time	Part-Time
McCook	1	1	

Buildings & Grounds (Facility Maint.)

County	Total Number	Full-Time	Part-Time
Pennington	35	34	1

Community Health/WIC

County	Total Number	Full-Time	Part-Time
Clay	1	1	

Conservation Office

County	Total Number	Full-Time	Part-Time
Kingsbury	1	0	1

County Fair

County	Total Number	Full-Time	Part-Time
Charles Mix	6	0	6

Corrections (Jail)

County	Total Number	Full-Time	Part-Time
Meade	28	21	7

County Health Nurse

County	Total Number	Full-Time	Part-Time
Davison	3	2	1

County Librarian

County	Total Number	Full-Time	Part-Time
Jackson	1		1

Coroner

County	Total Number	Full-Time	Part-Time
Aurora	1		1
Beadle	pay per service		
Bon Homme	1		1
Brookings	1		1
Brown	4	0	4
Campbell	1	0	1
Charles Mix	3	0	3
Clark	1		1
Clay	1		1
Codington	1		1
Corson	3		3
Custer	3		3
Davison	1	0	1
Day	1		
Deuel	1		
Douglas	1	1	
Edmunds	1		1

County Nurse

County	Total Number	Full-Time	Part-Time
Codington	1	1	

Court Security

County	Total Number	Full-Time	Part-Time
Brown	6	3	3

Crime Victims SVC

County	Total Number	Full-Time	Part-Time
Codington	1	1	

Coroner

Faulk	1		1
Grant	1	1	
Gregory	3		3
Haakon	2	0	2
Hamlin	2	0	2
Hand	1		1
Hanson	1		
Hughes	1		
Hutchinson	1		1
Hyde	2		2
Jackson	1		1
Jerauld	1	1	
Kingsbury	2	0	2
Lake	1		1
Lawrence	6	1	5
Marshall	2		2
McCook	1		1
Mellette	1		1
Miner	1		1
Moody	1	0	1
Spink	2		2
Stanley	4		4
Sully	1		1
Tripp	1		1
Union	3		3
Walworth	1		1
Yankton	1		1

Election Workers

County	Total Number	Full-Time	Part-Time
Hutchinson	32		32

Detox

County	Total Number	Full-Time	Part-Time
Pennington	57	53	4

Dispatch/Jail

County	Total Number	Full-Time	Part-Time
Bon Homme	5	5	
Marshall	6	5	1

Drainage

County	Total Number	Full-Time	Part-Time
McCook	2		1

Economic Develop Coordinator

County	Total Number	Full-Time	Part-Time
Campbell	1	1	0

E911

County	Total Number	Full-Time	Part-Time
Bon Homme	1		1 at 50%

E911 Dispatchers

County	Total Number	Full-Time	Part-Time
Spink	5	5	

Human Services (in States Atty Office)

County	Total Number	Full-Time	Part-Time
Beadle	2		2

Emerg Mgmt/Veteran Services

County	Total Number	Full-Time	Part-Time
Beadle	1	1	

Human Resources

County	Total Number	Full-Time	Part-Time
Minnehaha	6	5	1
Pennington	2	2	0

Extension

County	Total Number	Full-Time	Part-Time
Gregory	2	1	1

HR/Commission Assistant

County	Total Number	Full-Time	Part-Time
Meade	2	2	0

Facilities

County	Total Number	Full-Time	Part-Time
Minnehaha	14	13	1

IS&T

County	Total Number	Full-Time	Part-Time
Lawrence	4	4	

Fair/Fairgrounds

County	Total Number	Full-Time	Part-Time
Brown	6	6	1 FT shared

IT

County	Total Number	Full-Time	Part-Time
Lincoln	2	2	

Finance

County	Total Number	Full-Time	Part-Time
Brookings	8	8	

Invasive Species

County	Total Number	Full-Time	Part-Time
Lawrence	8	2	6

Food Pantry Coordinator

County	Total Number	Full-Time	Part-Time
McCook	1		1

HR

County	Total Number	Full-Time	Part-Time
Brookings	1	1	
Lincoln	1	1	

Jail

County	Total Number	Full-Time	Part-Time
Charles Mix	10	9	1
Clay	10	5	5
Davison	40	22	18
Minnehaha	152	152	
Roberts	35		2

Health Office

County	Total Number	Full-Time	Part-Time
Spink	1	1	

Health Services

County	Total Number	Full-Time	Part-Time
Grant	1		1

Health & Human Services (HHS)

County	Total Number	Full-Time	Part-Time
Pennington	17	17	0

Human Services

County	Total Number	Full-Time	Part-Time
Minnehaha	48	26	22

Landfill

County	Total Number	Full-Time	Part-Time
Brown	12	7	5

Librarian

County	Total Number	Full-Time	Part-Time
Haakon	2	0	2

Library

County	Total Number	Full-Time	Part-Time
Grant	12	2	10
Moody	2	1	1
Potter	2	1	1
Tripp	3	2	1

JDC

County	Total Number	Full-Time	Part-Time
Minnehaha	47	35	12

JSC (Juvenile Services)

County	Total Number	Full-Time	Part-Time
Pennington	51	50	1

Juvenile Detention

County	Total Number	Full-Time	Part-Time
Charles Mix	3	0	3

Jail/24-7/JDC/HD/Dispatch

County	Total Number	Full-Time	Part-Time
Brown	76	25	51

Pantry Worker

County	Total Number	Full-Time	Part-Time
Grant	1		1

Public Advocate

County	Total Number	Full-Time	Part-Time
Minnehaha	11	11	0

Public Defender

County	Total Number	Full-Time	Part-Time
Lawrence	5	5	
Minnehaha	37	37	0
Pennington	31	31	0

Mental Health Board Attorney

County	Total Number	Full-Time	Part-Time
Buffalo	1	0	1

Mental Illness Board

County	Total Number	Full-Time	Part-Time
Lawrence	6		6

Museum

County	Total Number	Full-Time	Part-Time
Brown	7	5	2
Minnehaha	25	16	9

Nurse Secretary

County	Total Number	Full-Time	Part-Time
Day	1		1

Nurses

County	Total Number	Full-Time	Part-Time
Charles Mix	2	1	1

Nurse/WIC

County	Total Number	Full-Time	Part-Time
Bon Homme	1		50% each
Lyman	1	1	

Recycling

County	Total Number	Full-Time	Part-Time
Tripp	3		3

Conservation

County	Total Number	Full-Time	Part-Time
Bon Homme	1	1	

Solid Waste

County	Total Number	Full-Time	Part-Time
Lincoln	3	2	1

Transports

County	Total Number	Full-Time	Part-Time
Brown	12	0	12

Visiting Neighbors

County	Total Number	Full-Time	Part-Time
Grant	4		4

WIC

County	Total Number	Full-Time	Part-Time
Codington	1	1	
Lincoln	1		1

WIC/CHN

County	Total Number	Full-Time	Part-Time
Haakon	1	0	1

WIC Secretary

County	Total Number	Full-Time	Part-Time
Bennett	1		1
Day	1		1
Jackson	1		1

Veteran Services

County	Total Number	Full-Time	Part-Time
Aurora	1		1
Bennett	1		1
Bon Homme	1		1 at 33%
Brookings	2	2	
Brown	3	2	1
Brule	1		1
Campbell	1	0	1
Charles Mix	1	0	1
Clark	1		1
Clay	1		1
Codington	2	2	
Corson	1		1
Custer	1		1
Davison	1	1	0
Day	2		2
Deuel	1		
Douglas	1		1
Edmunds	1		1
Faulk	1		1
Grant	1		1
Gregory	1		1
Haakon	1	0	1
Hamlin	1	1	0
Hand	1		1
Hanson	1		1
Hughes	2		
Hutchinson	1		1
Hyde	1		1
Jackson	1		1
Kingsbury	1	0	1

Welfare

County	Total Number	Full-Time	Part-Time
Day	1		1
Brown	2	2	0
Codington	2	1	1
Davison	1	1	0
Lake	1		1

Weed

County	Total Number	Full-Time	Part-Time
Charles Mix	7	1	6
Day	2		2
Bon Homme	2		2
Clay	2	2	
Marshall	2		2
McCook	1		1
Roberts	1		1
Tripp	1	1	

Weed Board

County	Total Number	Full-Time	Part-Time
Day	2		2
Hutchinson	4		4

Weed & Pest

County	Total Number	Full-Time	Part-Time
Brown	8	3	5 with board
Haakon	1	0	1
Meade	5	2	3

Veteran Services

County	Total Number	Full-Time	Part-Time
Lake	1		1
Lawrence	1	1	
Lincoln	1		1
Lyman	1		1
Marshall	1		1
McCook	1		1
McPherson	2		2
Meade	0.5	0.5	0
Mellette	1		1
Miner	1		1
Minnehaha	1	1	
Moody	1	0	1
Pennington	3	3	0
Potter	1		1
Roberts	1	1	
Sanborn	1		1
Spink	1		1
Tripp	1		1
Turner	1		1
Union	1	1	
Walworth	1		1
Yankton	1	1	

Weed & Pest

County	Total Number	Full-Time	Part-Time
Pennington	15	5	10
Spink	4		4
Brookings	4	1	3

Weed Control

County	Total Number	Full-Time	Part-Time
Lincoln	1	1	

Weed Supervisor

County	Total Number	Full-Time	Part-Time
Grant	1		1

Section III: Salary

Auditor/Finance Officer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	43,347.20	24	yes					
Beadle	65518	18	yes		5459.83			60,528-76,764
Bennett	40640	27	yes					33825
Bon Homme	3588.85/ MO	11	YES		3588.85		N/A ELECTED	
Brookings	77916	17	Y		77916		HS	61436-77916
Brown	55,520	0	yes				elected	55,520
Brule	46483.16	16	yes		yes	no	high school	
Buffalo	SEE BELOW							
Campbell	\$45,826.02	25 1/2	yes		yes			
Charles Mix	42,577.60	1	YES					
Clark	44369.16	15	yes		44369.16			
Clay	59626.7	15	Yes		Yes			
Codington	66586	42	yes				elected official	61032-67422
Corson	44120	5 1/2	Yes					
Custer	46,818	1 1/2	YES		46,818			
Davison	62610	12	Yes		62610		None	54641-65045
Day	50627.2	4	YES		YES			
Deuel	45000	12	Y					
Douglas	41000	6	YES					
Edmunds	50568	28	yes					
Faulk	45,666	0	yes					
Grant	60,233.88	27	yes		5019.49		yes	no
Gregory	44000	18	yes		44000			
Haakon	39556.2	7	yes		3296.35		none	
Hamlin	3972	43	yes					
Hand	43392.6	34	Yes				12	
Hanson	43219	11	yes					
Hughes	65,355	20	yes		65355			
Hutchinson	48053.9	9	yes					48053.9
Hyde	42280.32	5	yes					
Jackson	37465	40	yes					
Jerauld	\$40,060.80	16	yes		40,060.80			
Kingsbury	40,755.65	9	yes		x			33825-53000
Lake	53,496.00	31	Yes		53,496.00		No	Minimum \$34,543.00
Lawrence								
Lincoln	83324.8	16	yes		83324.8		2 yr degree	
Lyman	43,100	4.5	yes		yes			State Law
Marshall	43214.23	5	yes		43214.23			
McCook	44,391.88	32	YES		44,391.88			
McPherson	46557.57/yr	3	yes		3879.80/mth			

Auditor/Finance Officer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Meade	70430	26	yes		5869			N/A
Mellette	37699.22	2	yes		yes			
Miner	52503	16	yes					
Minnehaha								
Moody	51866	4	yes		51866			
Pennington	\$103,686	42 yrs	Yes				Elected	Not/App
Potter	40232.2	6	yes					
Roberts	42120	24	yes		3510	20.25		
Sanborn	45939.59	28	yes		45939.59			
Spink	50,000	13	yes		50,000		no	
Stanley	48027	6	yes					
Sully	40764.4	4	yes		yes			
Tripp	43,930.12	5.5	Yes					
Turner	4489.9	35	yes		yes		no	no
Union	60130.56	28	yes					
Walworth	46,033.42	12	yes				HS/GED	
Yankton	62009.64	33	yes					

Deputy Auditor

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	35,297.60	20	yes					
Beadle								
Bennett		2.5 mo	yes			10.25	12	9.75
Bon Homme	15.06 HR	3	YES		15.06		HS	
Brookings	25.4	13	Y			25.4	HS	2.12-28.05
Brown		3	yes			16.2		15.39-17.42
		2	yes			15.66		15.39-17.42
Brule	29328	5	yes		no	yes	high school	\$13.02 - \$14.52
Buffalo	N/A							
Campbell	\$17,402.29	2	no	0.5	yes			
Charles Mix	33,820.80	3	YES			16.26/HR		
Clark	29932.44	25	yes			15.35		
Clay	36721.16	4	Yes		Yes			31158.91-47896.40
	37998.42	5	Yes		Yes			31158.91-47896.40
Codington	38461	4	yes				high school graduate	31884 - 42261
	41426	9	yes				high school graduate	31884 - 42261

Deputy Auditor

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	44913	14	yes				high school graduate	34473 - 45832
Corson		1	Yes			15.75		
Custer	28619.4	1	YES			13.76		
	28,619	1	YES			13.76		
Davison	33925	1	Yes			16.31	None	14.27-15.83
	41267	8	Yes			19.84	None	16.87-17.91
	42733	14	Yes			23.48	None	17.91-19.47
Day	40040	4	YES			19.25		
	32032	4	NO	80		19.25		
Deuel	35047	17	Y					
	15.85 hr		NO					
Douglas	29640	6MONTHS	YES			14.25		
Edmunds	38587	3	yes					
Faulk		0	no			13.77		
Grant	36088	1	yes			17.35	no	16.85-18.25
	37960	16	yes			18.25	no	16.85-18.25
	43,472.00	23	yes			20.9	no	19.50-20.90
Gregory	25605		no	0.85	25605			
Haakon	28454.4	1	yes			13.68	none	
Hamlin				1		15		
Hand	33987.2	16	Yes			16.34	12	
Hanson	13926	3	no	0.5		13.39		
Hughes	40783	9	yes			19.61		16.10-21.18
	40,783	17	yes			19.61		16.10-19.61
Hutchinson	10071.36	1	no	0.75				
	38625.6	4	yes					18.57
Hyde		6		0.7		14.77		
Jackson								
Jerauld	\$12,864.80	2	no	50		12.37		
Kingsbury	33,258.58	4	yes			15.94		13-17 per hour
Lake	39873.6	17	Yes			19.17	No	43815
	42,120.00	17	Yes			20.25	No	16-20
Lawrence								
Lincoln	43409.6	5	yes			20.87	2 yr degree	
Lyman	30,000	0	yes		yes			
Marshall	32302.4	1	yes			15.53		
McCook		1	YES			18.19		
		30	YES			19.84		
McPherson	27495.36/yr	1	yes		2291.28/mth			2291.28-2491.28

Deputy Auditor

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Meade	37720	2	yes			17.91		16.39 - 21.38
	48090	19	yes			22.37		16.39 - 21.38
Mellette								
Miner	33252	6	YES					31158-34053
Minnehaha								
Moody		2	yes			17.41		14.80-18.66
Pennington	\$85,341	19 yrs	Yes				BS	\$5084 - \$7663 Month
Potter	30160	1	yes					
Roberts		15	yes			14.6		
		16	yes			14.6		
Sanborn	17914.35	16	no	50	17914.35			
Spink		1	yes			16.95	no	16.18-17.09
		19	yes			17.09	no	16.18-17.09
Stanley	33946	1.5	yes					
Sully	24039.6	1	no	0.75		yes		
Tripp	26728	1.5	Yes			12.85		
	26,728.00	3	Yes			12.85		
Turner	3881.81	27	yes		yes		no	no
Union	26754	1	yes					
	31414.56	2	yes					
	41486.04	36	yes					
Walworth	32,073.60	3	yes			15.42		
	32073.6	0	yes			15.42		
Yankton	40602.6	14	yes					

Auditor/Register of Deeds

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Buffalo	30,025.84	< 1	YES		JAN-FEB 200/MO; MARCH-DEC 2962.59/MO		N/A	

County Manager

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Hughes	88048	13	yes		88048			72093-88048

County Commissioner

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Aurora	8694.55		no					
Beadle	19,716 Chair; 16,536 other 4	-	no		1643 and 1378			
Bennett	5100		no	n/a				
Bon Homme	900.00/MO	VARIES	NO		900		ELECTED	
Brookings	17744	4	N	0.25	17744		HS	17744
Brown	22282	0 - 10	yes				elected	
Brule	7934.67		yes		yes	no	n/a	n/a
Buffalo	750 - 175 PER MTG/ 200 PER DIEM PER MTG		NO	4 HRS/ MONTH	375		N/A	
Campbell	6219.36	varies			yes			
Charles Mix	12064		NO					
Clark	7225.52	43521						
Clay	19974.01				Yes			
Codington	22260	n/a	no	n/a			elected official	n/a
Corson	9560							
Custer	10200		NO		10200			
Davison	17500	7	No	0.25	17500		None	Set each year
Day	13896.08		YES		YES			
Deuel	18504							
Douglas	6931.67							
Edmunds	11970		no					
Faulk	7140		no					
Grant	12500.64	4	yes		1041.72		no	no
	12,500.64	4	yes		1041.72		no	no
	12,500.64	2	yes		1041.72		no	no
	12,500.64	16	yes		1041.72		no	no
	12,500.64	begin	yes		1041.72		no	no
Gregory	6616		no		6616			
Haakon	7180.2	7	no	0.25	598.35		none	
	7180.2	0.1	no	0.25	598.35		none	
	7180.2	10	no	0.25	598.35		none	

County Commissioner

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	7180.2	6	no	0.25	598.35		none	
	7180.2	6	no	0.25	598.35		none	
	7180.2	10	no	0.25	598.35		none	
Hamlin	975		no					
Hand	8168.04		No		8168.04		12	
Hanson	10272		no		10272			
Hughes	15031							
Hutchinson	10300.16		no					
Hyde	7899.12							
Jackson	5156	6	no	50				
Jerauld	6578.04		yes		6578.04			
Kingsbury	10979.72	varies	yes		x			
Lake	13339	9	No		13339		No	Minimum \$5,397.00
Lawrence	550.24							
Lincoln	23732.8		yes		23732.8			
Lyman	7688	0-16 years	no	0.5	yes			
Marshall	6114.61	0-10	no	0.15	6114.61			
McCook	8800	1-16 YEARS	NO		8800			
McPherson	7567.32/yr		no		630.61/mth			
Meade	15884	2			1323			N/A
Mellette	4800		yes		yes			
Miner	11121							10062-11121
Minnehaha								
Moody	12631							
Pennington	18378						Elected	Not/App
Potter	50000		no					
Roberts	9900	1-8 yrs	no	0.5				825-875
Sanborn	8100				8100			
Spink	11040		no		11040		no	11,040-12,240
Stanley	10425		no					
Sully	7739.94		no		yes			
Tripp	9499.88	0-12 yrs	No					
Turner	600		yes		yes		no	no
Union	13440	vars	no					
Walworth	10192.35	n/a	yes					
Yankton	13284.24		no					

Community Health Nurse Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	28953.6	1	yes					
Bon Homme	15.06/HR	3	YES		13.91/HR		HS	
Brookings	17.59	3	1 FT, 1 PT	0.5		17.59	HS	16.56-21.01
Charles Mix	35048	5	YES			16.85/HR		
Clark	23946	5	no	75		15.35		
Clay	36159.79	11	Yes		Yes			30386.38 - 43391.74
Codington	41217	13	yes				high school graduate	31884 - 42261
Custer	16548.48		NO	0.6		13.26		
Davison	31803	1	Yes			15.29	None	14.27-15.83
Day	22152	9	NO	60% NURSE AND 40% WIC	NO	17.75		
Faulk		4	no			14.86		
Grant	18720	4		0.6		15	no	14.50-15.90
Gregory	30244	6	yes		30244			
Haakon	17576	8	no	0.65		13	none	
Hamlin	2750	14	yes					
Hanson	16711	1	no	0.6		13.39		
Jerauld	20124	10	yes			12.9		
Lake	32136	< 1	Yes			15.45	No	43817
Lyman		0	yes-temp			13.75		
Marshall	8465.6	43	no	0.25		16.28		
McCook		3	YES			19.18		
Miner	15789	1.5		0.5	YES			31158-34053
Roberts		3	yes			13.92		
Spink		12	yes			17.09		16.18-17.09
Stanley	34514	40	yes					
Union	15857.4	7	no	19 hours				
Yankton	43048.2	20	yes					

Custodian

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	32240		yes			15.5		

Custodian

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	35318	0	yes			16.98		16.98-21.50
Bon Homme	17.21/HR	3	YES		17.21/HR			
Brookings	15.51	0.75	2 FT, 1 PT	0.25		15.51	HS	15.41-19.54
Brown		4	yes			15.92		
Brule	32177.6	12	yes		no	yes	high school	\$13.02 - \$14.52
Campbell	21971.04	16	no	0.7	no	15.09		
Charles Mix		3	NO	VARIES		13.00/HR		
Clark	35713.8	18	yes		35713.8	17.17		
Clay	39502.29	12	Yes		Yes			30386.38-43391.74
Codington	33763 - 47732 (6)	10 average	yes				high school graduate	29754 - 50926
Corson		1				15.5		
Custer	32240	1	YES			15.5		
Davison	40430	11	Yes			19.44	None	15.83-16.87
	65617	11	Yes		65617		None	44237-54641
Day	17004	17	NO	50	NO	16.35		
Deuel	17.45 hr	21	NO					
Edmunds	41200	3	yes					
Grant	13634.4	2		0.48		13.8	no	18.15-19.5513.30-14.70
	14,092.00	2		48%		13.55	no	13.30-14.70
Gregory	34044	15	yes		34044			
Haakon	27809.6	4	yes			13.37	none	
Hamlin	2810	6	yes					
Hand	12962.56	5	No	47.5		13.12		
Hanson	30900	27	yes		30900			
Hughes	34965	15	yes			16.81		13.81-16.81
Jerauld	33404.8	11	yes			16.06		
Lake	37960	9	Yes			18.25	No	43817
	29,835.52	12	Yes	80%		17.93	No	12-18
Lincoln		43754	yes			19.55		
Lyman	32500	3	yes		yes			
Marshall	16449	19	no	0.45		15.97		
McCook		11	YES			18.98		
McPherson	35434.31/yr	24	yes		2952.86/mth			
Meade	32496	4	yes			15.47		14.16 - 18.47
Mellette	9640.8	1	no			yes		
Pennington	32344		Yes			15.55/Hr Avg		\$14.85 - \$22.39/Hr

Custodian

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Potter	15600		no					
Roberts		10	yes			14.89		
Spink		3	no	0.5		12.79	no	10-12.79
Tripp	29120	2	Yes			14		
Turner	1650	6 months	no	20	yes		no	no
Union	33945.6	5	yes					
Walworth	32073.6	2	yes			15.42		
Yankton		3	yes			17.21		

Head Custodian

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	41371	6	yes			19.89		16-98-21.50
Bennett	6500	3	no					
Brown		17	yes			18.27		
Charles Mix	39665.6	3	YES			19.07/HR		
Codington	69614 - facilities manager	29	yes				high school graduate	47-41 - 70491
Custer	41616	6	YES		41616			
Day	44033.6	23	YES		NO	21.17		
Deuel	16.60 hr	11	YES					
Douglas	38499.64	17	YES		38499.64	18.51		
Faulk		6	yes			15.61		
Grant	40664	20	yes			19.55	no	18.15-19.55
Hand	28800	0.5	Yes		28800		12	
Hughes	46409	7	yes			22.31		18.78-22.87
Hutchinson	38064	11	yes					18.3
Jackson	11.75/hr	2	yes					
Kingsbury	54853.72	3	yes		x			16-22 per hour
Lake	45697.6	2	Yes			21.97	No	16-22
Lincoln		10.5	yes			20.26		
Marshall	13129.65	4	no	0.35	13129.65			
Miner		4	YES			17.48		
Moody		8	yes			20.35		17.09-20.95
Pennington	40955		Yes			19.69/Hr Avg		\$15.60 - \$23.50/Hr
Sanborn	41768.63	28	yes		41768.63			
Spink		7	yes			17.62	no	

Head Custodian

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Stanley	35412	19	yes					
Sully	31865.6	2	yes			yes		
Tripp	29120	2	Yes			14		
Turner	1850	20	no	20	yes		no	no
Union	58066.8	23	yes					
Yankton		1	yes			20.99		

Custodian-Part-Time

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Davison	8523	4	No	0.25		16.39	None	15.83-16.87

Emergency Management Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	18645.12	1		0.6				
Bennett	9282	8	no	50			n/a	n/a
Bon Homme	1285.95/MO	4	YES		1285.95/33%		HS	
Brown	61307	12	yes					
Brule	14491.07	15	no	0.75	yes	no	high school	
Campbell	10000	2	no	0.25	yes			
Charles Mix	31200	10	NO					
Clark	5952.96	10	no	0.15	5952.96			
Clay	54142.98	16	Yes		Yes			
Codington	63204	16	yes				high school graduate	57942 - 63997
Corson	6600		No					
Custer	55631	23	YES		55631			
Davison	68333	6	Yes		68333		None	54641-65045
Day	9230	2	NO	25	NO	17.75		
Deuel	19.35hr	1	NO					
Douglas	15996.15	8	NO	0.5	15996.15			
Edmunds	28997	18	no	0.5				
Faulk		3	no			17.58		
Grant	39624	2	yes			19.05	yes	no
Gregory		3	no	0.5		17.17		
Haakon	14133.6	3	no	0.5		13.59	none	

Emergency Management Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Hamlin	3744	17	yes					
Hand	31332.6	0.5	Yes		31332.6		12	
Hanson	15968	11	no	0.5	15968			
Hughes	64718	18	yes		64718			53149-64718
Hutchinson	37731.2	13	no	20 hrs/wk				
Hyde	6550.44		no	0.25				
Jackson	4390	2	no	10				
Jerauld	26722.8	8	no	62.5		17.13		
Kingsbury	34404.4	31		0.772	x			16-22 per hour
Lake	40705.6	< 1	Yes	0.95		20.6	No	16-22
Lincoln	68265.6	15	yes			68265.6		
Lyman	21750	3	no	0.5	yes			
Marshall	12999.58	11	no	0.25	12999.58			
McCook	37669	40	YES					
McPherson	2000/yr	4	no		166.67/mth			
Meade	56426	1	yes	0.5	4588			50377 - 65728
Mellette	240	15	no		yes			
Miner	26001	0		0.6	YES			
Moody	48600	10	yes					46418-54368
Pennington	City Employee							
Potter	7200		no					
Roberts	9600	11	no	0.5	800			
Sanborn	6443.4	6	no		6443.4			
Spink	42355	8	yes		42355		no	
Sully	8239.92	21	no	0.25	yes			
Tripp	8759.92	4.5	No					
Turner	1989.23	6	no	70	yes		no	no
Union	44637	2	yes					
Walworth	36000	2	yes					
Yankton	54125.64	8	yes					

Deputy Emergency Management Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Brown		7	yes			21.52		
Codington	37062 - Secretary	4	yes				high school graduate	31884 - 42261

Deputy Emergency Management Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Davison	46182	3	Yes		46182		None	40075-44237
Hughes	46543	5	yes			22.38		20.28-24.70
Lake	1622.4	1	No	0.05		15.6	No	14-20
McPherson	2000/yr	1	no		166.67/mth			
Pennington	55577	10 yrs	Yes				BS	\$4193 - \$6318/Month
Yankton		1	no			17.94		

Director of Equalization

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Aurora	40996.8	22	yes					
Beadle	55583	26	yes		4631.92			52377-66427
Bennett	1	7	no	50			CAA	n/a
Bon Homme	3488.85/MO	16	YES		3488.85/MO		HS	
Brookings	57150	10	Y		57150		HS, SD DOR	57150-72480
Brown	59460	0	yes					
Brule	46483.16	2	yes		yes	no	high school, must be certified within one year	
Buffalo	35000	1	YES		2916.67		NONE LISTED	
Campbell	45722.66	3	yes		yes			
Charles Mix	44595.2	7	YES					
Clark	40705.68	4	yes		40705.68			
Clay	59626.7	25	Yes		Yes			
Codington	64999	17	yes				high school graduate	49235 - 65814
Corson	41080	2	Yes					
Custer	43696.8	1.5	YES		43696.8			
Davison	64580	22	Yes		64580		Certified Assessor	54641-65045
Day	49067.2	29	YES		49067.2			
Deuel	46268	8	YES					
Douglas	39000	14	YES					
Edmunds	46232	23	yes					
Faulk	45666	3	yes					
Grant	48152	15	yes			23.15	yes	no
Gregory	40596	4	yes		40596			

Director of Equalization

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Haakon	39556.2	7	yes		3296.35		CAA	
Hamlin	3715	5	yes					
Hand	40125.24	14	Yes		40125.24		12	
Hanson	41557	3	yes		41557			
Hughes	54288	6	yes		54288			49211-59924
Hutchinson	48053.98	20	yes					
Hyde	42255.96	15	yes					
Jackson	14.50/hr	0	yes					
Jerauld	37814.4	6	yes		37814.4			
Kingsbury	49241.72	16	yes		x			38, -51,000 per year
Lake	49233.6	18	Yes			23.67	Yes	19-25
Lawrence								
Lincoln	82617.6	4	yes		82617.6			
Lyman	43100	1	yes		yes		Certification	
Marshall	43214.23	8	yes		43214.23			
McCook	44392	20	YES					
McPherson	46557.57/yr	2	yes		3879.80/mth			
Meade	70262	31	yes		5855			64292 - 83865
Mellette	37699.92	10	yes		yes			
Miner	47925	6	YES					
Minnehaha								
Minnehaha								
Moody	51866	3	yes					
Pennington	85632	10 yrs	Yes				BS	\$6462 - \$9736/Month
Potter	35921.6		yes					
Roberts		4	yes			18.04		
Sanborn	42161.69	28	yes		42161.69			
Spink	46403	19	yes		46403		yes	
Stanley	57312	4	yes					
Sully	40788.8	3	yes		yes			
Tripp	38000.04	1	Yes					
Turner	4248.12	21	yes		yes		no	no
Union	46561.44	17	yes					
Walworth	42619.2	20	yes					
Yankton	60883.08	14	yes					

Deputy Director of Equalization

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	31990.4	2	yes					
Bon Homme	17.85/HR	13	YES		17.85/HR		HS	
Brookings	23.78	2	Y			23.78	HS	23.78-30.16
Brown		8	yes			24.13		
Brule	27081.6	0	yes		no	yes	high school	\$13.02 - \$14.52
Campbell	17157.32	1	no	0.5	yes			
Clark	29932.44	5	yes			15.35		
Clay	38956.04	6	Yes		Yes		Certification	
Codington	51240	14	yes				high school graduate	38607 - 52325
Day	33696	16	NO	80		20.25		
Deuel	16.10hr	3	YES					
Faulk		10				14.86		
Grant	36504	2	yes			17.55	yes	16.85-18.25
Gregory	25605	1	no	0.85	25605			
Haakon	32437.5	0.1	yes			16	CAA	
Hamlin	3000	3	yes					
Hanson	16711	1	no	0.6		13.39		
Hutchinson	36524.8	2	yes					19.1
Jerauld	15392	11	no	50		14.8		
Kingsbury	32894.37	3	yes			15.76		14-19 per hour
Lake	39478.4	10	Yes			18.98	Yes	16-20
Lincoln		17	yes			28.22		
Lyman	33240	0.5	yes		yes		Certification	
Miner	32451	6	YES					31158-34053
Moody		3	yes	10 hours DOE 30 ROD		15.72		14.03-17.87
Pennington	66579	10 yrs	Yes				BS	\$5084 - \$7663 Month
Potter	18720		no					
Roberts		29	yes			15.35		
Tripp	31200	19.5	Yes					
Turner	3911.99	21.5	yes		yes		no	no
Union	36964.32	8	yes					
Walworth	32073.6	5	yes			15.42		
Yankton	56625.12	10	yes					

Director of Equalization - Clerk

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Beadle	40560	19	yes			19.5		16.98-21.50
Bon Homme	15.70/HR	29	YES		15.70/HR		HS	
Brown		3	yes			15.93		15.39-17.42
Charles Mix	32240	2	YES			15.50/HR		
Codington	35955 - 44913 (3)	9 average	yes				high school graduate	31884-45832
Davison	36885	4.5	Yes			17.73	None	14.27-15.83
Day	32032	6	NO	80		19.25		
Douglas	20117.76	5	NO	0.8		12.09		
Edmunds	38587	1	yes					
Hamlin				0.3		15		
Hand	33987.2	25	Yes			16.34	12	
Hughes	39788	4	yes			19.13		16.10-19.61
Lake	30284.8	1	Yes			14.56	No	43815
Lincoln		43483	yes			19.4		
Marshall	34262.4	11	yes			16.28		
McCook		4	YES			19.84		
McPherson	29895.33	11	yes		2491.80/mth			2291.28-2491.28
Meade	39187	16	yes			18.84		14.87 - 19.41
Miner		19	NO			18.49		17.12-18.71
Pennington	32448	1 yr	Yes			\$15.60/Hr		\$15.60 - \$23.50/Hr
Sanborn	26996.74	2	yes		26996.74			
Spink		1	yes			16.18	no	16.18-16.81
Stanley	34514	5	yes					
Turner	3706.4	23	yes		yes		no	no
Union	31254.36	5	yes					
Yankton	37667.28	23	yes					

Director of Equalization - Appraiser

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Beadle	41912	17	yes			20.15		17.54-22.25
Bon Homme	17.03/HR	2	YES		17.03/HR		HS	
Brookings	22.35	14.5	Y			22.35	HS	19.14-24.27
Brown		8	yes			22.01		17.92-22.78

Director of Equalization - Appraiser

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Charles Mix	29660.8	6 MTH	YES			14.26/HR		
Clay	32716.86	2	Yes		Yes		Certification	
Codington	45560 - 46228 (3)	9 average	yes				high school graduate	36582 - 48838
Custer	32296.58	3.5	YES			15.52		
Davison	38064	7.5	Yes			18.3	Certified Assessor	15.83-16.87
Hanson	33654	11	yes			16.18		
Hutchinson	17877.6	15	yes					
Lake	32448	1	Yes			15.6	Yes	43817
Lincoln		1-23.5	yes			23.29	certification	
Marshall	34062.4	5	yes			16.28		
McCook		1-2 YEARS	YES			18.19-18.52		
Meade	46716	14	yes			22.46		17.21 - 22.46
Pennington	\$48,172 avg	7.5 yrs avg	Yes			\$23.16/Hr avg	HS/GED	\$18.05 - \$34.72/Hr
Roberts		3	yes			13.92		
Spink		24	yes			17.26	yes	16.18-17.26
Union	32580.36	4	yes					
Yankton	49332.96	9	yes					

Extension Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	17709.12	10	no	0.6		14.19		
Beadle	40560	23	yes			19.5		16.98-21.5
Bennett		4	yes			10.75	12	9.75
Bon Homme	2719.85/MO	7	YES		2719.85/MO		HS	
Brookings	17.98	2	N	0.5		17.98	HS	17.80-18.16
Brule	11856	3	no	0.5	no	yes	high school	starting wage \$10.50
Campbell	6847.36	1	no	0.25		16.46		
Charles Mix	5544.5	5	NO	VARIES		13.00/HR		
Clark	16773.12	3	no	0.7		15.35		
Clay	43391.74	28	Yes		Yes			30386.38-43391.74
Codington	38252 & 44913 (3)	3 & 18	yes				high school graduate	32782 - 45832

Extension Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Corson	16380	4.5	No					
Custer	29917.06	12	YES			14.38		
Davison	31845	1	Yes			15.83	None	14.27-15.83
Day	40040	3	YES	60% EXTENSION AND 40% WEED SECRETARY		19.25		
Deuel	16.10hr	17	NO					
Douglas	21315.84	1	NO	0.8				
Edmunds	39444	7	yes					
Faulk		0				16.58		
Grant	32032	5	yes			15.4	no	14.50-15.90
Gregory	25605	1	no	0.85	25605			
Haakon	14227.2	18	no	0.5		13.68	none	
Hamlin	2750	36	yes					
Hanson	22281	10	no	0.8		13.39		
Hutchinson	38625.6	9	yes					18.57
Hyde		6	no	0.3		14.77		
Jerauld	12864.8	2	no	50			12.37	
Kingsbury	30666.9	4		0.8		14.7		12-16 per hour
Lake	39956.8	27	Yes			19.21	No	43817
Lincoln		2.5	yes			15.98		
Marshall	35862.4	34	yes			16.28		
McCook		1	YES			18.19		
Meade	15465	1	no	0.5		14.87		
Miner	15789	1.5		0.5	YES			31158-34053
Moody		20	yes			17.87		14.03-17.87
Pennington	34070	1 yr	Yes					\$16.38 - \$24.68/Hr
Potter	18096		no					
Roberts		22	yes			14.85		
Sanborn		7	no	70		11.75		
Spink		16	yes			17.09	no	16.18-17.09
Stanley	17823	30	yes					
Tripp	30160	8.5	Yes			14.5		
Turner	3765.25	24	yes		yes		no	no
Union	19870.8	38	yes					
Walworth	34819.2	7	no	25		15.42		

Extension Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Yankton	40602.6	18	yes					

Highway Superintendent

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Aurora	50481.6	4	yes					
Beadle	69050	7 with Beadle	yes		5754.17			65058-82522
Bon Homme	3929.85/MO	19	YES		29.85/MO		HS	
Brookings	71488	0.25	Y		71488		HS	66044-83759
Brown	76181	5	yes					
Brule	47863.46	1	yes		yes	no	high school	
Buffalo	37836	22	YES		3,153/MO		HS/GED	
Campbell	48081.94	19	yes		yes			
Charles Mix	51771.2	39	YES					
Clark	48568.2	23	yes		48568.2			
Clay	67165.27	26	Yes		Yes			
Codington	74646	31	yes				high school graduate	59340 - 68403
Corson	51060	18	Yes					
Custer	62057	18	YES			62057		
Davison	67735	26	Yes		67735		None	54641-65045
Day	52790.4	3	YES		52790.4			
Deuel	53148	28	YES					
Douglas	40839.14	6	YES		40839.14			
Edmunds	54255	25	yes					
Faulk	60616	18						
Grant	60233.88	38	yes		5019.49		no	no
Gregory	46000	3	yes		46000			
Haakon	42840.6	0.1	yes		3570.05		none	
Hamlin	4230	33	yes					
Hand	51674.98	32	Yes		51674.98		12	
Hanson	47271	33	yes		47271			
Hughes	69895	43	yes		70526			57400-69895
Hutchinson	54891.2	13	yes					
Hyde	45890.52	16	yes					

Highway Superintendent

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Jackson	20.75/hr	3	yes					
Jerauld	45947.16	8	yes		45947.16			
Kingsbury	65810.76	22	yes		x			46200-60000
Lake	56596.8	30	Yes			27.21	No	22-28
Lincoln	78644.8	21	yes		78644.8			
Lyman	44200	2	yes		yes			
Marshall	43459.52	10	yes		43459.52			
McCook		40	YES			23.63		
McPherson	50388.31	28	yes		4199.03/mth			
Meade	76942	4	yes		6396			64292 - 83865
Mellette	47000	1	yes		yes			
Miner	59511	33	YES					
Moody	53455	20	yes					45505-53455
Pennington	81389	.5 yrs	Yes				BS	\$6783 - \$10221/Month
Potter	42500		yes					
Roberts	48048	12	yes		4004	23.1		
Spink	56265	28	yes		56265		no	
Stanley	58269	3	yes					
Sully	51184.12	15	yes		yes			
Tripp	47528	38.5	Yes					
Turner	4971.76	4.5	yes		yes		no	no
Union	70824	1	yes					
Walworth	55000	0	yes					
Yankton	63001.37		yes					

Assistant Highway Superintendent

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Bennett		24	yes			13.25	CDL	12
Brown		23	yes			24.13		
Codington	56585	1	yes				High school graduate	49256 - 62473
Day	42598.4	33	YES			20.48		
Douglas	34632	1	YES			16.65		
Grant	45968	21	yes			22.1	no	no
Lincoln		7.5	yes			26.29		

Assistant Highway Superintendent

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Lyman	41300	16.5	yes		yes			
McCook		29	YES			19.62		
Meade	60029	7	yes		4867			50377 - 65728
Moody		10	yes			22.18		18.66-22.48
Pennington	80578	30 yrs	Yes				BS	\$6153 - \$9341/Month
Sully	41080	4	yes			yes		
Union	48713.6	18	yes					
Yankton		14	yes			29.39		

Highway Foreman

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	49067	12	yes			23.59		21.79-27.64
Bennett		5	yes			13	CDL	12
Bon Homme	18.46/HR	27	YES		18.46/HR		HS	
Brookings	30.16	26	Y			30.16	HS	23.78-30.16
Brown						25		
Charles Mix	42598.4		YES					
Clay	28.07	22	Yes			Yes		40879.98-58376.60
Custer	43784	4	YES			21.05		
Day	42598.4	7	YES			20.48		
Edmunds	45835	1	yes					
Gregory		9	yes			18.5		
Hand	36296	35	Yes			17.45	12	
Hanson	37648	25	yes			18.1		
Hughes	47569	7	yes			22.87		18.78-22.87
Hutchinson	41496		yes					19.95
Kingsbury	42923.92		yes			20.64		18-24 per hour
Lake	49004.8	12	Yes			23.56	No	16-22
Lincoln		31	yes			28.22		
Lyman	40980	8	yes		yes			
Marshall	39832	4	yes			19.15		
McPherson		13	yes			20		
Pennington	\$61,920 avg	12.5 yrs avg	Yes					\$4403 - \$6635/Month
Roberts		9	yes			17.87		

Highway Foreman

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Sanborn		6	yes			18.55		
Spink		19	yes			19.6	yes	
Stanley	41361	35	yes					
Turner	21.35	6.5	yes			yes	yes	no
Walworth	50876.8	24	yes			24.46		
Yankton		4	yes			25.72		

Bridge Foreman

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Brookings	28.05	19	Y			28.05	HS	22.12-28.05
Grant	43680	17	yes			21	no	no
Lincoln		14	yes			26.86		

Shop Foreman

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Brown		18	yes			25		
Day	42598.4	27	YES			20.48		
Douglas	37065.6	22	YES			17.82		
Gregory		3	yes			18		
Jerauld	36587.2	30	yes			17.59		
Meade	52290	14	yes			24.76		18.98 - 24.76
Pennington	67744	16 yrs	Yes					\$4403 - \$6635/Month
Turner	19.59	4	yes			yes	yes	no
Union	43596.8	4	yes					

Mechanic

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Beadle	42161	1	yes			20.27		20.27-25.71
Bon Homme	18.46/HR	17	YES		18.46/HR			
Brookings	20.57	0.25	Y			20.57	HS	20.57-26.09

Mechanic

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Brown		6	yes			21.22		20.73-21.64
		5	yes			21.12		20.73-21.64
		10	yes			21.43		20.73-21.64
		10	yes			21.64		20.73-21.64
Clark	38605.8	9	yes			18.56		
	38605.8	16	yes			18.56		
Clay	26.14	12	Yes			Yes		40879.98-58376.60
Codington	51511	28	yes				high school graduate	39004 - 52158
Custer	46342.4	4	YES			22.28		
Davison	47882	18	Yes			23.02	None	17.91-19.47
Deuel	19.50hr	6	YES					
Douglas	31761.6	2	YES			15.27		
	34673.6	9	YES			16.67		
Edmunds	43680	0	yes			21		
Grant	39624	2	yes			19.05	no	18.45-19.85
Hamlin						18.5		
Hutchinson	43680		yes					21
Lincoln		1.5	yes			20.36		
McCook		1	YES			19.73		
Meade	38729	0	yes			18.62		18.08 - 23.60
Miner		8	YES			18.71		16.12-18.71
Pennington	\$51,189 avg	12.9 yrs avg	Yes					\$21.94 - \$33.06/Hr
Roberts		16	yes			17.74		
Spink		21	yes			20.21	yes	
Tripp	36400	41	Yes			17.5		
	36400	30.5	Yes			17.5		
	35880	21	Yes			17.25		
	33800	17	Yes			16.25		
Turner	22.85	9.5	yes			yes	yes	no
Walworth	43721.6	9	yes			21.02		
Yankton		3	yes			23.3		

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	35963.2	39	yes			17.29		
	34,652.80	4	yes			16.66		

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	34,590.40	3	yes			16.63		
	34,465.60	1	yes			16.57		
	15,340.00	3	no	49%		14.75		
Beadle		3	no- PRN			15.5	cdl	
	41620	5,3,3,2,2,1	yes			21.23	cdl	18.86-23.91
	44158	19	yes			21.23	cdl	18.86-23.91
	43305	13,13,12,8	yes			21.23	cdl	18.86-23.91
	44158	28,26,19 & 17	yes			21.23	cdl	18.86-23.91
Bennett		2	yes			13	CDL	12
		2	yes			13	CDL	12
Bon Homme	15.81/HR-16.95/HR	VARIES	YES				HS/CDL	
		1.5	YES					
		1.5	YES					
		7	YES					
		4	NO					
		9	YES					
		3	NO					
		5	YES					
		9	YES					
		13	YES					
Brookings	17.8	0	Y			17.8	HS	17.80-22.58
	24.27	34	Y			24.27	HS	19.14-24.27
	21.13	5	Y			21.13	HS	19.14-24.27
	19.14	1	Y			19.14	HS	19.14-24.27
	24.27	16	Y			24.27	HS	19.14-24.27
	24.27	17	Y			24.27	HS	19.14-24.27
	21.55	10	Y			21.55	HS	19.14-24.27
	22.58	15	Y			22.58	HS	17.80-22.58
	19.27	4	Y			19.27	HS	17.80-22.58
	19.66	5	Y			19.66	HS	17.80-22.58
Brown		2	yes			18.59		18.50-19.83
		3	yes			18.68		18.50-19.83
		5	yes			18.89		18.50-19.83
		6	yes			18.99		18.50-19.83
		9	yes			19.28		18.50-19.83
		10	yes			19.56		18.50-19.83
		8	yes			19.63		18.50-19.83
		9	yes			19.72		18.50-19.83
		10	yes			19.83		18.50-19.83
Brule	31449.6	0	yes	no	no	yes	high school	\$15.12 - \$16.62

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	32947.2	2	yes	no	no	yes	high school	\$15.12 - \$16.62
	32240	2	yes	no	no	yes	high school	\$15.12 - \$16.62
	32240	2	yes	no	no	yes	high school	\$15.12 - \$16.62
	34112	10	yes	no	no	yes	high school	\$15.12 - \$16.62
	33612.8	5	yes	no	no	yes	high school	\$15.12 - \$16.62
Campbell		25	yes			19.07		
		11	yes			19.07		
		8	yes			19.07		
		3	yes			19.01		
		3	yes			19.01		
		2	yes			19.01		
		1 1/2	yes			18.76		
		1	yes			18.24		
Charles Mix	31,740.80	1	YES			15.26/HR		
	31,740.80	1	YES			15.26/HR		
	38,355.20	9	YES			18.44/HR		
	38,417.60	13	YES			18.47/HR		
	39,915.20	40	YES			19.19/HR		
	37,128.00	6	YES			17.85/HR		
	38,355.20	9	YES			18.44/HR		
	39665.6	20	YES			19.07/HR		
	39,665.60	23	YES			19.07/HR		
Clark	36504	27	yes			17.55		
	36504	1	yes			17.55		
	36504	3	yes			17.55		
	36504	17	yes			17.55		
	36504	24	yes			17.55		
	36504	13	yes			17.55		
	36504	2	yes			17.55		
	36504	0	yes			17.55		
	36504	29	yes			17.55		
	36504	6	yes			17.55		
Clay	26.7	30	Yes			Yes		15.35-28.07
	18.18	3	Yes			Yes		15.35-28.07
	26.7	27	Yes			Yes		15.35-28.07
	25.41	23	Yes			Yes		15.35-28.07
	20.17	7	Yes			Yes		15.35-28.07
	16.12	1	Yes			Yes		15.35-28.07

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	18.18	3	Yes			Yes		15.35-28.07
Cordington	45706 - 51511 (6)	20 average	yes				high school graduate	39004 - 52158
	37751 - 46395 (7)	3 average	yes				high school graduate	37751 - 50446
Corson		8	Yes			17.85		
		13 1/2	Yes			17.85		
		12 1/2	Yes			17.85		
		3	Yes			17.85		
		1 1/2	Yes			17.85		
		1	Yes			16		
		18 1/2	No			17.85		
		1	No			15.25		
Custer	37,271.94	1	YES			17.92		
	37,271.94	1	YES			17.92		
	37,271.94	2	YES			17.92		
	38,353.54	2 1/2	YES			18.44		
	37,271.94	1	YES			17.92		
	37,271.94	1 1/2	YES			17.92		
	38,353.54	2 1/2	YES			18.44		
	38,353.54	3	YES			18.44		
	41704	18	YES			20.05		
	38,396.80	3 1/2	YES			18.46		
Davison	54891	22	Yes			26.39	None	16.87-17.91
	46904	11	Yes			22.55	None	16.87-17.91
	19250	3	No	50%		18.51	None	16.87-17.91
	39480	2	Yes			18.5	None	16.87-17.91
	38501	5	Yes			18.51	None	16.87-17.91
	38501	5	Yes			18.51	None	16.87-17.91
	43701	13	Yes			21.01	None	16.87-17.91
	48672	18	Yes			23.4	None	16.87-17.91
	38501	6	Yes			18.51	None	16.87-17.91
Day	9865		NO	25		19.73		
	19730	9	NO	50		19.73		
	41038.4	3	YES			19.73		
	41038.4	4	YES			19.73		
	41038.4	3	YES			19.73		
	41038.4	2	YES			19.73		
	41038.4	12	YES			19.73		
Deuel	18.52hr	8	YES					
	20.97hr	26	YES					
	21.00hr	8	YES					

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	17.69hr	5	YES					
	17.39hr	4	YES					
	17.69hr	4	YES					
	18.81hr	9	YES					
	15.35hr	1	YES					
	16.35hr	1	YES					
	16.90hr	19	YES					
Edmunds	39250		yes			18.87		
Faulk		22	yes			19.5		
		33	yes			19.5		
		8	yes			19.5		
		4	yes			19.5		
		2	yes			19.5		
		1	yes			16.84		
		4	no			16.84		
		12	no			15.82		
		28	no			17.66		
Grant	36,192.00	begin	yes			17.4	no	17.40-18.80
	40,352.00	46	yes			19.4	no	no
	39,104.00	22	yes			18.8	no	17.40-18.80
	39,104.00	19	yes			18.8	no	17.40-18.80
	39,104.00	25	yes			18.8	no	17.40-18.80
	39,104.00	22	yes			18.8	no	17.40-18.80
	37,856.00	4	yes			18.2	no	17.40-18.80
	36712	1	yes			17.65	no	17.40-18.80
	37,648.00	4	yes			18.1	no	17.40-18.80
Gregory						15.40 to 18.00		
Haakon	35829.12	11	yes			16.11	CDL	
	35829.12	3	yes			16.11	CDL	
	26485.3	4	no	0.75		16.11	CDL	
	35829.12	3	yes			16.11	CDL	
	25300	0.5	no	0.75		15.38	CDL	
	35829.12	0.25	yes			16.11	CDL	
	35829.12	7	yes			16.11	CDL	
	35829.12	0.1	yes			16.11	CDL	
Hamlin						18.5		
Hand	36108.8	34	Yes			17.36		
Hanson	35568	22	yes			17.1		
	35568	18	yes			17.1		
	35568	12	yes			17.1		
	35568	8	yes			17.1		

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	35568	8	yes			17.1		
	35568	5	yes			17.1		
	35568	2	yes			17.1		
Hughes		2	yes			18.26		17.39-21.18
	38930	3	yes			18.72		17.39-21.18
	41924	3	yes			20.16		17.39-21.18
	41924	5	yes			20.16		17.39-21.18
	42972	5	yes			20.66		17.39-21.18
	44046	7	yes			21.18		17.39-21.18
	44046	14	yes			21.18		17.39-21.18
	44046	15	yes			21.18		17.39-21.18
	44046	21	yes			21.18		17.39-21.18
	44046	19	yes			21.18		17.39-21.18
Hutchinson	41496		yes					19.73
Hyde		24	yes			17.67		
		11	yes			17.67		
		6	yes			17.67		
		10	yes			17.67		
		6	yes			17.67		
Jackson	14.00/hr	1						
	13.00/hr	1						
	14.25/hr	3						
	17.25/hr	11						
	15.75/hr	6						
Jerauld	36192	2	yes			17.4		
	36,192.00	6	yes			17.4		
	36,192.00	5	yes			17.4		
	36,192.00	2	yes			17.4		
Kingsbury	19156.8			50%		18.42		18-24 p/h
	15600.8			50%		15		18-24 p/h
	40503.01		yes			19.47		18-24 p/h
	40503.01		yes			19.47		18-24 p/h
	40503.01		yes			19.47		18-24 p/h
	40503.01		yes			19.47		18-24 p/h
	40503.01		yes			19.47		18-24 p/h
	40503.01		yes			19.47		18-24 p/h
	41359.97		yes			19.99		18-24 p/h
	40610.13		yes			19.52		18-24 p/h
Lake	39499.2	2	Yes			18.99	No	14-20
	36,753.60	2	Yes			17.67	No	14-20
	41,745.60	15	Yes			20.07	No	14-20

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
	41,100.80	11	Yes			19.76	No	14-20
	42,619.20	10	Yes			20.49	No	14-20
	36,420.80	< 1	Yes			17.51	No	14-20
	35,360.00	< 1	Yes			17	No	14-20
Lincoln		12420	yes					18.08-24.90
Lyman	43060	25.5	yes		yes			
	35,460	2	yes		yes			
	35,460	1.5	yes		yes			
Marshall	35476.8	7	yes			16.96		
	37100	21	yes			17.5		
	33862.4	4	yes			16.28		
	18074.16	6	no	50		17.79		
	34132.8	4	yes			16.41		
	34070.4	1	yes			16.38		
	29723.2	1	yes			14.29		
McCook		12	YES			18.85		
		27	YES			18.85		
		13	YES			18.85		
		3	YES			18.26		
		2	YES			18.04		
		9	YES			19.11		
McPherson		4	yes			19.53		
		11	yes			18.72		
		12	yes			19.82		
		4	yes			19.64		
		8	yes			19.49		
		5	yes			19.53		
		2	yes			19.53		
		7	yes			18.62		
		1	yes			18.99		
Meade	49498	33	yes			22.46		17.21 - 22.46
Mellette	30160	1	yes			yes		14.00-15.50
Miner		5	YES			18.21		16.12-18.71
		8	YES			18.21		16.12-18.71
		5	YES			17.79		16.12-18.71
		18	YES			18.21		16.12-18.71
		0.5	YES			16.91		16.12-18.71
		1.5	YES			17.13		16.12-18.71
		11	YES			18.71		16.12-18.71
Moody		11	yes			19.79		15.95-19.79
		20	yes			19.79		15.95-19.79

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
		20	yes			19.79		15.95-19.79
		10	yes			19.79		15.95-19.79
		4	yes			17.62		15.95-19.79
		4	yes			17.62		15.95-19.79
		4	yes			17.62		15.95-19.79
		2	yes			17.03		15.95-19.79
		1	yes			16.34		15.95-19.79
Pennington	\$40,227 avg	5.4 yrs avg	Yes					\$18.05 - \$27.20/Hr
Potter	36504		yes					
	32760		yes					
	33280		yes					
	33280		yes					
	33363.2		yes					
	40955.2		yes					
	34320		yes					
	33280		yes					
	19200		no					
	19200		no					
Roberts		3	yes			16.43		
		3	yes			16.59		
		2	yes			16.15		
		3	yes			16.43		
		5	yes			16.62		
		1.5	yes			16.27		
		17	yes			17.43		
		3	yes			16.47		
		14	yes			17.11		
		17	yes			17.53		
Sanborn		9	yes			17.92		
		37	yes			20.02		
		5	yes			17.09		
		3	yes			16.03		
		4	yes			16.03		
		6	yes			18.55		
		5	yes			16.97		
		2	yes			15.75		
Spink		21	yes			18.54	yes	17.82-18.54
		1	yes			18.54	yes	17.82-18.54
		9	yes			18.54	yes	17.82-18.54
		11	yes			18.54	yes	17.82-18.54

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
		5	yes			18.54	yes	17.82-18.54
		19	yes			18.54	yes	17.82-18.54
		7	yes			18.54	yes	17.82-18.54
		35	yes			18.54	yes	17.82-18.54
		39	yes			18.54	yes	17.82-18.54
		18	yes			18.54	yes	17.82-18.54
		17	yes			18.54	yes	17.82-18.54
Stanley	39772	15	yes					
	39772	8	yes					
	39333	4	yes					
	39166	2	yes					
Tripp	33280	11	Yes			16		
	32,760.00	5	Yes			15.75		
	32,760.00	5	Yes			15.75		
	32,760.00	4	Yes			15.75		
	32,760.00	3	Yes			15.75		
	32,760.00	2	Yes			15.75		
	32,760.00	10 months	Yes			15.75		
	32,760.00	8 months	Yes			15.75		
	31,200.00	2 months	Yes			15		
Turner	22.85	15 1/2	yes			yes	yes	no
	19.91	5	yes			yes	yes	no
	20.24	6 1/2	yes			yes	yes	no
	18.17	2 1/2	yes			yes	yes	no
	22.85	13	yes			yes	yes	no
	22.85	31	yes			yes	yes	no
	18.17	2 1/2	yes			yes	yes	no
	17.3	1	yes			yes	yes	no
	19.91	5	yes			yes	yes	no
	22.45	9 1/2	yes			yes	yes	no
Union	44241.6	var	yes					
	35880	var	yes					
	47964.8	var	yes					
	37024	var	yes					
	41163.2	var	yes					
	41766.4	var	yes					
	47028.8	var	yes					
Walworth	38,688.00	4	yes			18.6		
	38,688.00	13	yes			18.6		
	38,750.40	1	yes			18.63		
	38,750.40	27	yes			18.63		

Equipment/Heavy Equipment Operator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	38750.4	41	yes			18.63		
	38,750.40	29	yes			18.63		
Yankton		27	yes			24.88		
		18	yes			24.07		
		3	yes			22.68		
		15				24.88		
		16				24.88		
		33				24.88		
		4				21.9		
		3				21.43		
		18				24.07		
		12				24.07		

Temp/Seasonal Hwy Worker

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Buffalo			NO			15	HS/GED	

Highway Worker

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Buffalo						15.45	HS/GED	

Highway Equipment

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Roberts		4	yes			13.6		

LEAD HIGHWAY MAINTENANCE WORKER

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
McCook		1	YES			19.59		

Highway Department Office Manager/Bookkeeper

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Aurora	26740.48	27	no	0.8		16.07		
Beadle	40560	23	yes			19.5		16.98-21.50
Bennett		3 mo	no	50		10.25	12	9.75
Bon Homme	2039.89/MO	7	NO	0.75	2039.89/MO		HS	
Brookings	22.58	13	Y			22.58	HS	17.80-22.58
Brown		11	yes			17.23		
Brule	31657.6	7	yes	no	no	yes	high school	\$14.08 - \$15.58
Buffalo	N/A							
Campbell								
Charles Mix	38313.6	34	YES			18.42/HR		
Clark	25542	3	no	0.8		15.35		
Clay	40413.88	18	Yes		Yes			30386.38-43391.74
Codington	44704	25	yes				high school graduate	34473 - 45832
Corson		5	Yes			15.75		
Custer	34964.8	19	YES			17.48		
Davison	36296	7	Yes			17.45	None	14.27-15.83
Day	41038.4	14	YES			19.73		
Deuel	14.00hr	2	YES					
Douglas								
Edmunds	38587	3	yes			18.55		
Faulk								
Grant	34008	1	yes			16.35	no	15.85-17.25
Gregory	27581	1	yes		27581			
Haakon	36709.5	35	yes			17.65	none	
Hamlin		31	yes			18		
Hand	33987.2	23	Yes			16.34	12	
Hanson	22281	19	no	0.8		13.39		
Hughes	35167	1	yes			19.61		16.10-19.61
Hutchinson	38625.6	12	yes					18.57
Hyde		4	yes			14.77		
Jackson	13.50/hr	2						
Jerauld	21898.24	5	yes			13.16		

Highway Department Office Manager/Bookkeeper

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Kingsbury	19487.95	3	yes			14.13		13-17 per hour
Lake	46654.4	31	Yes			22.43	No	16-20
Lawrence								
Lincoln		34	yes			24.9		
Lyman	15650	2	no	0.5	yes			
Marshall	38394.4	21	yes			17.93		
McCook								
McPherson	29895.33/yr	16			2491.28			2291.28-2491.28
Meade	45509	12	yes			21.38		16.39 - 21.38
Mellette	12854.4	1	no			yes		
Miner	32451	2.5	YES					31158-34053
Minnehaha								
Minnehaha								
Moody		10	yes 32 hours			18.02		14.80-18.66
Pennington	\$54,371 avg	19.2 yrs avg	Yes				HS/GED	\$19.90 - \$33.06/Hr
Potter								
Roberts		3	yes			13.92		
Sanborn								
Spink		20	yes			17.26		16.18-17.26
Stanley	34112	2	yes					
Sully	35505.6	9	yes			yes		
Tripp	33280	17	Yes			16		
Turner	23.78	30	yes			yes	no	no
Union	42082.56	33	yes					
Walworth	32073.6	0	yes			15.42		
Yankton	31282.8		yes					

Planning & Zoning Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	director of equalization		no	only when there is a meeting				50 per meeting
Bon Homme	1285.95/MO	4	YES		1285.95/MO		HS	
Brown	50007	6	yes					

Planning & Zoning Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Brule	3607	2	combined with DOE		yes	no	high school	
Clark	6180	2	no	0.2	6180			
Clay	31513.88	9	No	58	Yes			
Custer	40000	1	YES		40000			
Day	2550		NO		2550			
Deuel	38237	14	YES					
Douglas	3500	4	NO					
Grant	23400	10		0.6		18.75	no	no
Gregory	4800	4	no	0.2	4800			
Hanson	6300	3	no		6300			
Hughes	52965	2	yes		52965			49212-59924
Hutchinson	18853.12	6	yes					
Hyde		15	no					
Kingsbury	16315.2		yes		x			
Lake	39065.52	3	Yes	0.95		19.77	No	19-25
Lincoln	78915.2	3	yes		78915.2		College degree	
Marshall	18582.2	1	no	63	18582.2			
McCook	5000	7	NO		5000			
Moody	46990	3	yes	50% Deputy DOE 50% Zoning Director				44168-52118
Pennington	79496	5 yrs	Yes				BS	\$6462 - \$9736/Month
Roberts		4	yes			18.04		
Spink		2	yes			17.26		16.18-17.26
Sully	3000	9	no	0.1	yes			
Turner	264.11	17.5	no	20	yes		no	no
Union	48540.36	24	yes					
Walworth	32073.6	5	yes	10		15.42		
Yankton	58691.16	10	yes					

P&Z/Emerg Mgmt Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Brookings	72480	15	Y		72480		HS	57150-72480

Register of Deeds

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Aurora	41142.4	24	yes					
Beadle	59751	40	yes		4979.25			56305-71409
Bennett	33825	2 mo	yes				n/a	33825
Bon Homme	3488.85/MO	10	YES		3488.85/MO		N/A ELECTED	
Brookings	72480	21	Y		72480		HS	57150-72480
Brown	55520	1	yes				elected	
Brule	46483.16	0	yes	no	yes	no	high school	
Buffalo	SEE BELOW							
Campbell	45826.02	12	yes		yes			
Charles Mix	46945.6		YES					
Clark	42119	5	yes		42119			
Clay	59626.7	0	Yes		Yes			
Codington	63204	21	yes				elected official	57942 - 63997
Corson	40000	1	Yes					
Custer	40800	2	YES		40800			
Davison	61549	24	Yes		61549		None	44237-54641
Day	50627.2	8	YES		50627.2			
Deuel	41000	6	YES					
Douglas	35000	0	YES		35000			
Edmunds	46232	23	yes					
Faulk	45666	20	yes					
Grant	49115.04	27	yes		4092.92		yes	no
Gregory	38000	0	yes		38000			
Haakon	39556.2	13	yes		3296.35		none	
Hamlin	3715	6						
Hand	43392.6	3	Yes		43392.6		12	
Hanson	43219	16	yes		43219			
Hughes	48185	42	yes			22.87		18.78-22.87
Hutchinson	48053.98	16	yes					
Hyde	45415.92	34	yes					
Jackson	37465	35	yes					
Jerauld	39062.4	14	yes		39062.4			
Kingsbury	50073.72	22	yes		x			33825-53000
Lake	51755	29	Yes		51755		No	Minimum \$34,543.00
Lawrence								
Lincoln	76419.2	15	yes		76419.2			
Lyman	43100	16	yes		yes			State Law
Marshall	43214.23	7	yes		43214.23			
McCook	44392	30	YES		44392			

Register of Deeds

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
McPherson	46557.57/yr	11	yes		3879.80/mth			
Meade	67867	4	yes		5656			
Mellette	37699.92	17	yes		yes			
Miner	50604	34	YES					
Minnehaha								
Minnehaha								
Moody	51866	2	yes					
Pennington	86485	18 yrs	Yes				Elected	Not/App
Potter	46019.6		yes					
Roberts	40044	2 months	yes		3337	19.25		
Sanborn	45939.59	21	yes		45939.59			
Spink	43715	23	yes		43715			
Stanley	48027	31	yes					
Sully	42974.1	11	yes		yes			
Tripp	44450.12	42	Yes					
Turner	4466.14	35	yes		yes		no	no
Union	45000	1	yes					
Walworth	44012.41	1	yes					
Yankton	60665.04	12	yes					

Deputy Register of Deeds

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Aurora	6635.2	21	no	0.2		15.95		
Bon Homme	15.70/HR	6	YES		15.70/HR		HS	
Brookings	24.27	14	Y			24.27	HS	19.14-24.27
Brown		0	yes			15.39		15.39-17.42
		9	yes			17.23		15.39-17.42
		12	yes			17.52		15.39-17.42
Brule	27476.8	0	yes	no	no	yes	high school	\$13.02 - \$14.52
Campbell	17402.29	3	yes		yes			
Charles Mix	32240	3	YES			15.50/HR		
Clark		2	no	0.15		15.05		
Clay	31905.69	1	Yes		Yes			30386.38-45598.10
Codington	48943	19	yes				high school graduate	37605 - 50926
	40779 (clerk)	6	yes				high school graduate	31884 - 42261

Deputy Register of Deeds

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	40779 (clerk)	4	yes				high school graduate	31884 - 42261
Corson		3.5	No			15.75		
Custer	28619.14	1	YES			13.76		
Davison	37253	1	Yes			17.91	None	16.87-17.91
	35090	1	Yes			16.87	None	15.83-16.87
Day	40040	2	YES			19.25		
Deuel	13.85hr	2	NO					
Douglas		27	NO	280 hrs. MAX		14.5		
Edmunds	38587	3	yes					
Faulk		18	no			14.57		
Grant	35568	1	yes			17.1	no	16.85-18.25
Gregory	25605	4	no	0.85	25605			
Haakon	28454.4	1	yes			13.68	none	
Hamlin		2				15		
Hand	12448	0.5	Yes			12.6	12	
Hanson	11140	9	no	0.4		13.39		
Hughes	40783	17	yes			19.61		16.10-19.61
Hutchinson	17877.6	15						
Hyde		8	no	0.6		14.77		
Kingsbury	32976.94	6	yes			15.75		13-17 per hour
Lake	31566.08	19	Yes	0.8		18.97	No	43815
Lincoln		7.5	yes			21.39		
		5.5	yes			19		
		4.5	yes			17.64		
Lyman	16850	4	no	0.5	yes			
Marshall	28662.4	1	yes			13.78		
McCook		24	YES			19.84		
McPherson	28695.36/yr	1	yes		2391.28/mth			2291.28-2491.28
Meade	41932	16				19.41		14.87 - 19.41
Mellette								
Miner		19	YES			18.71		17.12-18.71
Moody	15.72	3	yes	30 hours ROD 10 Hours DOE				14.03-17.87
Pennington	63356	3 yrs	Yes				BS	\$29.33 - \$4421/Month
Potter	18720		yes					
Roberts		2	yes			13.76		
Sully	20880.55	5	no	0.6	no	yes		

Deputy Register of Deeds

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Tripp	30160	8	Yes			14.5		
Turner	3248.68	11.5	yes		yes		no	no
Union	39413.52	14	yes					
	2460	2	no	30 hours				
Walworth	32073.6	2		25		15.42		
Yankton	39453.36	12	yes					
	38209.2	8	yes					

Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Aurora	50544	32	yes					
Beadle	74229	15	yes		6185.75			69948-88711
Bennett	43856	5	yes				LET	41256
Bon Homme	4215.58/MO	2MONTHS	YES		4215.58/MO		CERT. OF LAW INFORCEMENT	
Brookings	96794	20	Y		96794		HS	76322-96794
Brown	87152	30	yes				elected	
							high school and able to be certified at State Level	
	55190.3	28	yes	no	yes	no		
	44541	28	YES		3711.75/MO		N/A	
Brule	48081.94	16	yes		yes			
Buffalo	63086.4	8	YES					
Campbell	54267	32	yes		54267			
Charles Mix	73529.64	30	Yes		Yes		Certification	
Clark	75565	11	yes				certified and elected	70157 - 77465
Clay	53560	28	Yes					
Codington	73160	4.5	YES		73160			
	72161	22	Yes		72161		Law Enforcement Certification	65045-75449
	54080	0	YES		54080			
Corson	50523	5	YES					
Custer	45315.68	8	YES		45315.68			
Davison	55090	11	yes					
	55896	15	yes					
Day	63689.04	16	yes		5307.42		yes	no

Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Deuel	46000	4	yes		46000			
Douglas	45519.12	6	yes		3793.26		Law Enfr.	
Edmunds	4160	22						
Faulk	45660.12	0.5	Yes		45660.12		12	
Grant	45519	3	yes		45519			
Gregory	70000	16	yes		70000			
Haakon	55424.93	15	yes					
Hamlin	50000.04	30						
Hand	42816	1	yes					
Hanson	53976	14	yes		53976			
Hughes	53562.25	13	yes		x			41256-62925
Hutchinson	57556	13	Yes		51566		Yes	Minimum \$44,723.00
Jackson	91998.4	< 1	yes		91998.4		certification	
Jerauld	50100	22.5	yes		yes		Law Enforcement Training	
Kingsbury	66061.47	41	yes		64061.47			
Lake	53021	41	YES		53021			
Lawrence	51771.36/yr	12	yes		4314.28/mth			
Lincoln	91567	28			7631			N/A
	45981.96	5	yes		yes			
	50001	19	YES					
McCook	58833	20	yes					
McPherson	121012	8 yrs	Yes				Elected	Not/App
Meade	46621.6		yes					
Mellette	50917	2 months	yes		4243	24.48		
Miner	52894.96	28	yes		52894.96			
Minnehaha	56265	0	yes		56265		yes	
Minnehaha		34	yes					
Moody	59246.47	28	yes		yes			
Pennington	45925.88	18	Yes					
Potter	4591.16	11	yes		yes		yes	no
Roberts	73344.96	29	yes					
Sanborn	53286.09	10	yes					
Spink	74675.16	8	yes					
Sully	20880.55	5	no	0.6	no	yes		
Tripp	30160	8	Yes			14.5		
Turner	3248.68	11.5	yes		yes		no	no
Union	39413.52	14	yes					
	2460	2	no	30 hours				
Walworth	32073.6	2		25		15.42		

Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Yankton	39453.36	12	yes					
	38209.2	8	yes					

Chief Deputy Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Bennett		6	yes			16.25	LET	12
Brookings	77916	19	Y		77916		HS	61436-77916
Brown	68163	0	yes					
Charles Mix	53164.8	3	YES					
Clark	33733	10	no	0.85	33733			
Clay	55697.52	20	Yes		Yes		Certification	41877.83-59801.55
Codington	59425	8	yes				high school graduate	47356 - 62536
Custer	50960	11	YES		50960			
Davison	61547	19	Yes			29.59	Law Enforcement Certification	18.95-21.03
Day	41080	4	YES		41080			
Edmunds	45900	5	yes					
Faulk	47556	15	yes					
Hamlin		4				21.66		
Hanson	37878	6	yes		37878			
Hughes	47845	2	yes			23		21.91-26.68
Lake	46488	7	Yes			22.35	Yes	16-22
Lincoln		17	yes			35.78		
Lyman	42540	14.5	yes		yes		Law Enforcement Training	
Marshall	16203.2	1	no	50		15.58		
McCook	43021	7	YES		43021			
Mellette	38303.28	4	yes		yes			
Miner	43167	11.5	YES					
Moody		3	yes			20.04		18.66-22.44
Pennington	\$93,328 avg	15 yrs avg	Yes				BS	\$6783 - \$10221/Month
Spink		19	yes			22.52	yes	
Sully	42889.6	21	yes			yes		
Tripp	39520	13	Yes			19		
Turner	22.7	10	yes			yes	yes	no

Chief Deputy Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Union	50232	15	yes					
Yankton	62405.16	15	yes					

Deputy Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	39062.4	7	yes					
	38688	1	yes					
Beadle	55967	14	yes		4663.92			48723-61792
	54870	9	yes		4572.5			48723-61792
	53790	7	yes		4482.83			48723-61792
Bennett		4	yes			15.25	LET	12
Bon Homme	3235.65/MO	2.5	YES		3235.65/MO		CERT. OF LAW ENFORCEMENT	
	3235.65/MO	8 MONTHS	YES		3235.65/MO		CERT. OF LAW ENFORCEMENT	
Brookings	22.12	0	Y			22.12	HS	22.12-28.05
	27.5	11	Y			27.5	HS	22.12-28.05
	24.91	6	Y			24.91	HS	22.12-28.05
	23.94	4	Y			23.94	HS	22.12-28.05
	23.75	5.6	Y			23.75	HS	22.12-28.05
Brown		0	yes			22.58		22.58-26.11
		2	yes			22.93		22.58-26.11
		4	yes			23.62	23.62	22.58-26.11
		30	yes			27.06		22.58-26.11
Brule	38334.4	16	yes	no	no	yes	high school	\$15.12 - \$16.62
	37398.4	13	yes	no	no	yes	high school	\$15.12 - \$16.62
	33820.8	1	yes	no	no	yes	high school	\$15.12 - \$16.62
Buffalo	N/A							
Campbell	40000	2.5	yes		yes			
	30000	2.5	no	0.75	yes			
Charles Mix	38500.8		YES			18.51/HR		
	36129.6	2	YES			17.37/HR		
	36129.6	2	YES			17.37/HR		
	35880	1	YES			17.25/HR		
Clark	37342	3	YES		37342			
Clay	53043.22	20	Yes		Yes		Certification	40879.98-58376.60

Deputy Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	49055	9	Yes		Yes		Certification	36116.01-56951.66
	36116.01	1	Yes		Yes		Certification	36116.01-56951.66
	45161.43	6	Yes		Yes		Certification	36116.01-56951.66
Codington	47210 - 56376 (8)	7 average	yes				high school graduate	44224 - 59550
Corson	46120	8.5	Yes					
	41800	7	Yes					
	39760	1	Yes					
Custer	51808.64	7	YES			24.9		
	46400.64	5.5	YES			22.31		
	45427.2	5.5	YES			21.84		
	44345.6	2	YES			21.32		
Davison	43118	3	Yes			20.73	Law Enforcement Certification	17.91-19.47
	45136	5	Yes			21.7	Law Enforcement Certification	17.91-19.47
	47341	11	Yes			22.76	Law Enforcement Certification	17.91-19.47
	39458	2	Yes			18.97	Law Enforcement Certification	17.91-19.47
Day	41080	3	YES		41080			
	35360	0	YES		35360			
Deuel	36920	1	YES					
	45448	1	YES					
	38209	1	YES					
	45760	< 1	YES					
Douglas	38125.71	7	YES		38125.71			
	38125.71	6	YES		38125.71			
	35301.58	3	YES		35301.58			
			NO			14.27		
Edmunds	42374	3	yes					
	41324	1	yes					
Faulk	38880	4	yes					
	40092	0	yes					
Grant	45656	begin	yes			21.95	yes	21.65-23.05
	47320	7	yes			22.85	yes	21.65-23.05
	47112	6	yes			22.65	yes	21.65-23.05
Gregory	42840	1	yes		42840			

Deputy Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	42840	1	yes		42840			
	42840		yes		42840			
Haakon	37492.2	2	yes		3124.34		Law Enfr.	
		1				20.58		
		2				20.58		
		0				17.5		
Hamlin		0				17.5		
Hand	38230.4	0.5	Yes			18.38	12	
Hanson	35650	3	yes		35650			
	45408	3	yes			21.83		20.28-24.70
	44300	2	yes			21.3		20.28-24.70
	42191	1	yes			20.28		20.28-24.70
Hughes	42191	1	yes			20.28		20.28-24.70
Hutchinson	43596.8		yes					
Jackson	38900	1	yes					
	40872	5	yes			19.65		
	40872	5	yes			19.65		
Jerauld	37939.2	3	yes			18.24		
	46888.67	18	yes		x			18-24 per hour
	41292.62	11	yes		x			18-24 per hour
	38654.3	6	yes		x			18-24 per hour
Kingsbury	36296.9	1	yes		x			18-24 per hour
	38958.4	5	Yes			18.73	Yes	16-20
	41558.4	5	Yes			19.98	Yes	16-20
	44033.6	5	Yes			21.17	Yes	16-20
	37502.4	< 1	Yes			18.03	Yes	16-20
Lake	37,502.40	< 1	Yes			18.03	Yes	16-20
Lawrence								
		43485	yes					22.72-31.20
Lincoln		43477	no	15				21.16-25.08
	38900	3.5	yes		yes		Law Enforcement Training	
Lyman	35300	0.5	yes		yes		Law Enforcement Training	
	47172.06	2	yes			21.22		
	45060.21	1	yes			20.27		
	47172.06	5	yes			21.22		
Marshall	46193.94	1	yes			20.78		

Deputy Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	46949.76	1	yes			21.12		
McCook	42521	2	YES		42521			
	42521	2	YES		42521			
	38021	1	YES		38021			
	42521	1	YES		42521			
McPherson	40603.92/yr	5	yes		3383.66/mth			
	40603.92/yr	3	yes		3383.66/mth			
	40603.92/yr	1	yes		3383.66/mth			
Meade	55167	28	yes			25.97		19.91 - 25.97
Mellette	38303.28	2	yes		yes			
Moody		3	yes			19.27		17.87-21.73
		3	yes			19.27		17.87-21.73
		3	yes			19.27		17.87-21.73
		1 month	yes			17.87		17.87-21.73
Pennington	\$46,613 avg	2.4 yrs avg	Yes				HS/GED	\$21.94 - \$33.06/Hr
	\$52,145 avg	9.1 yrs avg	Yes				HS/GED	\$23.04 - \$34.72/Hr
Potter	4139.6		yes					
	38000		yes					
Roberts		1.5	yes			18.21		
		1.5	yes			18.21		
Sanborn	40980.15	6	yes		40980.15			
	36000	1	yes		36000			
Spink		3	yes			20.49	yes	19.29-20.49
		0	yes			19.29	yes	19.29-20.49
		15	yes			20.49	yes	19.29-20.49
		0	yes			19.29	yes	19.29-20.49
Sully	40684.8	2	yes			yes		
Tripp	33280	3	Yes			16		
Turner	18.08	7 months	yes			yes	yes	no
	22.12	5	yes			yes	yes	no
	19.73	1.5	yes			yes	yes	no
	19.27	6 months	yes			yes	yes	no
Union	41163.2	5	yes					
	46030.4	7	yes					
	37814.4	1	yes					
	37814.4	1	yes					
Walworth	40518.4	4	yes			19.48		
	39478.4	8	yes			18.98		

Deputy Sheriff

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
	18220.8	3		50		17.52		
Yankton	58440	13	yes					
	53024.88	12	yes					
	46236.36	4	yes					
	54974.4	19	yes					

SERGEANT DEPUTY SHERIFF

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
McCook	43021	6	YES			43021		

DEPUTY SHERIFF/INVESTIGATOR

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
McCook	43021	6	YES			43021		

Sheriff Department - Secretary/Office Manager

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	29827.2	15	yes					
Beadle	41371	19	yes			19.89		16.98-21.50
Bennett		3.5	yes			11.5	12	9.75
Brookings	21.28	8	Y			21.28	HS	17-80-22.58
Brown		35	yes			22.22		17.77-21.17
Brule	32531.2	10	yes	no	no	yes	high school	\$14.08 - \$15.58
Charles Mix	36878.4	12	YES			17.73/HR		
Clay	40265.49	7	Yes		Yes			32736.17-46747.25
Codington	44099 - 49674 (3)	18 average	yes				high school graduate	34515 - 51678
Corson		1	Yes			15.25		
Custer	32945.54	2	YES			15.84		
Davison	41881	17	Yes			20.14	None	14.27-17.91
Day	40040	4	YES			19.25		
Deuel	14.70hr	4	YES					

Sheriff Department - Secretary/Office Manager

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Edmunds	39336	4	yes					
Faulk		35	yes			17.32		
Grant	34632	4	yes			16.65	no	15.85-17.25
Gregory	25605	8	no	0.85	25605			
Hand	33987.2	3	Yes			16.34	12	
Hanson	22281	3	no			13.39		
Hughes	40783	6	yes			19.61		16.10-19.61
Jackson	12.25/hr	3	no	60				
Kingsbury	37500.53	3	yes		x			14-19 per hour
Lake	34840	< 1	Yes			16.75	No	43817
Lincoln		43765	yes					20.26-24.36
Lyman	19350	33	yes		yes			
Marshall	35339.2	38	yes			16.99		
McCook		6	YES			19.62		
McPherson	3986.88/yr	11	no		332.24/mth			
Meade	49129	26	yes			22.37		16.39 - 21.38
Mellette	10200	1	no		yes			
Miner	41874	36	YES					
Pennington	\$42,453 avg	4.5 yrs avg	Yes				HS/GED +	\$19.90 - \$33.06/Hr
Sanborn		9	no	60		11.75		
Tripp	28080	4.5	Yes			13.5		
Turner	4103.59	38.5	yes		yes		no	no
Union	41745.6	20	yes					
Walworth	32073.6	2		50		15.42		
Yankton	45089.64	13	yes					

Jail Administrator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	55583	21	yes		4631.92			52377-66427
Brookings	72480	14	Y		72480		HS	57150-72480
Brown		11	yes			26.16		22.58-26.11
Brule	38700	4	yes	no	yes	no	high school, 5 years of jail experience	
Charles Mix	35880		YES			17.25/HR		
Clay	53143.97	13	Yes		Yes		Certification	40879.98-58376.60

Jail Administrator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Codington	57357	9	yes				high school graduate	46709 - 62389
Davison	59427	39	Yes		59427		Law Enforcement Certification	44237-54641
Day	36400	0	YES			17.5		
Faulk		4	yes			15.56		
Hughes	64718	23	yes		64718			53149-64718
Meade	63788	5	no	0.75	4725			50377 - 65728
Pennington	84571	11 yrs	Yes				BS	\$6462 - \$9736/Month
Roberts		7	yes			17.1		
Union	39915.2	6	yes					
Walworth	41209	3	yes					
Yankton	56410.44	3	yes					

Jail

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Day	8850	0	NO	30		14		
	8850	0	NO	30		14		
	2912	0	YES		NO	14		

JAILER/DISPATCH

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Day	8850	0	NO	30		14		

Jailer / Transport Deputy

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lake	35360	< 1	Yes			17	Yes	16-20

Jail Sergeant

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Davison	42463	7.5	Yes			20.42	None	16.87-17.91

Jailer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	36483.2	< 1	yes			17.54		17.54-22.25

Corrections/Jailer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	42744	18,17,17,17	yes			20.55		17.54-22.25
	41912	13,10,9,8,6,6	yes			20.15		17.54-22.25
	41080	5,5,5,2,2	yes			19.75		17.54-22.25
	37211.2	1	yes			17.89		17.54-22.25
Bennett		4.5	no	85		10.25	n/a	9.75
		9	no	On call		10		10
		6 mo	no	On call		10		10
		3	no	20		9.1		9.1
Bon Homme	16.14-18.16/HR	VARIES	NO	0.5	16.14-18.16/HR		HS	
		9	YES				HS	
		5	YES				HS	
		5	YES				HS	
Brookings	19.04	4	Y			19.04	HS	17.80-22.58
	17.89	1	N	0.5		17.89	HS	17.80-22.58
Brown			yes			16.4		16.40-19.85
			yes			17.09		16.40-19.85
			yes			18.48		16.40-19.85
			yes			19.9		16.40-19.85
Brule	29744	3	yes	no	no	yes	high school	\$14.08 - \$15.58
	30160	2	yes	no	no	yes	high school	\$14.08 - \$15.58
	29744	3	yes	no	no	yes	high school	\$14.08 - \$15.58
	29619.2	1	yes	no	no	yes	high school	\$14.08 - \$15.58

Corrections/Jailer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Charles Mix	35048	5	YES			16.85/HR		
	32489.6		YES			15.62/HR		
	33009.6		YES			15.87/HR		
	31200	1	YES			15.00/HR		
Clay	46679.46	9	Yes		Yes		Certification	37950.78-54193.71
	37815.59	3	Yes		Yes		Certification	32736.17-51573.66
	34377.81	1	Yes		Yes		Certification	32736.17-51573.66
	16.53	1	No	Variable		Yes	Certification	15.74-24.80
Codington	37396 - 48483 (12)	10 average	yes				high school graduate	37187 - 49694
Davison	38445	4	Yes			18.48	None	16.87-17.91
Day	5025	8	NO	15		16.75		
	9150	0	NO	30		15.25		
	17472	0	NO	60		14		
	8850	2	NO	30		14.75		
Faulk		1	yes			15.18		
		1	yes			15.18		
		1	yes			14.16		
		0	yes			14.16		
Grant	33072	9	yes			15.9	no	14.80-16.20
Hughes	47569	23	yes			22.87		18.78-22.87
	44046	21	yes			21.18		17.39-21.18
	37980	1	yes			18.26		17.39-21.18
Lake	30284.8	2	Yes			14.56	No	14-18
	31200	2	Yes			15	No	14-18
	29993.6	1	Yes			14.42	No	14-18
	30284.8	2	Yes			14.56	No	14-18
Meade	51448	27	yes			23.6		18.08 - 23.60
	46967	14	yes			22.46		17.21 - 22.46
Pennington	\$45,905 avg	1.7 yrs avg	Yes					\$21.94 - \$33.06/Hr
	\$52,998 avg	10.6 yrs avg	Yes					\$23.04 - \$34.72/Hr
Roberts		7	yes			15.35		
		10	yes			15.6		
		2	yes			14.7		
		5	yes			15.4		
Union	35089.6	var	yes					
	33529.6	vars	yes					
	15926.56	var	no					

Corrections/Jailer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Walworth	32552	varies	yes			15.65		
	35360	varies	yes			17		
	33633.6	varies	yes			16.17		
Yankton	46206.96	12	yes					
	47897.64	12	yes					
	47897.64	12	yes					
	41167.68	2	yes					

Dispatcher

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Bon Homme	16.14-18.16/HR	VARIES	NO	0.5	16.14-18.16/HR		CERTIFICATION	
Brown		0	yes			16.71		16.71-20.09
		3	yes			17.37		16.71-20.09
		6	yes			18.41		16.71-20.09
		12	yes			20.19		16.71-20.09
Charles Mix	39665.6	24	YES			19.07/HR		
	39915.2	25	YES			19.19/HR		
	37024	7	YES			17.80/HR		
	33280	3	YES			16.00/HR		
Custer	48131.2	30	YES			23.14		
	44345.6	12.5	YES			21.32		
	36687.87	8.5	YES			17.63		
	35000.58	6.5	YES			16.83		
Day	31200	2	YES			15		
	24544	4	NO	80		14.75		
	9226.25	5	NO	30		15.25		
	8850	4	NO	30		14.75		
	8850	0	NO	30	NO	14		
Edmunds	38805	10	yes			18.31		
	38805	4	yes			18.31		
	37565	3	yes			18.06		
	37565	0	yes			18.06		
Faulk		19	yes			15.88		
		15	yes			15.2		
		10	yes			15.79		
		8	yes			15.2		
Grant	32240	4	yes			15.5	no	14.80-16.20

Dispatcher

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
	32448	6	yes			15.6	no	14.80-16.20
	19593.6	3		0.6		15.7	no	14.80-16.20
	18470.4	begin		0.6		14.8	no	14.80-16.20
Hand	13969.9	5	No	47		14.29		
Lake	34964.8	3	Yes			16.81	Yes	14-18
	38563.2	3	Yes			18.54	Yes	14-18
	44137.6	20	Yes			21.22	Yes	14-18
	32136	< 1	Yes			15.45	Yes	14-18
Lincoln		43490	yes					17.24-24.82
Marshall	35399.2	14	yes			16.99		
	35399.2	4	yes			16.99		
	32177.6	2	yes			15.47		
	34070.4	1	yes			16.38		
	31761.6	1	yes			15.27		
Meade	47374	16	yes			22.46		17.21 - 22.46
Mellette								
Miner		1.5	NO			17.35		17.12-18.71
		6.5	NO			17.83		17.12-18.71
		5.5	NO			17.83		17.12-18.71
		5	NO			17.83		17.12-18.71
Moody		6 month	yes			15.55		15.18-19.04
		3	yes			16.25		15.18-19.04
		3	yes			16.25		15.18-19.04
Pennington	39416	1 yr	Yes					\$18.95 - \$28.56/Hr
	\$42,245 avg	2.9 yrs avg	Yes					\$19.90 - \$29.99/Hr
	\$48,838 avg	8.2 yrs avg	Yes					\$20.90 - \$31.50/Hr
Potter	36878.4			yes				
Roberts		5	yes			14.9		
		3	yes			14.45		
		4	yes			14.67		
		10	yes			15.1		
Spink		0	yes			16.18	yes	16.18-17.53
		0	yes			16.18	yes	16.18-17.53
		2	yes			17.53	yes	16.18-17.53
		5	yes			19.51	yes	
Union	36254.4	11	yes					
	35734.4	10	yes					
	33009.6	var	yes					
	15926.56	var	no					

States Attorney

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Aurora	39176.8	41	no	0.5				
Beadle	105926	25	yes		8827.17			86896-110205
Bennett	66040	5	no	75			Law degree	
Bon Homme	3714.85/MO	22	NO	0.5	3714.85/MO		LAW DEGREE	
Brookings	104925	0	Y		104925		JD	101925-129266
Brown	84621	1	yes					
Brule	46146.44	0	no	yes	yes	no	attorney	
Buffalo	37431	2	NO	MIN 4HRS/MO; MAX 12HRS/MO	3119.25		MUST BE LICENSED BY STATE BAR	
Campbell	46383.31	30	yes		yes			
Charles Mix	69659.2	3	YES					
Clark	40105	14	NO	0.5	40105			
Clay	85445.71	2	Yes		Yes		Yes	
Codington	103857	4	yes				law degree, elected official	102145 - 112752
Corson	47840	10	No					
Custer	60220.8	14	NO	0.6	60220.8			
Davison	91263	7	Yes		91263		Juris Doctorate	75449-96257
Day	53456	8	YES		53456			
Deuel	63723	26						
Douglas	40268.77	18	YES		40268.77			
Edmunds	45594	4	no					
Faulk	41535	0	no					
Grant	104708.88	22		0.6	8725.74		yes	no
Gregory	35775	6	no	0.25	35775			
Haakon	38071.68	1	no	0.5	3172.64		Attorney	
Hamlin	4024	4						
Hand	43988.76	5.5	No		43988.76		19	
Hanson	41742	48	no		41742			
Hughes	82400	3	yes		82400			
Hutchinson	49760.3	36	yes					
Hyde	39494.16		no	0.4				
Jackson	38194	10	no	50				
Jerauld	49889.28	6	yes		49889.28			
Kingsbury	48889.99	10	yes		x			37000-55000

States Attorney

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lake	102641	1	Yes		102641		Yes	Minimum \$71,543.00
Lawrence	4084.50							
Lincoln	116459	18.5	yes		116459		law degree	
Lyman	45000	2	no	0.5	yes		Law Degree and Passed the Bar	
Marshall	37062.2	2	no	55	37062.2			
McCook	41936	6	YES		41936			
McPherson	47835.62	18	yes		3986.30/mth			
Meade	91567	9	yes		7631			N/A
Mellette	46499.88	4	no		yes			
Miner	48417	35	YES					
Minnehaha								
Minnehaha								
Moody	95000	8	yes					
Pennington	113025	6 yrs	Yes				Elected	Not/App
Potter	46349.2			no				
Roberts	75064	3	yes		6235	36.09		
Sanborn	45202.03	33	yes		45202.03			
Spink	44496	18	yes		44496		yes	
Stanley	48027	17	yes					
Sully	43614.22	15	no	0.6	yes			
Tripp	38127.96	10	Yes					
Turner	6794.87	3.5	yes		yes		yes	no
Union	84412.56	15	yes					
Walworth	79157.76	7	yes					
Yankton	72955.56	14	no					

States Attorney Records Management

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Codington	42263	3	yes				high school graduate	38461 - 51678

Deputy States Attorney

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	72000	7	yes		6000			pd with grant \$
Brookings	86545	0.66	Y		86545		JD	70997-90041
Brown	63726	7	yes					
Brule	29653.73	5	no	yes	yes	no	attorney	
Charles Mix	77750.4		YES					
Clay	68718.92	6	Yes		Yes		Yes	57746.99-82462.70
Codington	62786 - 73435	2 & 6	yes				law degree	55729 - 74354
Custer	41519.71	4.5	NO	0.4	41519.71			
Davison	69061	9	Yes		69061		Juris Doctorate	65045-75449
Faulk		3	no			12.44		
Hamlin	900	6						
Hughes	70300	2	yes		70300			
Kingsbury	13840.67	9		0.3	x			
Lincoln	97572.8	17.5	yes		97572.8		law degree	
McPherson	24555.5	3	no		2046.29/mth			
Meade	74609	7	yes		6155			58302 - 76086
Mellette	5092.32	3	no		yes			
Miner	18000	0	NO					
Pennington	\$69792 avg	3.5 yrs avg	Yes				JD	\$5592 - \$8427/Month
Tripp	31541.9	4.5	No					
Turner								
Union	56940	2	yes					
Yankton	80913.48	20	yes					

Deputy States Attorney Juveniles Cases

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Codington	36000 contracted	n/a	no				n/a	n/a

Chief Deputy State's Attorney

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Pennington	\$95,792 avg	19 yrs avg	Yes				JD	\$6462 - \$9736/Month

Chief Public Defender

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Pennington	80,515.00	7 yrs	Yes				JD	\$6462 - \$9736/Month

Public Defender

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Pennington	105579	6 yrs	Yes				JD	\$7124 - \$9840/Month

Deputy Public Defender

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Pennington	\$70,644 avg	3.9 yrs avg	Yes				JD	\$5592 - \$9341/Month

Legal Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	14601.6	2	no	0.5				
Bon Homme	1359.98/MO	13	NO	0.5	1359.98/MO		HS	
Brookings	21.71	2.3	Y			21.71	HS	20.57-26.09
Brown		2	yes			15.88		15.58-17.70
Charles Mix	32240	3	YES			15.50/HR		
Clark	15974	0	NO	0.5		15.35		
Clay	41533.41	2	Yes		Yes			32736.17-46747.25
Codington	35955 - 38252	2 average	yes				high school graduate	31884 - 42261
Custer	32296.58	4.5	YES			15.53		
Davison	38906	6	Yes			18.71	None	14.27-16.87
Grant	33072	25	yes			15.9	no	14.50-15.90
Gregory	30244	4	yes		30244			
Haakon	13466.76	10	no	0.5	1122.23		Paralegal	
Hamlin	0							
Hand	18054.4	6	No	50		17.36	16	
Hanson	10444	1	no			13.39		

Legal Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Hughes	40783	14	yes			19.61		16.10-19.61
Hutchinson	38625.6	36	yes					
Hyde		15	no	0.4		13		
Kingsbury	22369.13	4		0.7	x			13-17 per hour
Lincoln		13-18	yes					21.94-28.51
McCook	24640.75	6	NO	0.75	24640.75			
Meade	43409	11	yes			20.37		15.61 - 20.37
Pennington	\$44,692 avg	7.6 yrs avg	Yes				HS/GED	\$19.90 - \$29.99/Hr
Potter	16607.2			no				
Roberts		10	yes			14.6		
Spink		18	yes			17.09		16.18-17.09
Stanley	37004	1	yes					
Sully	22526.4	1	no	0.75	no	yes		
Tripp	35880	18	Yes					
Turner								
Union	33805.56	11	yes					
Walworth	35734.4	11	yes			17.18		
Yankton	43048.32	20	yes					

Paralegal

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Brown		15	yes			18.67		17.88-21.22
Charles Mix	53164.8	8	YES					
Clay	51573.66	25	Yes		Yes		Yes	36116.01-51573.66
Custer	40343.68	22.5	YES			19.4		
Deuel	16.55	13	NO					
Lake	47715.2	18	Yes			22.94	Yes	14-20
Lincoln		43477	yes					18.90-25.44
Moody	42654	5	yes					40473-48423
Pennington	\$50,315 avg	1 yr avg	Yes				Degree	\$24.19 - \$36.45/Hr
Turner	3611.85	8.2	yes		yes		yes	no
Union	31345.56	3	yes					

Treasurer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	40643.2	17	yes					
Beadle	59751	14	yes		4979.25			56305-71409
Bennett	36425	14	yes					33825
Bon Homme	3444.85/MO	4	YES		3444.85/MO		HS	
Brookings								
Brown	59918	42	yes				elected	
Brule	46483.16	19	yes	no	yes	no	high school	
Buffalo	36658	30	YES		3,054.84/MO		N/A	
Campbell	45826.02	32	yes		yes			
Charles Mix	48755.2	39	YES					
Clark	42955	25	YES		42955			
Clay	59626.7	40	Yes		Yes			
Codington	63204	22	yes				elected official	57942 - 63997
Corson	44120	14	Yes					
Custer	50408.73	14	YES		50408.73			
Davison	51020	1	Yes		51020		None	44237-54641
Day	50627.2	29	YES		50627.2			
Deuel	41000	4	YES					
Douglas	39000	6	YES		39000			
Edmunds	46232	4	yes					
Faulk	45660	32	yes					
Grant	49115.04	20	yes		4092.92		yes	no
Gregory	44000	5	yes		44000			
Haakon	39556.2	4	yes		3296.35		none	
Hamlin	3715	4						
Hand	43392.6	31	Yes		43392.6		12	
Hanson	43219	30	yes		43219			
Hughes	47570	19	yes			22.87		18.78-22.87
Hutchinson	48053.98	31	yes					
Hyde	42641.28	32	yes					
Jackson	37465	35	yes					
Jerauld	38334.36	10	yes		38334.36			
Kingsbury	50073.72	20	yes		x			33825-53000
Lake	47605	2	Yes		47605		No	Minimum \$34,543.00
Lawrence								
Lincoln	78894.4	27.5	yes		78894.4			
Lyman	43100	45	yes		yes			
Marshall	43214.23	30	yes		43214.23			
McCook	44392	16	YES		44392			
McPherson	46557.57/yr	36	yes		3879.80/mth			

Treasurer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Meade	67867	31	yes		5656			N/A
Mellette	37699.92	4	yes		yes			
Miner	47925	34	YES					
Minnehaha								
Minnehaha								
Moody	51866	10	yes					
Pennington	98652	31 yrs	Yes				Elected	Not/App
Potter	44034		yes					
Roberts	42120	22	yes		3510	20.258		
Sanborn	45939.28	32	yes		45939.28			
Spink	43715	28	yes		43715			
Stanley	48027	8	yes					
Sully	41432.04	9	yes		yes			
Tripp	40108.9	36	Yes					
Turner	4489.9	37	yes		yes		no	no
Union	55412.52	12	yes					
Walworth	44012.41	4	yes					
Yankton	60665.04	15	yes					

Deputy Treasurer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	25792	6	no	0.8				
Bennett		3 mo	no	50		10.25	12	9.75
Bon Homme	15.70/HR	15	YES		15.70/HR		HS	
Brown		9	yes			17.23		15.39-17.42
		0	yes			15.39		15.39-17.42
		12	yes			17.52		15.39-17.42
Brule	34153.6	18	yes	no	no	yes	high school	\$13.02 - \$14.52
Buffalo	N/A							
Campbell	17157.32	1	yes		yes			
Charles Mix	39707.2	23	YES			19.09/HR		
Clark	29932	18	YES		29932	15.35		
Clay	47896.4	26	Yes		Yes			31158.91-45598.10
	41510.88	30	Yes		Yes			31158.91-47896.40
	39275.58	6	Yes		Yes			31158.91-47896.40

Deputy Treasurer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Codington	48943	21	yes				high school graduate	37604 - 50926
	42741	15	yes				high school graduate	32782 - 43597
Corson		1	Yes			15.75		
Custer	29051.78	2	YES			13.96		
	29051.78	1.5	YES			13.96		
	28619.14	1	YES			13.76		
Davison	36192	1	Yes			17.4	None	16.87-17.91
	35152	1	Yes			16.9	None	15.83-16.87
Day	404040	2	YES			19.25		
	32032	11	NO	80		19.25		
Deuel	13.00hr	< 1	YES					
Douglas	29702.4	5	YES			14.28		
Edmunds	38587	0	yes					
Faulk		18	no			14.57		
Grant	34840	5	yes			16.75	no	no
	35568	1	yes			17.1	no	no
Gregory	30244	5	yes		30244			
Haakon	28454.4	1	yes			13.68	none	
Hamlin		33	no			15		
		0	yes			15		
Hand	33987.2	18	Yes			16.34	12	
Hanson	22281	11	no	0.8		13.39		
Hughes	38930	1	yes			18.72		17.39-22.87
	40783	17	yes			19.61		16.10-19.61
	35167	1	yes			16.91		16.10-19.61
Hutchinson	38625.6	5	yes					
	34798.4	1	yes					
Hyde		4	no	0.6		14.77		
Jackson								
Jerauld	15392	11	no	50		14.8		
Kingsbury	29959.28	3	yes			14.35		13-17 per hour
	25708.8	1 mnth	yes			12.36		13-17 per hour
Lake	30284.8	2	Yes			14.56	No	43815
	30284.8	2	Yes			14.56	No	43815
Lawrence								
Lincoln		23	yes			26.64		
		43519	yes					16.79-23.27
Lyman	34220	13	yes		yes			
Marshall	33862.4	9	yes			16.28		
	14861.6	1	no	40		14.29		

Deputy Treasurer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
McCook		8	YES			19.84		
		1	NO	0.6		14		
McPherson	29895.33/yr	13	yes		2491.28/mth			2291.28-2491.28
Meade	43492	32	yes			19.41		14.87 - 19.41
Mellette	5141.76	4	no			yes		
Miner	32052	2	YES					31158-34053
Minnehaha								
Minnehaha								
Moody		10	yes			17.16		13.65-17.49
		5	yes			15.95		13.65-17.49
Pennington	73527	12 yrs	Yes					\$5084 - \$7663/Month
Potter	31200		yes					
Roberts		22	yes			14.85		
		22	yes			14.85		
Sanborn	17914.35	16	yes	50	17914.35			
Spink		8	yes			17.09		16.18-17.09
		2	yes			17.09		16.18-17.09
Stanley	34284	3	yes					
Sully	33800	15	yes			yes		
Tripp	32240	30	Yes			15.5		
	26728	2.5	Yes			12.85		
Turner	3717.74	22	yes		yes		no	no
	2604.68	6 months	yes		yes		no	no
Union	38412.6	5	yes					
	39225.48	26	yes					
	30191.52	var	yes					
Walworth	32073.6	5	yes			15.42		
	16036.8	1		50		15.42		
Yankton	38209.2	10	yes					

Treasurer Clerks (3)

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Codington	35955 - 41426	9 average	yes				high school graduate	31884 - 42261

Veterans Service Officer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Aurora	9803.04	8	no	0.3				
Bennett	10023	8	no	25				
Bon Homme	1285.95/MO	4	NO	0.33	1285.95/MO		HS	
Brown	52327	5	yes					
Brule	12662.82	7	no	0.3	yes	no	Veteran - State Approved	
Campbell	6492.72	6.5	no	0.25	yes			
Charles Mix	18392.4		NO	0.25				
Clark	7725	3	NO		7725			
Clay	22629.1	9	Yes	42	Yes			
Codington	52117	21	yes				high school graduate & veteran	39609 - 52555
Corson	7500	1	No					
Custer	22464	1.5	NO	0.6		18		
Davison	39562	1	Yes			19.02	Veteran	17.91-19.47
Day	30030	3	NO	75		19.25		
Deuel	13038		NO					
Douglas	8739.71		NO		8739.71			
Edmunds	13444	19	no					
Faulk			no			17.32		
Grant	16,224.00	7		48 48%		16.25	yes	no
Gregory	7500	3	no	0.2	7500			
Haakon	8274.96	11	no	0.25	689.58		none	
Hamlin	950	17	yes					
Hand	7500	12	No	0.25	7500		12	
Hanson	9181	15	no	0.2	9181			
Hughes		9	no			26.68		21.91-26.68
Hutchinson	37731.2	21	no					
Hyde	3806.88	14	no	0.15				
Jackson	9320	10	no	25				
Jerauld	10414.56	8	no	37.5		16.69		
Kingsbury	17004.29	10		0.5	x			14-19 per hour
Lake	15478.84	1	No	0.43		17.51	No	15-19
Lincoln		3.5	no	55		23.04		
Lyman	3400	7	no	0.1	yes			
Marshall	16084.64	6	no	50		16.28		
McCook		1	NO	0.2		14		
McPherson	9679.86/yr	21	no		806.66/mth			
Meade	56426	1	yes	0.5	4588			50377 - 65728
Mellette	3717.36	16	no		yes			

Veterans Service Officer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Miner	10464	18.5	NO					
Moody	18326	8	no 16 hours					15312-19289
Pennington	\$46,405 avg	2.3 yrs avg	Yes				Veteran	\$21.94 - \$33.06/Hr
Potter	7500		no					
Roberts		2	yes			14.35		
Sanborn	7500	2	no		7500			
Spink		1	no	0.5		17.38		
Tripp	20475	11	No			17.5		
Turner	1458.56	6	no	25	yes		yes	no
Union	18438.96	3	no	one day a week				
Walworth	14567.64	8		50				
Yankton		6	yes			22.33		

Weed Supervisor

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	39220	18		45 weeks	3268.5			45323-57481
Bon Homme	15.81/HR	7	NO	0.75	15.81/HR			
Brookings	46320	6	Y		46320		HS	42794-54273
Brown	42381	3	yes					
Charles Mix	35068.8	1	YES					
Clark	22045	1	NO		22045	18.28		
Clay	26.14	13	Yes			Yes		19.62-28.07
Codington	46124	8	yes				high school graduate	35496 - 47293
Corson		9	No			16.25		
Custer	40000	4.5	YES		40000			
Davison	19250	3	No	0.5		18.51	Weed Spray Certification	17.91-19.47
Day	5100	4	NO		5100			
Deuel	18.50hr	3	NO					
Edmunds	40311	1	yes			19.38		
Faulk			no			14.57		
Grant	41808	25	yes			20.1	no	no
Gregory		16	no	0.33		18		
Haakon	9554.8	16	no	0.24		16.11	Spray lic.	

Weed Supervisor

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Hamlin	3089	20	yes					
Hand	36159.48	8	Yes		36159.48		12	
Hughes		2	no			18.72		18.72
Hutchinson	18853.12	6	yes					
Hyde	50318.04	4	yes					
Jerauld	16494.36	11	no	50	16494.36			
Kingsbury	4635	1		0.5	x			
Lincoln		1	yes			24.82		
Lyman	6000	2	yes		yes			
Marshall	9000	16	no	25		18.13		
McCook	9500	3	NO	0.3				
Meade	55490	15	yes			25.97		19.91 - 25.97
Miner	14001	0	NO	0.4				
Moody	12631		no					
Pennington	76647	20 yrs	Yes				BS	\$6153 - \$9341/Mnth
Roberts		3	no	0.5		20		
Spink		28	no	0.5		18.54		
Stanley	7500	3	no	0.1				
Sully	17628	15	no	0.5		yes		
Tripp	36920	19	Yes					
Turner	852.53	6	no	30	yes		no	no
Union	6582.24	38	yes					
Walworth	17680	1		50				
Yankton		4	yes			23.9		

Deputy Dir Vets/Welfare

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Brookings	21.13	0.5	Y			21.13	HS	19.14-24.27

Welfare/WIC

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Aurora	28953.6	1	yes					
Brown	54111	2	yes					

Welfare/WIC

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Codington	35955 - secretary	4	yes				high school graduate	31884 - 42261
Davison	33401	1	Yes			16.06	None	14.27-15.83
Day	8009	4	NO	20		19.25		
Douglas	1500	6	NO		1500			
Hutchinson	37731.2	21	no					
Lake	1448.72	3	No	0.05		13.93	No	43815
Lincoln		15	no	20		17.91		
Marshall	9037.6	43	no	25		17.38		
Miner		7.5	NO	0.2		19.23		
Roberts		36	yes			15.6		
Tripp	12000	22.5	No			22.5		
Union	27315.6	2	no	30 hours				

Youth/4H Coordinator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Gregory	25605	1	no	0.85	25605			

4-H Advisor

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Grant	39728	7	yes			19.1	yes	no

4-H Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Lincoln		2	yes			17.91		

911 Communications Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Lake	46072	13	Yes			22.15	Yes	16-22

911 Coordinator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Corson	4000	1	No					
Hanson	1500	1	no		1500			
Roberts		2	yes			15.5		

911 Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Lincoln	69763.2	27	yes		69763.2			

E911 Coordinator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Marshall	8500.29	7	no	20	8500.29			

E911 DIRECTOR

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Day	9230	2	NO	25	NO	17.75		

Administrative Assistant

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Brookings	18.62	6.5	Y			18.62	HS	16.56-21.01
Meade	46508	5	yes			21.76		19.91 - 25.97

Amb Billing

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Tripp	36,048.00	31.5	No			16		

Amb Co-Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Tripp	47,195.20	31.5	Yes					
	44,200.00	10	Yes					

Appraiser

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Brookings	23.57	14	Y			23.57	HS	19.14-24.27

Facilities Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Meade	86864	24	yes		6989			64292 - 83865

Assistant Facilities Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Meade	60,631.00	13	yes			28.65		21.96 - 28.65

Assistant Jail Administrator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Davison	51,272.00	23	Yes			24.65	None	18.95-21.03

Asst to the VSO

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lake	1,821.04	< 1	No	0.05		17.51	No	15-19

Clerk 1 Auditor Office

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Beadle	43,035.00	26	YES			20.69		16.98-21.50

Clerk 2 Auditor Office

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Beadle	38,210.00	5	YES			18.37		16.98-21.50

Clerk 1 Treasurer Office

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Beadle	38,979.00	7	YES			18.74		16.98-21.50

Clerk 2 Treasurer Office

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Beadle	38,210.00	5	YES			18.37		16.98-21.50

Clerk 3 Treasurer Office

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Beadle	35,318.00	2	YES			16.98		16.98-21.50

Commission Administrative Officer / Human Resources Specialist / Paralegal

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lake	53,497.60	11	Yes			25.72	Yes	22-28

Coordinator Human Services/Diversion Programs

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Beadle	48,723.12	< 1	YES		4060.26			48723-61792

Coroner

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Codington	175.00 per case	22	no				elected official	175.00 per case
Davison	150	36	No	As Needed			Coroner	150 per Autopsy
Haakon	2500	6	no	0.25	2500		none	
Jackson	58.00/case	2	no	5				

Corrections Lieutenant

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Davison	48942	23	Yes			23.53	None	17.91-19.47

Corrections Sergeant

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Codington	49423	6	yes				high school graduate	39818 - 52179

Corrections/Jailer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Brule	29619.2	1	yes	no	no	yes	high school	\$14.08 - \$15.58

Librarian

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Grant	42152.16	19	yes		3512.68		yes	no
Haakon	22763.52	4	no	0.8		13.68	none	
Tripp	36130.12	10	Yes					

County Librarian

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Jackson	11.75/hr	15	no	30				

Head Librarian

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Moody	42892	8	yes					40711-48660

Senior Librarian Asst

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Grant	34320	6	yes			16.6	no	15.80-17.10

Librarian-Midland

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Haakon	5544.84	26	no	0.25	462.07		none	

Library Employee

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Tripp	27755	12.5	Yes			15.25		

Library Employee Part-Time

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Tripp	5850	2.5	No			11.25		

Library Technician

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Grant	26208	7		0.8		15.75	no	14.85-16.25

Criminal Support Coordinator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Codington	42804	8	yes				high school graduate	34515 - 45894

Deputy Director of Planning

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Meade	67227	14	yes		5477			50377 - 65728

Detention Center Cook

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Codington	38962	20	yes				high school graduate	31529 - 41760

Economic Develop Coordinator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Campbell	31518	3	yes		yes			

Finance Assistant

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Brookings	18.22	4	Y			18.22	HS	16.56-21.01

GIS

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Charles Mix	37939.2	1	YES			18.24/HR		

GIS Administrator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lincoln	63419.2	16.5	yes		63419.2		college degree	

GIS Analyst

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lincoln		4	yes			24.49		

Planner / GIS

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Meade	47756	13	yes			22.46		17.21 - 22.46

Planner

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lincoln		2.5	yes			23.32	college degree	

HR Director / Commission Assistant

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Meade	81192	9	yes		6786			64292 - 83865
Moody	46990	3	yes					40963-48913

Human Resources Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lincoln	63169.6	< 1	yes		63169.6		college degree	

Health & Human Services Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Pennington	84488	14 yrs	Yes				BS	\$6783 - \$10221/Month

IT

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Tripp	48109.88	3	Yes					

IT Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lincoln	76689.6	8	yes		76689.6			

IT Technician

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Meade	49309	8	yes			23.34		18.98 - 24.76

Investigator

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Meade	57656	15	yes			27.32		20.92 - 27.32

NURSE/WIC SECRETARY

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Bon Homme	15.06/HR	3	YES		15.06/HR		HS	

WIC Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Bennett		7	no	4000%		10.75		9.75

WIC / CHN Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Jackson	12.25/hr	2	no	75				

Recycling Employee

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Tripp	4004	1 month	No			11		

Recycling Manager

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Tripp	18469.88	13.5	No					

SOIL CONSERVATION OFFICE MGR

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Bon Homme	2719.85/HR	18	YES		2719.85/HR			

Senior Finance Assistant

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Brookings	22.5	14	Y			22.5	HS	19.14-24.27

Sergeant

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Brookings	30.59	18	Y			30.59	HS	25.56-32.41
Meade	67401	20	yes		5477			50377 - 65728
Spink		2	yes			21.53	yes	

Truck Driver

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Brookings	16.35	3	Y			16.35	HS	15.41-19.54

VICTIM WITNESS

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	44700	2	YES*PAID FOR WITH OTHER COUNTIES		3725			

Victim Services Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	45323	6	YES		3776.92			45323-57481

Victims Assistant

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Codington	61951	31	yes				high school graduate	46813 - 62515

VSO SECRETARY

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Day	18605.5	3	NO	50		17.89		

Veteran/Emergency Management

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Beadle	48723	1	yes		4060.24			48723-61792

Veterans Service Officer

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
McPherson	9679.86/yr	18	no		806.66/mth			

Veterans Service Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Codington	41218	26	yes				high school graduate	31884 - 42261

Vets/Welfare Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Brookings	72480	9	Y		72480		HS	57150-72480

Visiting Neighbor Coor

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Grant	16623.84	25		0.48	1385.32		no	no

Welfare Director

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Codington	41526	12	no	0.8			high school graduate	39609 - 52555

24/7 Sobriety Testing

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Gregory		1	no	25%		12.35		

24/7 Reception

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Roberts		4	no	0.5		12.85		

Bldg & Grnds Supervisor

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Lincoln		1	yes			25.64		

FOOD PANTRY COORDINATOR

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
McCook		2	NO	20%		14		

Landfill Bookkeeper

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Roberts		4	yes			13.6		

Landfill Heavy Equipment

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Roberts		5	no	0.5		15.15		

Landfill Labor

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/Certification Required	Pay Range for this position
Roberts		13	yes			16.47		

Landfill Manager

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Roberts		32	yes			20.11		

Landfill Secretary

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Roberts		2	yes			13.35		

Nurse- Jail

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Roberts		2	yes			25.5		

OPERATIONS FOREMAN

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
McCook		32	YES			20.22		

Transfer Station

County	2019 Actual Salary	Employee's Years of Service	Full-time Status	If Part-time, What %	Salaried Compensation	Hourly Compensation	Minimum Education/ Certification Required	Pay Range for this position
Lincoln		9-14	yes					21.94-28.41

Section IV: Insurance

Not Age Based

County	Are county commissioners eligible	Single percentage paid by county	Premium paid: Single percentage paid by county	Family percentage paid: Family percentage paid by county	Premium paid: Family percentage paid by county
Aurora	no	100%	514.75	50%	755.18
Beadle	yes	-	UP TO \$625	NO SPOUSES	UP TO \$625
Bennett	no	100	633	0	1217
Bon Homme	no	100%		60%	
Brookings	yes	100%	857.75/785.53	75%	1974.32/1808.09
Brown	yes	100	720.22	55%	1187.4
Brule	yes		625.00 towards premium		625.00 towards premium
Buffalo	yes	100%	667.63 each, 6005.97 total	0	0
Campbell	yes	100%	914.16	50%	1,599.78
Charles Mix	yes		788.92		
Clark	yes	100%		67%	
Clay	no	100		50	
Codington	no	100%	619.03, 560.54, or 545.96	n/a	773.19
Corson	no	100%		50%	
Custer	yes	100%	632 PER MONTH	0%	0
Davison	no	78-91%	\$824.63/Month	58-68%	1867.87
Day	no		805.87		
Deuel	no		100%		single prem. plus \$100
Douglas	no				
Edmunds	no	100	848	0	
Faulk	no		600		600
Grant	yes	100%	861.33	50%	1321.71
Gregory	no	100%	750	0%	
Haakon	no	80%	443.03	80%	1359.67
Hamlin	yes	80%	633.53	60%	997.81
Hand	no	100%		0	0
Hanson	no	100	701	50	1998
Hughes	yes	100%	847	0	
Hutchinson	no		Employee pays \$90 a month, employer pays rest of age premium.		Age premium plus the age premium of family.
Hyde	yes	100%		50%	
Jackson	no	100%		0%	
Jerauld	no	100		0	
Kingsbury	yes	100%	797.3		
Lake	yes	100%	628.19	0%	NA
Lawrence	yes	85%	513.47	60%	1111.23
Lincoln	yes	72%	518.68	70%	1763.48
Lyman	yes	100	100	0	0
Marshall	yes				
McCook	yes	100%		Full single premium plus 50% of the balance for	

Not Age Based

County	Are county commissioners eligible	Single percentage paid by county	Premium paid: Single percentage paid by county	Family percentage paid: Family percentage paid by county	Premium paid: Family percentage paid by county
				the dependent coverage.	
McPherson	yes		\$500.00 per month	0	0
Meade	yes	90%	864/month	75%	1794/month
Mellette	yes	80%		0%	
Miner	yes	100%		80%	
Minnehaha	no	70	362.36	70	1231.98
Minnehaha	no	70	362.36	70	1231.98
Moody	yes	100%		70%	
Pennington	yes	81%	\$460	63%	\$1,075
Potter	no	100	193479.06	0	0
Roberts	yes	100%	583.14	0%	N/A
Sanborn	yes	100	777.92	850.00 toward premium	2217.05
Spink	no	100%	879	0%	
Stanley	no	100%		0	0
Sully	no	100		0	0
Tripp	yes	100%	823.04	0	0
Turner	no	100	890.08	50	1810.87
Union	yes	100%	644.16	50%	745.87
Walworth	yes	100%	899.81	0	
Yankton	no		618.89	0	0

Age Based Benefit

County	Age 25		Age 35		Age 45		Age 55		Deductibles	Part-time eligible (30 hours or less per week)	Other features
	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county			
Aurora									5500	yes	
Beadle									\$2,500.00 with CoPay and prescription \$2,700.00 no Copay or prescription \$5,000.00 no Copay or prescription	no	
Bennett									750	yes	
Bon Homme									\$4500/single & \$9000/family for HSA plan \$4000/single & \$8000/family for PPO plan	yes	
Brookings									\$300 Single/\$600 Family \$1,000 Single/\$2,000 Family	no	
Brown									we have four different plans 1500, 2000, 3000 & 3500 HSA deductibles. Each plan then has the option of single, 2-party, or family coverage	no	
Brule									\$1000, \$2500 and \$3500 deductibles -	no	dental and vision insurance available - \$15,000 life insurance & AD & D valued at \$15,000 available also If insurance not taken the \$625.00 can be put into a qualifying retirement plan
Buffalo									2500	no	N/A

Age Based Benefit

County	Age 25		Age 35		Age 45		Age 55		Deductibles	Part-time eligible (30 hours or less per week)	Other features
	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county			
Campbell									1500/3000 Health 100/200 Drug Plan	no	
Charles Mix										no	
Clark									3600/ 2800	yes	
Clay									1000	yes	
Codington									1,000, 2,000, or 3,000 individual 2,000, 4,000 or 6,000 family	yes	
Corson									\$5,000 deductible, have TransAmerica Gap Insurance to help cover deductible for major medical	no	
Custer									\$2000 OR \$3000	yes	
Davison									\$1,500, with \$20 Office Co-Pay \$2,500, with \$25 Office Co-Pay \$3,000, with \$25 Office Co-pay	no	HRA available to employees enrolled in County Health Insurance Plan to offset premium expense.
Day									\$3000.00 WITH \$2000.00 PAID BY COUNTY 80% EMPLOYEES: \$3000.00 WITH \$1600.00 PAID BY COUNTY	no	
Deuel									1,000	no	
Douglas	372.43	0	453.3	0	535.65	0	827.22	0	4,000 person/ \$8,000 family	no	
Edmunds									1000	no	
Faulk	600		600		600		600		1,000	yes	
Grant									\$6350.00 DEDUCTIBLE	yes	
Gregory									1500	no	
Haakon									3000	no	
Hamlin									2000	yes	

Age Based Benefit

County	Age 25		Age 35		Age 45		Age 55		Deductibles	Part-time eligible (30 hours or less per week)	Other features
	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county			
Hand									\$500 Option 1 \$1500 Option 2 \$4000 HSA Option	no	AFLAC, Dental and Vision
Hanson									1000	no	
Hughes									1500	yes	
Hutchinson	382.3	Plus the age premium s of family members	465.31	Plus the age premium s of family memebers	549.85	Plus the age premium s of family members	849.14	Plus the age premiums of family members.	2,800 individual 7,350 out of pocket	no	
Hyde	469.57		571.53		675.36		1042.97		2000-single 4000-family	yes	
Jackson									750 3,000 total OPM	no	
Jerauld			355.15		419.67		678.04		\$5,500 deductible \$1,850 max out-of-pocket	no	
Kingsbury									\$1000/ person	no	
Lake									Single - \$6,350 (County pays) Family - \$12,700 (Employee pays \$1,254.20 per month) OR Single - \$3,000 (Employee pays \$65.20 per month) Family - \$9,000 (Employee pays \$1,454.28 per month)	no	
Lawrence									Single - \$1,500 Fmaily - \$3,000	no	
Lincoln									1750	no	
Lyman									4000/8000	no	
Marshall	372.43		453.3		535.65		827.22		single \$4000 family \$8000	yes	Marshall County pays \$3,500 towards the deductible after the employee pays the first \$500.

Age Based Benefit

County	Age 25		Age 35		Age 45		Age 55		Deductibles	Part-time eligible (30 hours or less per week)	Other features
	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county			
McCook	599.75	1212.66	599.75	1212.66	599.75	1212.66	655.42	1296.95	\$5000 single and \$15000 family \$100/\$200 on RX	no	
McPherson									McPherson County offers three different health insurance plans to employees. The deductibles of the 3 different plans are: 3500, 5500, HSA 5000	no	
Meade									Ded. \$1,500/\$3,000 OPM \$4,500/\$9,000	no	Vision included in health plan. Dental benefits are 100% paid for a single (\$55.30), employee pays difference for family plan (\$136.30). \$50,000 life policy paid by county (\$11/month)
Mellette									2500	no	Dental Insurance paid 80% by county and vision paid 100% by county
Miner									5000	no	
Minnehaha									Single \$500 Family \$1500	no	
Minnehaha									Single \$500 Family \$1500	no	
Moody									1500	no	
Pennington									\$1,000 - Single \$1,500 - 2-Party \$2,000 - Family	yes	

Age Based Benefit

County	Age 25		Age 35		Age 45		Age 55		Deductibles	Part-time eligible (30 hours or less per week)	Other features
	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county	Single Premium paid for by the county	Family Premium paid for by the county			
Potter									2000	no	
Roberts									6000	yes	
Sanborn									\$1500/\$4000 out of pocket	no	
Spink									1,000	no	
Stanley	808		808		808		808		\$3,600 Single \$7,000 Family	yes	
Sully									1000	no	
Tripp									500	no	
Turner									1000	no	
Union									deductible \$2500/\$7500 (employee responsible for the first \$750, county reimbursing employee up to \$1750 per contract) Out of pocket will be \$5,000 (employee responsible for the first \$4,000, county reimbursing employee up to \$1000 per contract).	yes	
Walworth									3500	no	
Yankton										no	

Section V: Sick Leave

County	Accrual Schedule	Accrual maximum	Used for immediate family (spouse, children and parents)	Used for extended family (brothers, sisters, aunts, uncles, etc.)	Sick leave banks	Cash-in upon termination
Aurora	10 hours per month after one month of employment	400 hrs	yes	no	no	yes
Beadle	10 hours per month		yes	no	yes	yes
Bennett	8 hrs per month	2080 hrs	yes	yes	no	yes
Bon Homme	Sick leave is to be used only for illness, or injury which prevent the employee from performing his/her regular duties and may not be used for any other purpose. Sick leave will be granted according to the following schedules: (a) REGULAR COURTHOUSE AND HIGHWAY EMPLOYEES 1. Effective date; 1 month after employment 2. Earned rate: 8 hours per month, compensated according to and 8 hour, straight time work day (b) QUALIFIED PART TIME EMPLOYEES 1. Effective date: 1 month after employment 2. Earned rate: prorated upon the hours worked each month and compensated according to his/her normal work hours.		yes	yes	yes	yes
Brookings	12 hours per month	1440 hours	yes	no	yes	yes
Brown	4.5 hours biweekly Employees working 20+hours, but less than 40 a week accrue 2.25 hours biweekly	None	yes	no	yes	yes
Brule	6.67 hours per month	65 days	yes	no	no	yes
Buffalo	Hourly employees must have nine months of continuous service, credited annually on January 1st of each year.	40 hours per year. May accrue unused sick leave from one year to the next but may not accumulate in excess of 120 hours at any time.	no	no	no	no
Campbell	12 hrs month	480 hours	yes	no	yes	no
Charles Mix	FULL TIME EMPLOYEES RECEIVE 8 HRS/MONTH	480	yes	yes	no	no
Clark	8 hours per month	720 HRS	yes	no	yes	yes
Clay	8 hours/month		yes	yes	no	yes
Codington	8 hours per month	1200 hours	yes	yes	yes	yes
Corson	8 hours per month	416 Hour Maximum	yes	yes	yes	no
Custer	8 HOURS PER MONTH FOR FULL TIME	700 HOURS	yes	no	yes	yes
Davison	Sick leave shall accrue for full-time employees at the rate of 3.7 hours per 2- week pay period.	960 Hours	yes	yes	no	yes
Day	AFTER EMPLOYED 6 MONTHS (FT) YOU ARE CREDITED 40 HOURS AND ACCRUE 4.04 HOURS		yes	yes	yes	yes

County	Accrual Schedule	Accrual maximum	Used for immediate family (spouse, children and parents)	Used for extended family (brothers, sisters, aunts, uncles, etc.)	Sick leave banks	Cash-in upon termination
	PER PAY PERIOD THEREAFTER. 80% EMPLOYEES: 32 HOURS CREDITED AND 3.23 HOURS ACCRUED PER PAY PERIOD.					
Deuel	7 hrs. per month for FT .04023 per hrs. worked for pt employees after 2 yrs. worked		yes	yes	yes	no
Douglas	5 hours of sick time per 100 hours worked. Figured yearly.		yes	no	yes	yes
Edmunds	1 day earned per month	60 days	yes	no	no	yes
Faulk	8 hours month full time 4 hours month part time		yes	no	yes	no
Grant	PER POLICY	480	yes	no	no	no
Gregory	8 hours month		yes	no	yes	yes
Haakon	8 hours a month		yes	no	yes	no
Hamlin	8 hours per month earned		yes	yes	no	no
Hand	6 hrs./mo full time 3 hrs./mo part time	720 hours	yes	no	no	yes
Hanson	0-3 years earn 4 hours a month 4-9 years earn 7 hours a month 10 years and up earn 8 hours a month	240	yes	no		no
Hughes	8.25 hours per month		yes	no	no	yes
Hutchinson	8.00hours per month 10.00 hours per month for highway workers since they have 10hour days		yes	yes	no	yes
Hyde	full time 8 hrs per pay period part time 4 hrs per pay period		yes	yes	yes	yes
Jackson	8 hrs per month	480 hrs	yes	no	yes	no
Jerauld	No accrual first 6 months of employment. After that earn .05 hours for every hour of compensation with a limit of 104 hours per year.	480 hours	yes	yes	no	yes
Kingsbury	12 days/year		yes	no	yes	no
Lake	40 hrs first year 80 hrs each year thereafter	No maximum	yes	no	no	no
Lawrence	4.1) EARNED RATE & MAXIMUM HOURS: Permanent employees, who work twenty (20) hours per week or more, are eligible for sick leave benefits. Part-time employees whose regular work schedule is less than twenty (20) hours per week, seasonal, temporary, reserve, and fill-in employees are not eligible for sick leave benefits. Sick leave hours are earned at the rate of .0462 hours for every hour worked. Sick leave may be accumulated to a maximum of one thousand forty (1040) hours total.	1040	yes	no	yes	yes

County	Accrual Schedule	Accrual maximum	Used for immediate family (spouse, children and parents)	Used for extended family (brothers, sisters, aunts, uncles, etc.)	Sick leave banks	Cash-in upon termination
Lincoln	10 HOURS MONTHLY	480 hours	yes	no	yes	no
Lyman	6.66 per month full-time, 3.33 regular part-time		yes	yes	yes	yes
Marshall	7.5 hours per month	Employees can accumulate a maximum 480 hours of sick leave. The Department Head reserves the right to request a statement from a physician or a clinic if absences extend beyond two working days for an illness. Upon separation in good standing, proper written notice (see 2-5 Resignation) and after five years of continuous service, employees shall be paid for ¼ of this accumulated sick accrual at the employee's most current rate of pay. Any extra sick leave over 480 hours will be donated to the sick bank after the first payroll in January.	yes	no	yes	yes
McCook	4.5 hours per month for employees working 35-39 hours per week 6 hours per month for employees working 40+ hours per week	>5 years of service: 144 hours (35-39 hours/week) 200 hours (40+ hours/week) 5+ years of service: 192 hours (35-39 hours/week) 250 hours (40+ hours/week) 10+ years of service: 240 hours (35-39 hours/week) 300 hours (40+ hours/week) 15+ years of service: 360 hours (35-39 hours/week) 500 hours (40+ hours/week)	yes	no	no	yes
McPherson	Employees shall, after becoming a permanent employee of McPherson County, accumulate sick leave at the rate of one-half day per month, to a maximum of six (6) days or forty-eight (48) hours per year.		yes	yes	no	yes
Meade	6.67 monthly (80 annual)	640	yes	yes	yes	yes
Mellette	8 hours per month	no maximum but only 80 hours of each carry over in the new year	yes	yes	no	yes

County	Accrual Schedule	Accrual maximum	Used for immediate family (spouse, children and parents)	Used for extended family (brothers, sisters, aunts, uncles, etc.)	Sick leave banks	Cash-in upon termination
Miner	40 hrs/week employees accrue 6 hrs/month 35 hrs/week employees accrue 5.25/month		yes	no	yes	no
Minnehaha	1.85 hours/pay period	320 hours	yes	no	no	no
Minnehaha	1.85 hours/pay period	320 hours	yes	no	no	no
Moody	3.70 Accrual	510	yes	yes	no	no
Pennington	8 Hrs per month	No Maximum	yes	yes	yes	yes
Potter	80 hrs per year accrued 360		yes	yes	no	no
Roberts	8 hours per month		yes	yes	no	yes
Sanborn	80 HOURS PER YEAR	No limit.	yes	no	no	yes
Spink	8 hours per month	unlimited	yes	yes	no	yes
Stanley	4 hours/80 hours		yes	yes	no	no
Sully	3.69 every two weeks	488 hours	yes	yes	no	yes
Tripp	7 hours per month		yes	no	no	yes
Turner	7.5 hour work day 3.75 hours per month 8 hour work day 4 hours per month	7.5 hour work day 900 hours 8 hour work day 960 hours	yes	yes	no	yes
Union	8 hours for each month	1040	yes	yes	yes	yes
Walworth	3.75 hours every 2 weeks		yes	no	yes	yes
Yankton	7-Hour Day: 7 hours per month 8-Hour Day: 8 hours per month 12-Hour Day: 12 hours per month	7-Hour day: 924 hours 8-hour day: 1056 hours 12-hour day: 1560 hours	yes	yes	no	yes

County	Pay out guidelines	Used for funerals	Part-time eligible (20 hours or more per week)	Minimum time increment when used	Other features
Aurora	25% of the balance at the time of termination.	no	yes	N/A	
Beadle	Only upon Retirement - up to 50% accrued sick leave not in excess 480 hours	yes	no		
Bennett	4-5 yrs 10%, 6-10 yrs 15%, 11-15 yrs 20%, 16 -over 25%	no	yes	none	
Bon Homme	Upon retirement, an employee will be paid for 1/4 of the accumulated sick leave up to a maximum of 160 hours. For these purposes, retirement is defined to be the termination of employment with the county after the employee has either: (a) Worked at least 20 years for the county (b) Employee has reached his/her 62nd birthday	no		n/a	
Brookings	2% x years of service of accrued sick leave balance - not to exceed 1440 hours.	no	no	1 hours non-exempt/4 hours exempt	
Brown	Paid out for 1/4 of accrued sick leave, up to 300 hours	yes	no	.25 hours	
Brule	40% of sick leave is paid out upon termination of employment	no	no	none	
Buffalo	Must provide adequate verification upon request of supervisor.	no	no	N/A	Current HR P&P does not allow for funeral leave, but I want to suggest that the revision will allow for sick leave to be used for funeral leave.
Campbell	No Payout	no	yes	None	
Charles Mix		yes	no	2-Jan	
Clark	1/2 of any hours over 720	yes	yes	1 hr	
Clay	Sick leave is paid out at 25% of the hours accrued at a maximum of 480 hours paid out.	no	no	.25 hour	Half-time salaried employees are eligible, but part-time hourly employees are not eligible.
Codington	Employee must qualify under SDRS retirement rules. 10% of accumulated sick leave paid out with a maximum of 120 hours paid.	no	yes	none	
Corson		no	no		
Custer	UP TO 240 HOURS	no	yes	QUARTER HOUR	
Davison	Employees, who have had five or more years of continuous full-time service and leave in good standing, will receive a sick leave benefit when they leave Davison County employment; which will equate to \$2.50 for each hour of unused sick leave, up to a maximum of 800 hours.	no	no	15 Minutes	
Day	ONLY IF EMPLOYED 10 YEARS OR MORE #39 & 40: IMMEDIATE FAMILY DESCRIBED AS: MOTHER, FATHER, SISTER, BROTHER, WIFE, HUSBAND, CHILD, MOTHER/FATHER-	no	no		

County	Pay out guidelines	Used for funerals	Part-time eligible (20 hours or more per week)	Minimum time increment when used	Other features
	IN-LAW, GRANDPARENTS, GRANDCHILDREN OR ANY OTHER PERSON DEEMED APPROPRIATE BY DEPT. HEAD.				
Deuel		yes		1 hr	
Douglas	pay out 25% of sick leave up to 240 hours.	yes	no		
Edmunds	1/4 cash upon termination.	yes	no	1/4 hour	
Faulk		no	yes		
Grant		yes	yes	1 HOUR	
Gregory	based on years of service with a max of 25%	no		n/a	
Haakon	N/A	yes	no	1 hour	
Hamlin		no			
Hand	Receive 25% of accrued sick leave provided they have worked continuously for 7 years.	no	yes	None	
Hanson		yes	no	1 hour	
Hughes	25% of the accrued sick leave	yes	yes		
Hutchinson	if leave once can get 1/3 of what is in their bank	no	no	.25hour	
Hyde	1/4 of accrued sick leave	no	yes		
Jackson		yes	no	Minimum 1 hr.	
Jerauld	Benefits calculated on rate of pay upon termination with payout as follows: 0-3 yrs employment - 0 4-5 yrs employment - 10% 6-10 yrs employment - 15% 11-15 yrs employment - 20% 16 years on - 25%	no	no	4 yrs	
Kingsbury		yes		1 hour	
Lake	N/A	no	no	1/4 hr	
Lawrence	4.9) PAYMENT UPON TERMINATION: Ten percent (10%) of the unused sick leave balance will be paid upon retirement or termination to permanent employees only after a two week written notice has been received. Employees who are terminated or quit during their twelve (12) month probationary period will not be reimbursed for any accumulated sick leave. Employees who have at least eighteen (18) years of employment will be paid twenty-five percent (25%) of the unused sick leave upon retirement or termination only after a two week written notice has been received. Years of service for this section will be figured from the date of hire for both full time and part time employees. The two-week written notice may be waived by the department head.	yes	yes		
Lincoln	N/A	no	no	.25 HOUR	

County	Pay out guidelines	Used for funerals	Part-time eligible (20 hours or more per week)	Minimum time increment when used	Other features
Lyman	after 7 years of continuous employment shall be paid for 1/4 of their accumulated sick leave not to exceed 250 hours	yes	yes	none	
Marshall	after 5 consecutive years of employment and in good standings, payout 1/4 sick balance	yes	yes	15 minutes	
McCook	5+ years of service 50% (max of 72 hours) 6+ years of service 60% (max of 115.2 hours) 7+ years of service 70% (max of 134.4 hours) 8+ years of service 80% (max of 153.6 hours) 9+ years of service 90% (max of 172.8 hours) 10+ years of service 100% (max of 288 hours)	no	no	0.25	
McPherson	Upon retirement or voluntary separation of employment, an employee shall be reimbursed for one-fourth (1/4) of their unused sick leave, not to exceed one thousand dollars (\$1,000). This will not apply to any employee terminated with cause. Any employee who should choose to run for an elected position and win, will be paid for their accumulated sick leave when they become the elected official at the above rate of pay back.	yes	no	None	
Meade	Up to 240 paid out after 6 years of continuous service.	yes	no	0.25 hour	
Mellette	Must be employed 3 years for payout, paid at 25%	yes	no	hour	
Miner		yes	no	1/4 hour	
Minnehaha	Upon separation of employment in good standing only, an employee will be paid for one-third of accumulated ESL up to a maximum of three hundred twenty (320) hours if the employee: 1) worked at least 20 consecutive years for the County, or 2) qualifies for immediate receipt of state retirement benefits. In the event of the death of an employee, all unused and accrued ESL, up to 960 hours will be paid to the employee's estate.	no	yes	.25 hours	
Minnehaha	Upon separation of employment in good standing only, an employee will be paid for one-third of accumulated ESL up to a maximum of three hundred twenty (320) hours if the employee: 1) worked at least 20 consecutive years for the County, or 2) qualifies for immediate receipt of state retirement benefits. In the event of the death of an employee, all unused and accrued ESL, up to 960 hours will be paid to the employee's estate.	no	no	.25 hours	
Moody	No payout on sick leave	yes	no	15 min	
Pennington	Up to 50% of the first 960 hours after 20 yrs employment	no	yes		
Potter		yes	no		
Roberts	50% of sick leave	yes		half hour	

County	Pay out guidelines	Used for funerals	Part-time eligible (20 hours or more per week)	Minimum time increment when used	Other features
Sanborn	1/4 OF UNUSED NOT TO EXCEED 480 HOURS AT CURRENT BASE RATE	no	yes	1 HOUR	
Spink	1/4 of accrued balance up to 480 hours	no	no	1/2 hour	Sick leave used for family members is limited to 48 hours a year.
Stanley	1/4 is paid out if resigned/retired	no		N/A	
Sully	1/4 of sick leave accumulated	no	no		
Tripp	0-3 yrs 0 4-5 yrs 10% 6-10 yrs 15% 11-15yrs 20% 16 yrs on 25%	yes	no	no minimum	
Turner	Half	no	no	1/2 hour	
Union	1/4 (up to 260 hours) to employees who have worked at least 7 years	no	no	any increment allowed	
Walworth	1/4 of sick leave up to \$1,000.00	yes	no	n/a	
Yankton	Have to be employed for 5 years before getting any pay-outs	no	no		

Section VI: Annual Leave

County	Accrual schedule	Accrual maximum	Minimum hours to be used	Part-time eligible (20 hours or more per week)	Other features
Aurora	1st year of employment: 3.33 hrs earned per month (40 hrs annually) 2nd thru 6th year of employment: 6.66 hrs earned per month (80 hrs annually) After 6 years of employment: 10 hrs earned per month (120 hrs annually)	160 hours	N/A	yes	
Beadle	<p>Accrual Schedule: Employees who have completed less than one (1) year of continuous service prior to January 1, of the year under consideration shall be entitled to 6 hours 40 minutes for each full month of service from the date of employment to December 31, of the year of employment. This vacation shall be taken during the calendar year immediately following, however, if employed before July 1st vacation may be taken at end of the 6 month probation period. At the start of the first full calendar year through the fifth year of continuous employment, vacation time is accrued at the rate of 6 hours 40 minutes per month; 80 hours per year. From six (6) through fourteen (14) years of continuous employment, vacation time is accrued at the rate of 10 hours per month; 120 hours per year. At fifteen (15) years and thru 24 years of continuous employment, vacation time shall be accrued at the rate of 13 hours 20 minutes per month; 160 hours per year. At 25 years and over, thereafter of continuous employment, vacation time shall be accrued at the rate of 16 hours and 40 minutes per month 200 hours per year. The employer, or its designee, and the employee shall mutually agree on the best time to take such paid vacation.</p>	<p>Maximum per year carryover -40 hours 1-5 calendar years 80 hours 6-14 calendar years 120 hours 15-24 calendar years 160 hours *25+ calendar years 200 hours</p> <p>*Employees employed by the County prior to January 1, 2013, shall be able to accrue up to a maximum of 200 vacation hours and employees hired on or after January 1, 2013, shall be able to accrue up to a maximum of 160 vacation hours.</p>		no	<p>9.2.1 Paid Time Off (PTO) Paid Time Off (PTO) is an all-purpose time-off policy for eligible employees to use for vacation, illness or injury, and personal business. It combines traditional vacation and sick leave plans into one flexible, paid time-off policy. Regular full-time employees are eligible to earn and use PTO as described in this policy: Once employees enter an eligible employment classification, they begin to earn PTO according to the schedule below. Before PTO can be used however, a waiting period of 180 calendar days must be completed. After that time, employees can request use of earned PTO including that accrued during the waiting period. The amount of PTO employees receive each year increases with the length of their employment as shown in the following schedule: • Upon initial eligibility the employee is entitled to 120 PTO hours (10 hours per complete pay period) • After 5 years of eligible service the employee is entitled to 168 PTO hours each year (14 hours per complete pay period) • After 15 years of eligible service the employee is entitled to 204 PTO hours each year (17 hours per complete pay period) The length of eligible service is calculated on the basis of number of years as of January 1 of the current calendar year rounded down. PTO can be used in minimum increments of two hours. Employees who have an unexpected need to be absent from work should notify their direct supervisor before the scheduled start of their workday, if possible. The direct supervisor must also be contacted on each additional day of unexpected absence. To schedule planned PTO, an employee should request approval from their immediate supervisor at least two weeks</p>

County	Accrual schedule	Accrual maximum	Minimum hours to be used	Part-time eligible (20 hours or more per week)	Other features
					in advance. Requests will be reviewed by the immediate supervisor based on a number of factors, including business needs and staffing requirements. If an unexpected/unplanned absence occurs, the PTO request must be approved by the immediate supervisor and the PTO request form must be turned into the immediate supervisor within 24 hours of returning to work. PTO is paid at the employee's base pay rate at the time of absence. It does not include overtime or any special forms of compensation such as incentives, commissions, bonuses, or shift differentials. Employees are encouraged to use their PTO benefits. In the event that at the end of any calendar year the employee does not use all available PTO, the employee may carry over up to a maximum cumulated total of 40 hours of PTO to be used at a later date. PTO in excess of this may be carried over only upon the approval of the immediate supervisor and the Beadle County Commission. Upon completion of employment, employees will be paid for unused PTO time that has been earned through the last day of work. All employees in the PTO leave program may as well as all full-time elected officials, if they choose, pay into their own South Dakota Supplemental Retirement System before tax account, and Beadle County will match dollar for dollar up to fifty (\$50) dollars per pay period.
Bennett	0-1 yrs 5 days, 1-3 yrs 10 days, 4-10 yrs 15 days, 11 yrs and over, 20 days annually	40 hours	none	yes	
Bon Homme	Eligible employees shall begin to earn vacation leave immediately upon employment; however, unless otherwise authorized by the County Commission, no employee shall be able to take vacation leave until he/she has reached their first annual employment anniversary date. The earned and compensation rates for vacation leave are as follows: 1. REGULAR COURTHOUSE EMPLOYEES: Rate: 2 weeks (10) days per year from date of	Must use before anniversary date or remainder of hours will be lost.	n/a	yes	2. QUALIFIED PART TIME EMPLOYEES Rate: prorated according to the hours worked each month. Compensation is paid according to his/her hourly salary.

County	Accrual schedule	Accrual maximum	Minimum hours to be used	Part-time eligible (20 hours or more per week)	Other features
	employment through the 9th AEA. 3 weeks (15) days per year from the 10th AEA to terminate. Compensation paid according to 8-hour workdays. 3. HIGHWAY DEPARTMENT EMPLOYEES If an employee is on vacation and is called in to work (for weather related emergency purposes) the vacation time will be extended as needed, and will be so stated on the individuals time card, with the extended time to be used immediately after. The individual must have this approved by their Department Head and the County Commissioners.				
Brookings	Years Completed Hours Earned Beginning of employment until end of year 4 = 6.67 hrs per month Beginning of year 5 until end of year 9 = 10.00 hrs per month Beginning of year 10 to end of year 19 = 13.33 hrs per month Beginning of year 20 until end of employment = 16.67 hrs per month	320 hours	1 hours non-exempt/4 hours exempt	no	
Brown	All full-time, nonelected employees-- *0-5years: Accrue 3.5 hours of vacation leave biweekly *6-10years: Accrue 5 hours of vacation leave biweekly *11-19years: Accrue 6.5 hours of vacation leave biweekly *20+years: Accrue 8 hours of vacation leave biweekly Employees working 20+hours, but less then 40 a week accrue 1.75 hours biweekly	*0-5years: 182 hours *6-10years: 260 hours *11-19years: 338 hours *20+years: 416 hours Employees working 20+hours, but less then 40 a week- Max is 91 hours	must be used in .25 time increments	yes	
Brule	.833 days per month under 10 year of employment 10 days per year after 1 year of employment 15 days per year after 10 years of employment	160 hours	none	no	No vacation can be taken in the first 6 months of employment
Buffalo	N/A	N/A	N/A	no	N/A
Campbell	10 days per year 15 days per year-after 3 yrs employment	240 hours	n/a	yes	part-time is prorated to % of hr worked
Charles Mix	FULL TIME EMPLOYEES THAT ARE EMPLOYED UNDER 2 YEARS RECEIVES 4 HRS/MONTH. BETWEEN 2-10 YRS 8 HRS/MONTH. BETWEEN	200	2-Jan	no	

County	Accrual schedule	Accrual maximum	Minimum hours to be used	Part-time eligible (20 hours or more per week)	Other features
	10-20 YRS 12 HRS/MONTH. BETWEEN 20 YRS + 13.33 HRS/MONTH				
Clark	8 hours per month, after being employed for 10 years 10 hours per month	192 or 240	1	yes	Part time earn 4 hours per month and 5 hours after being employed for 10 years
Clay	8 hours per month Years 6 through 10, an additional 16 hrs./yr. Years 11 through 15, an additional 32 hrs./yr. Years 16 through 20, an additional 48 hrs./yr. Years 21+, an additional 64 hrs./yr.	There is no maximum to be accrued, however only 160 hours can be carried over into a new year.	.25 hour	yes	Half-time salaried employees are eligible, but part-time hourly employees are not eligible.
Codington	4 hours per month first year of employment, 8 hours per month from years 2 thru 10, 12 hours per month years 11 thru 19, and 14 hours per month year 20 and beyond	192 hours with less than 10 years of employment 288 hours after 10 years of employment	none	yes	
Corson	0-3 years employment earn 1 week 3-10 years employment earn 2 weeks 10 + years employment earn 3 weeks	0-3 years max of 120 hours 3-10 years max of 240 hours 10 + years max of 360 hours		no	
Custer	10 HOURS PER MONTH	240 HOURS	NA	yes	
Davison	First year 1.6 hours/per pay period 2-5 years 3.25 hours/per pay period 6-12 years 4.60 hours/per pay period 13+ years 6.20 hours/per pay period	2-5 years 188 Hours Max 6-12 years 240 Hours Max 13+ years 320 Hours Max	30 Minutes	no	
Day	UPON COMPLETION OF FIRST MONTH- FT ACCRUE 1.62 HOURS PER PAY PERIOD 80% ACCRUE 1.3 HOURS PER PAY PERIOD COMPLETION OF 1-4TH YEAR FT=3.12 HOURS PER PAY PERIOD 80%=2.5 HOURS PER PAY PERIOD SUBSEQUENT YEARS FT=4.62 80% = 3.7 HOURS PER PAY PERIOD. EMPLOYEES HIRED PRIOR TO 1/1/1985 FT=6.24 80% = 4.99 HOURS PER PAY PERIOD.	COMPLETION OF 1ST YEAR - FT=81.12 80% = 64.9 HOURS MAXIMUM COMPLETION OF 3RD YEAR - FT=201.12 HOURS AND 80% =160.9 HOURS MAX COMPLETION OF 4TH YEAR FT=240 HOURS 80%=192 HOURS COMPLETION OF 5TH YEAR & THEREAFTER: FT=240 HOURS AND 80% = 192 HOURS		no	BENEFITS OFFERED TO FULL TIME EMPLOYEES AND EMPLOYEES WORKING 80%.
Deuel	yrs service hrs earned PT 0 4(6 days yr) .02298 after 1 yr 7(10.5 d) .04023 after 5 yrs 8(12days) .04598 after 10 yrs 10(15days) .05747 after 15 yrs 14(21days) .08046	may not accure in excess of amounty earned within 24 mths	1 hr	yes	PT eligible on prorated basis after 2 years of employment with county
Douglas	5 hour per 100 hours worked. Figured yearly.	none. Must be used with in 13 months.		no	

County	Accrual schedule	Accrual maximum	Minimum hours to be used	Part-time eligible (20 hours or more per week)	Other features
Edmunds	1st year = 1 week year 2-4 = 2 weeks year 5-9 = 3 weeks year 10+ = 4 weeks	4 days carry over to following year	1/4 hour	no	
Faulk	sheriff's office (32-40 hours) 5.25 per month under 5 years after 5 years (32-40 hours) 7.5 per month 40 + hours month ft 7 hours month, after 5 years 10 hours per month; part time 3.5 hours month. after 5 years 5 hours month	1 year accumulation of vacation time into following year		yes	
Grant	7 HRS A MONTH FOR UP TO 10 YRS OF SERVICE 10 HOURS A MONTH AFTER 10 YRS OF SERVICE	240 HOURS	1 HOUR	yes	UNUSED VACATION IS PAID OUT WHEN EMPLOYEE RETIRES/RESIGNS
Gregory	1-5 years 80 hours, 6-10 years 96 hours, 11-15 years 112 hours, 16-19 years 144 hours, 20 years & over 160 hours		may on carry over 40 hours	no	
Haakon	4 hours a month for years 1 & 2 8 hours a month for years 3& 4 10 hours a month for years 5 and over	240 hours	1 hour	no	Annual Leave paid out at employees current rate of pay if 2 week notice is given
Hamlin	after 1 year 40 hr after 2-6 80 hours after 7 years 120 hr	40		no	
Hand	1 to 4 weeks	4 weeks	None	yes	Vacation does not carry forward. Must be used within year after accumulated.
Hanson	0-3 years earn 4 hours a month 4-9 years earn 7 hours a month 10 years and up earn 8 hours a month	160	1	no	
Hughes	0-5 years service - 7 hours per month; 6-19 years service - 10 hours per month; 20 and over years of service- 12 hours per month	0-5 years - 168 hours; 6-19 - 240 hours; 20 & over - 288 hours		yes	
Hutchinson	1day per month like courthouse employees is 8hour a month a highway worker gets 10hours per month they work 10 days	800 hours in the bank per month perchouse emp and 1000 per highway workers	0.25	no	
Hyde	6.6 hrs per pay period years 2-4 8 hrs per pay period years 5-10 10 hrs per pay period years 11-15 12 hrs per pay period years 16-over	years 2-4 118.80 years 5-10 144 years 11-15 180 years 16-over 216		yes	
Jackson	Year 1 3.33 hr per mo Year 2 - 9 6.66 hr per mo Year 10 + 10.00 hr per mo	240 hr maximum	Minimum 1 hr	no	
Jerauld	No accrual first 6 months. After that earn .0577 per hour of compensation for 1-15 yrs employment, earn .077 for 15th yr and over.	120 hours for 1-15 yrs employment, 160 hours if over 15 yrs employment.		no	
Kingsbury	After 1 year - 80 hours After 3 years - 120 hours After 7 years - 160 hours	Carry over 40 hours/ year	2 hours	no	

County	Accrual schedule	Accrual maximum	Minimum hours to be used	Part-time eligible (20 hours or more per week)	Other features
Lake	1st year-1.54 hours per pay period; 2nd-5th year 3.08 hours per pay period; 6th-15th year 4.62 hours per pay period; 16+ years - 6.15 hours per pay period	1-5 yrs -120 hrs; 6-15 yrs - 160 hrs; 16+ - 200 hrs	1/4 hr	yes	Paid for unused portion of vacation leave upon separation or retirement. If employee is over 55 and vacation leave is greater than \$600, it is sent to the SDRS Special Pay Plan. May donate vacation to another employee due to serious illness or emergency circumstance.
Lawrence	<p>VACATION All eligible permanent Lawrence County employees, who work twenty (20) hours per week or more, shall be allowed annual vacation leave. Part time employees whose regular work schedule is less than twenty (20) hours per week, seasonal, temporary, reserve, and fill-in employees are not eligible for vacation leave benefits. Employees shall accrue vacation hours according to the following schedule: # OF YEARS AMOUNT EARNED MAXIMUM EMPLOYED PER HOUR WORKED HOURS 0 - 1 Years .0192 60 2 - 7 Years .0385 120 8 - 15 Years .0577 180 16 - 25 Years .0770 240 26+ Years .0962 300</p> <p>The chart reflects vacation benefits of two weeks, three weeks, four weeks and five weeks depending on employee years of service. The maximum is the employee's eligible vacation benefit times one and one half (1½). Example: An employee is eligible for two weeks (80 hours) per year vacation, times by 1½ = vacation maximum of 120 hours. Accrual of vacation hours cannot extend past the maximum unless waived by the Board of County Commissioners. Time off taken with no pay will not accrue any vacation benefits.</p> <p>ANNUAL VACATIONS: Annual vacation pay will be based upon an average work week under the following conditions: 1. All vacation days are to be taken at the discretion of the department head. The department head and employee will use their best efforts to cooperate with each other in determining</p>	See above	See above	yes	

County	Accrual schedule	Accrual maximum	Minimum hours to be used	Part-time eligible (20 hours or more per week)	Other features
	times of said vacation. The time of said vacation may be scheduled to suit the employee except when it will interfere with operations. It is recognized that the department head must have the ultimate right in control in scheduling vacations. 2. Cash payment, up to one-half (½) of your earned vacation hours, in lieu of vacation time, is permitted to employees, not to be granted more than once a year, at the discretion of the department head. 3. If an employee is laid off, terminated or quits, their accrued vacation time will be prorated to the last day of employment. Accumulated vacation benefits will be paid except for termination or resignation during employee's probationary period. Two weeks vacation pay may be withheld for failure to submit a two (2) week notice of resignation, at department head discretion.				
Lincoln	4 hrs-1st yr; 8 hrs 2-9 yr; 12hr 10 plus	48 hours	.25 hr	no	
Lyman	0 to 9 years 6.66 per month full-time employee, 3.33 regular part-time 10 + years 10.00 per month, 5.00 regular part-time	0 to 9 years 120 hours 10 + years 160 hours	none	yes	
Marshall	Years of Employment "f" "c" "s" "A" -" Hourly Accrual Per Month 1st yr of service 3.50 2nd & 3rd yr of service 7.00 4th, 5th, 6th, 7th & 8th year of service 10.00 9th year of service and over 13.50	280 hours	15 minutes	yes	payout at resignation
McCook	Accumulation Rate 35-39 hours/week 40+ hours/week 1st year of employment: 5.25 hours per month 6.75 hours per month 2nd year of employment: 6.00 hours per month 7.75 hours per month 3rd year of employment: 6.50 hours per month 8.50 hours per month 4th year of employment: 7.25 hours per month 9.50 hours per month 5th year of employment: 8.00 hours per month	35-39 hours/week 40+ hours/week Maximum Accrual: 105 Hours 135 hours	N/A	no	

County	Accrual schedule	Accrual maximum	Minimum hours to be used	Part-time eligible (20 hours or more per week)	Other features
	10.25 hours per month 6th year of employment: 8.75 hours per month 11.25 hours per month 7th year of employment: 9.50 hours per month 12.25 hours per month 8th year of employment: 10.00 hours per month 12.75 hours per month 9th year of employment: 10.50 hours per month 13.50 hours per month				
McPherson	1st year- 5 days prorated on the number of months worked 2nd year- 5 days, cumulative to 15 days 3rd -10 years- 10 days per year, cumulative to 15 days 11 to 16 years- 15 days per year, cumulative to 20 days more than 16 years- 18 days per year, cumulative to 20 days	1st year- 5 days prorated on the number of months worked 2nd year- 5 days, cumulative to 15 days 3rd -10 years- 10 days per year, cumulative to 15 days 11 to 16 years- 15 days per year, cumulative to 20 days more than 16 years- 18 days per year, cumulative to 20 days	None	no	
Meade	Year 0-1: 3.34/month (40 hours annually) Years 2-4: 6.67/month (80 hours annually) Years 5-20: 10/month (120 hours annually) 20+ Years: 13.34/month (160 hours annually)	240	0.25	no	Paid out upon separation after 6 months continuous service.
Mellette	8 hours per month	no maximum but only 80 hours carry over to the new year	one	no	
Miner	35 hrs/week employee 7 hours/month 40 hrs/week employee 8 hours/month 45/50 hrs/week employee 10 hours/month Those employed after 3/17/15: 0-5 yrs of employment 35 hrs/week 5.25/mo 40 hrs/week 6/mo 45-50 hrs/week 7.5/mo 6-15 yrs of employment: 35 hrs/week 7/mo 40 hrs/week 8/mo 45-50 hrs/week 10/mo 16 yrs & over 35 hrs/week 8.75/mo 40 hrs/week 10/mo 45-50/week 12.50/mo	35 hrs/week employee 175 hours 40 hrs/week employee 200 hours 45/50 hrs/week employee 250	1/4 hour	no	
Minnehaha	n/a				
Minnehaha	n/a				
Moody	0-7 yrs -3.08 7+ yrs - 4.62	May not accrue in the excess of the amount earned within any 24-month period. If not taken, can be forfeited.	Quarter increments	yes	

County	Accrual schedule	Accrual maximum	Minimum hours to be used	Part-time eligible (20 hours or more per week)	Other features
Pennington	Years of service: 0 to 4 yr anniversary/earn 6.67 hours/month 4 to 15 yr. anniversary/earn 10.00 hours/month 15 yrs and over/earn 13.34 hours/month	Years of service: 0 to 4 yr anniversary: up to 160 hours 4-15 yr anniversary: up to 240 hours 15 yrs and over: up to 320 hours		yes	
Potter	40, 80, 120	120	40	no	
Roberts	8 hours per month	After 1 year - 48 hours 2nd - 4th year - 96 hours 5th - 9th year - 120 hours 10th - 14th year - 144 hours 15 years and over - 174 hours	must use one years accrual by your anniversary date	no	
Sanborn	AFTER 12 MONTHS 10 DAYS PER YEAR AFTER 60 MONTHS 1 ADDITIONAL DAY FOR EACH 12 MONTHS UP TO A MAXIMUM OF 15 DAYS	MUST BE USED WITHIN THE NEXT YEAR.	8 HOURS UNLESS APPROVED BY SUPERVISOR	yes	
Spink	8 hours a month up to 10 years of service 12 hours a month over 10 years of service	240 hours up to 10 years of service 320 hours over 10 years of service	1/2 hour	no	
Stanley	3.33 hours/80 hours	160	N/A	no	
Sully	4.62 per pay period	240	n/a	no	
Tripp	40 hours after first year of employment	80 hours/ all has to be used every year. No carry overs	no minimum	no	
Turner	7.5 hours per month 8 hours per month	7.5 hour work week 90 hours 8 hour work week 96 hours	1/2 hour	no	
Union	1-10 years 8 hours per month 11 and over- 10 hours per month	160 and 240	na	no	
Walworth	Under 10 years - 3.25 hours/2 weeks 10-20 years - 4.75 hours/2 weeks 20 + years - 6.25 hours/2 weeks	Under 10 years - 169 hours 10-20 years - 247 hours 20 + years - 325 hours		no	
Yankton	10 days after 1 year, 15 days after 7 years, 20 days after 15 years, 25 days after 20 years	200 hours		no	

Section VII: Other Benefits

Longevity Pay

County	Longevity pay	If yes, please give details
Aurora	yes	.03 / hour after first full year of employment up to 25 years.
Beadle	no	
Bennett	no	
Bon Homme	yes	
Brookings	yes	Longevity pay is paid monthly along with regular pay. For employees hired prior to January 1, 2003 the amount of longevity is at the rate of \$5.00/per month per year after completing four (4) years of continuous service. For employees hired after January 1, 2003 the amount of longevity is at the rate of \$5.00/per month per year after being in the top step of the range for a year. All deductions required by law will be made. Longevity is not considered a part of the annual base salary for classification and pay purposes.
Brown	yes	
Brule	no	
Buffalo	no	
Campbell	no	
Charles Mix		
Clark	yes	
Clay	no	
Codington	yes	Years of Longevity Service Amount 6 \$100.00 7 \$100.00 8 \$100.00 9 \$100.00 10 \$100.00 11 \$110.00 12 \$120.00 13 \$130.00 14 \$140.00 15 \$225.00 16 \$240.00 17 \$255.00 18 \$270.00 19 \$285.00 20 \$400.00 21 \$420.00 22 \$440.00 23 \$460.00 24 \$480.00 25 \$625.00 26 \$780.00 27 \$810.00 28 \$840.00 29 \$870.00 30 \$900.00 31+ \$900.00
Corson	no	
Custer	yes	120 PER YEAR
Davison	yes	After 5 years of service receive \$100, increasing \$20/year until year 11, when rate increases \$50 per year.
Day	yes	
Deuel	yes	
Douglas	yes	\$50 for every year of service with a cap at 25 years. Paid out annually with November payroll.
Edmunds	yes	
Faulk	yes	\$100 after 5 years plus an additional \$50.00 a year until max of \$1350.00 for full time. Part-time gets \$65 after 5 years plus extra 32.50 per year for max of 30 years
Grant	yes	10 yrs of service \$26.00 a month 15 yrs of service \$52.00 a month 20 yrs of service \$78.00 a month Longevity is prorated for anyone who is not full time.
Gregory	no	
Haakon	no	
Hamlin	yes	
Hand	yes	\$25 per year, year 5 through 9. \$45 per year, years 10-14. \$65 per year, years 15-19. \$85 per year, years 20-24. \$105 per year, years 25-30.
Hanson	no	
Hughes	yes	
Hutchinson	yes	years 0-5 none years 6-10 \$50 years 11-15 \$100 years 16-20 \$150 years 21-25 \$200 Years 26-30 \$250 over 30 yrs \$300
Hyde	no	
Jackson	no	
Jerauld	no	
Kingsbury	yes	3-4 years 104.00 5-9 years 208.00 10-14 years 312.00 15-19 years 832.00 20-24 years 1664.00 25-29 years 2184.00 30+ 2704.00
Lake	yes	\$60 per year, up to a maximum of \$900; goes into effect after 5 years of full-time continuous service
Lawrence	yes	3.5) LONGEVITY PAY: Longevity pay will be awarded to permanent employees who have been employed for a minimum of five (5) years. Eligibility takes place on anniversary date of 5th year of employment, with increases on the 10th year of employment, 15th year of employment, and 20th year of employment. Longevity pay schedule is as follows: 5 Years - 2 cent per hour for each year of employment. 10 Years- 4 cents per hour for each year of employment. 15 Years- 6 cents per hour for each year of employment. 20 Years- 8 cents per hour for each year of employment. Elected Officials are eligible for longevity pay. Elected County Commissioners are not eligible for longevity pay. Seasonal employees working consecutive years are eligible for longevity pay.

Longevity Pay

County	Longevity pay	If yes, please give details
Lincoln	yes	After 11 years, you get an amount of \$550.00 and earn \$50/year for each additional year up to a maximum of \$1,000.00.
Lyman	yes	Contact us for details
Marshall	yes	Marshall County has a policy of paying longevity pay in order to reward experienced and dedicated employees including department heads and all elected officials, except for commissioners. This pay shall be premised upon the following: Full-Time (over 36 hours/week) Employees After 5 Years and up to 10 years of Continuous service: \$200/year After 10 Years and up to 15 years of Continuous service: \$400/year After 15 Years and up to 20 years of Continuous service: \$700/year After 20 Years and up to 25 years of Continuous service: \$1,100/year After 25 Years and up to 30 years of Continuous service: \$1,500/year After 30 Years of Continuous service: \$2,000/year Part-time employees working 20-36 hours per week, 12 months a year will receive half of the benefit for their years of service. Years of service will, however, count as full years. Part-time employees working under 20 hours per week or employees working less than 12 months per year will not receive longevity pay. This policy is conditioned upon the affirmative recommendation of the employee's Department Head. When the employee is the Department Head or answers directly to the Marshall County Commission then the Commission shall consider such pay without a recommendation. This policy shall be effective January 1, 2018 and all service prior to that date will be considered for purposes of implementing this policy. Years of service will be counted up to January 1 of the current year and will be paid out on or before the first payroll that includes all county employees in December of every year (sheriff payroll).
McCook	yes	0 - 3 years of service - none 4 - 7 years of service - \$150.00 8 - 11 years of service - \$250.00 12 -15 years of service - \$350.00 16 - 19 years of service - \$450.00 20 - 23 years of service - \$550.00 24 - 27 years of service - \$650.00 28 - 31 years of service - \$750.00 32 - 35 years of service - \$850.00 36 + years of service - \$950.00 40+ years of service - \$1050.00
McPherson	yes	
Meade	yes	Non-exempt employees: \$43.33/month for every 5 years of continuous service Exempt employees: \$62.50/month for every 5 years of continuous service
Mellette	no	
Miner	yes	\$25/YR OF EMPLOYMENT PAID IN NOVEMBER PAYROLL
Minnehaha	no	
Minnehaha	no	
Moody	yes	
Pennington	yes	A Time of Service (TOS) pay differential is applied to recognize career benefitted employees after 10 years of service to Pennington County. TOS pay is applied in the beginning of the pay period following the completion of the anniversary year. TOS is calculated based on \$0.02 per hour for each year worked and indexed as outlined under COLA policy annually.
Potter	yes	
Roberts	yes	
Sanborn	yes	\$25 per year after five years.
Spink	yes	YEARS \$/YR TOTAL 5 25 \$125 6 25 \$150 7 25 \$175 8 25 \$200 9 25 \$225 10 45 \$450 11 45 \$495 12 45 \$540 13 45 \$585 14 45 \$630 15 65 \$975 16 65 \$1,040 17 65 \$1,105 18 65 \$1,170 19 65 \$1,235 20 85 \$1,700 21 85 \$1,785 22 85 \$1,870 23 85 \$1,955 24 85 \$2,040 25 105 \$2,625 26 105 \$2,730 27 105 \$2,835 28 105 \$2,940 29 105 \$3,045 30 105 \$3,150
Stanley	no	
Sully	yes	
Tripp	yes	
Turner	yes	Bonus Check \$50.00 per year \$100.00 monthly raise on annv. date .58 cent hourly raise on annv. date
Union	yes	50 per year for 3 years for F-T max of 1,000. 25 per year for 3 years for P-T max of 500.
Walworth	yes	\$4.00 per paycheck per year of service
Yankton	yes	

Special Leave & Life Insurance

County	Special leave(s) (example: personal leave)	If yes, please give details	Life insurance	If yes, please provide details
Aurora	yes	Emergency Leave: 3 workdays of paid leave per emergency (death or serious illness of family member). Additional leave is charged against annual leave. Ambulance Duty: employee is allowed to go on a call during working hours and will be paid provided the office is staffed in their absence. Leaves of Absence: Extended leave is granted under certain circumstances. Employees granted such leave will not receive or accrue any benefits or pay.	yes	10,000 life insurance coverage is included in our major medical health insurance plan.
Beadle	no		yes	COUNTY PAYS FOR \$15,000 LIFE INSURANCE
Bennett	yes	3 days bereavement for immediate family	yes	15,000
Bon Homme	no		yes	
Brookings	yes	Employees who have 1,440 hours of sick leave accrued as of January 1st of each year will be awarded 1(one) personal day of personal leave, if an additional 100 hours of sick leave is accrued a second day of personal leave shall be granted.	yes	\$15,000 policy paid for by county. Supplemental life insurance available for purchase,
Brown	yes	Employees may use 40 hours of their accumulated sick leave annually for personal emergency, this may be granted only for illness of a member of their immediate family (spouse, parent, child, sibling, grandparent, grandchild or an individual who has acquired any of the able status through marriage)	yes	
Brule	no		yes	Available with health insurance - \$15,000 and \$15,000 AD & D for \$5.30/month - after 65 \$3.97/month
Buffalo	yes	Personal leave may be used for the conduct of personal business affairs, they will be charged with one working day of personal leave for each leave taken regardless of the number of hours of work actually missed.	yes	Transamerica 1,565.04 Total for 9 employees
Campbell	yes	emergencies-up to 3 days without pay	yes	\$5,000 employee \$2,000 spouse \$1,000 children under 19
Charles Mix			yes	UNUM
Clark	yes	May use 3 days per year of sick leave as personal leave	yes	
Clay	yes	Up to 40 hours of sick leave accrued per year can be used as personal leave to care for family.	yes	\$10,000 term policy reduces to \$6,500 at age 62, and premiums are paid by the county.
Codington	yes	each employee receives one personal day per year.	yes	County pay a premium of \$2.02 - \$4.88 (dependent upon age of employee) for a \$25,000.00 premium while employee is employed by the County.
Corson	no		yes	\$25,000 Employee Life Insurance Benefit
Custer	no		yes	15,000 POLICY COMES WITH HEALTH INSURANCE

Special Leave & Life Insurance

County	Special leave(s) (example: personal leave)	If yes, please give details	Life insurance	If yes, please provide details
Davison	yes	Funeral leave of immediate family-up to 3 days	yes	County pays half. \$10,000 Term Life.
Day	no		yes	\$20,000 TERM LIFE PREMIUM PAID BY COUNTY FOR FULL-TIME. 80% PREMIUM PAID FOR 80% EMPLOYEES.
Deuel	no		yes	
Douglas	no		yes	25,000 policy paid for by the County
Edmunds	no		yes	15,000 provided by county
Faulk	yes	Military leave, discretionary leave, family medical leave act, funeral leave	yes	employee pays full
Grant	no		yes	Term Life insurance is available for full time and part time employees with benefits. Employee pays 1/2 of premium and county pays 1/2 of premium.
Gregory	no		no	
Haakon	no		yes	County pays 80% of premium, employee pays 20% if they wish to participate.
Hamlin	yes	without pay	no	
Hand	yes	Funerals	yes	A policy of \$15,000 provided by the employer.
Hanson	no		yes	15,000 included with our health insurance
Hughes	yes	We follow the Family and Medical Leave Act of 1993	yes	
Hutchinson	no		no	
Hyde	no		yes	
Jackson	no		yes	County provides \$15,000 life ins on all employees
Jerauld	yes	In the case of serious illness, injury or death of immediate family member, employee granted 40 hours leave per year which may not accumulate.	no	
Kingsbury	no		yes	The county pays the 7.43 for life insurance policy of 15,000.00 of coverage for each employee who opts to take advantage of it
Lake	yes	Funeral leave: 24 hours for immediate family. Emergency or severe weather leave: If courthouse closes, non-essential employees may take sick leave, leave without pay, or work from home if able. Leave without pay: Discretion of commission in extenuating circumstances. Pregnancy/Maternity and New Parent Leave: Combination of sick leave, vacation leave, and leave without pay - (12 weeks). FMLA Military leave: Without pay or vacation. Jury and witness duty leave: Regular pay, monies received from court, except mileage, must be reimbursed to the county. Voting leave: Up to one hour on election day. Administrative leave: Training and exams, for work, upon approval by the Commission. Public service (ambulance/fire): Up to 2 hours PTO in a work day, greater than	yes	\$20,000

Special Leave & Life Insurance

County	Special leave(s) (example: personal leave)	If yes, please give details	Life insurance	If yes, please provide details
		2 hours must take vacation or leave without pay. Encouraged to use only when absolutely necessary.		
Lawrence	yes	4.7) PERSONAL LEAVE: Sixteen (16) hours of sick leave per calendar year may be granted for personal use other than a sickness.	yes	18.4) LIFE INSURANCE: The County offers life insurance coverage as a benefit through payroll deduction, which the employee is responsible to pay a portion of the monthly premium, as determined by the County Commission, through payroll deduction. The County will pay the remaining portion of the premium. Optional dependent coverage can be obtained by the employee. The premium for the dependent coverage is paid entirely by the employee. (See appendix 5) A permanent employee must be employed at least thirty (30) hours a week to participate in this insurance.
Lincoln	yes	FMLA Commission Approval on any other unpaid leave requests Bereavement leave Jury duty	yes	\$15,000 provided to all full-time employees by the county. Employee pays for dependent life
Lyman	yes	part to sick leave	yes	\$25,000 policy's with 100% premium paid by county
Marshall	no		no	
McCook	no		no	
McPherson	yes	Two personal days per year, prorated during the first year of employment. Personal days do not carry over from year to year.	yes	
Meade	yes	1 Personal Day (8 hours) given annually, "use it or lose it", full-day minimum increment	yes	\$50,000 policy covered by County (\$11/month)
Mellette	no		no	
Miner	yes	40 hours of sick leave maybe used for personal leave - Well Check Dr. Appointments for employee; Dr. Appointments & caring for sick immediate family members.	yes	
Minnehaha	no		yes	\$15,000 to all full-time employees. Can purchase additional term policies for self, spouse and children.
Minnehaha	no		yes	15,000 basic policy with AD&D Can purchase term life at group rates for self, spouse and children.
Moody	no		yes	
Pennington			yes	All County employees receive County-paid term life insurance of \$20,000.
Potter	no		yes	
Roberts	no		yes	
Sanborn	no		yes	\$15,000. Lessen as you age.
Spink	yes	Funeral Leave	yes	100% employer paid; 15,000 benefit
Stanley	yes	Personal Leave Military Leave Leave Without Pay	yes	\$15,000 policy
Sully	no		yes	\$25,000 per employee

Special Leave & Life Insurance

County	Special leave(s) (example: personal leave)	If yes, please give details	Life insurance	If yes, please provide details
Tripp	yes	Out of the 80 hrs we accrue/ 40 hrs a year can be use for personal	yes	HEALTHPOOL HAS A 10,000 LIFE INSURANCE WITH IT'S HEALTH INSURANCE.
Turner	yes	Funeral Leave	yes	\$15,000.00
Union	yes	3 personal days per year- must use in units of one day-scheduled in advance with Dept head approval	yes	Employees \$10,000. Spouse \$2,000. and Child \$1,000.
Walworth	yes	40 hours a year: Family Medical leave come off of sick leave+	yes	\$50,000 single policy provided by County
Yankton	no		no	

Disability, Dental & Vision Insurance

County	Disability insurance (outside of workman's comp)	If yes, please provide details	Dental insurance	If yes, please provide details	Vision insurance	If yes, please provide details
Aurora	no		no		no	
Beadle	no		yes	OPTIONAL - COUNTY PAYS 1/2	yes	VSP - MANDATORY FOR THOSE TAKING COUNTY INSURANCE. ALL COSTS ARE EMPLOYEES
Bennett	no		yes	Group insurance paid by the employee	yes	Group insurance paid by the employee
Bon Homme			no		no	
Brookings	no		yes	100%- 2 exams per year; 2 cleaning per year; xrays 1/yr- adults 2/yr- children; sealants, space maintainers, fluoride 80% emergency treatment for relief of pain, extractions/oral surgery; amalgam, performed crowns, fillings 80% - root canals, periodontal maintenance cleanings, treatment of periodontal disease 50%- crowns, bridges, dentures and implants 50% - lifetime benefit of \$1000/ person \$1,000 per person per coverage year. All services (except orthodontics) are subject to annual maximum benefit. \$25/person per coverage not to exceed \$75/per family. (n/a for diagnostic, preventative, or orthodontic)	yes	Once every 12 months, Copay then paid at 100% in-network Copay \$10 Once every 12 months, Copay then paid at 100% Copay \$0 Once every 24 months, Paid at 100% within plan allowance Allowance: up to \$150 Once every 12 months, Paid at 100% within plan allowance Allowance: \$130 (for elective) \$250 (medically necessary)
Brown	no		yes		yes	
Brule	no		yes	Available with health insurance or without (VSP Insurance)	yes	Available with health insurance or without (Aetna Dental)
Buffalo	no		yes	Through Health Insurance	yes	Optilegra/ optional out of pocket \$29.75 for two employees
Campbell			yes		yes	
Charles Mix			yes	EMPLOYEE OPTION	yes	EMPLOYEE OPTION
Clark			yes		yes	
Clay	yes	This is at the employee's expense is offered by AFLAC and Colonial Life.	yes	This is at the employee's expense and is offered by Delta Dental.	no	
Codington	no		yes	<div style="display: flex; justify-content: space-between;"> <div> Single party Family </div> <div> employee employer \$36.44 \$36.44 \$53.05 \$53.05 </div> </div>	yes	employee pays full premium

Disability, Dental & Vision Insurance

County	Disability insurance (outside of workman's comp)	If yes, please provide details	Dental insurance	If yes, please provide details	Vision insurance	If yes, please provide details
Corson	yes	AFLAC	yes	Employee pays premium for Dental Insurance Offered to all employees including commissioners	yes	Employee pays premium for Vision Insurance Offered to all employees including commissioners
Custer	yes	EMPLOYEE PAYS 100%	yes	EMPLOYEE PAYS 100%	yes	EMPLOYEE PAYS 100%
Davison	no		yes	All Employee Paid.	yes	Included in Health Insurance.
Day	no		no		no	
Deuel			no		yes	
Douglas	no		yes	Dental Insurance is offered through Agility Dental	yes	Offered through Wellmark, Avesis.
Edmunds	no		no		no	
Faulk	no		yes	employee pays full	yes	employee pays in full
Grant	no		no		yes	Employees pay for the full premium of vision insurance.
Gregory			no		no	
Haakon	no		yes	This insurance is optional at a 50/50 premium cost.	yes	Optional at a 50/50 premium cost.
Hamlin	no		no		no	
Hand	no		yes	Delta-Dental. Both employee and family policies available on matched basis.	yes	VSP & Avera both have vision benefits. There are employee and family policies available on matched basis.
Hanson	no		yes	Employee pays 100% of premiums	yes	Employee pays 100% of premiums
Hughes			yes		no	
Hutchinson	no		yes	Delta Dental all employee paid premium	yes	Optilegra all employee paid premium
Hyde			no		no	
Jackson	no		no		no	
Jerauld	no		no		yes	Included with medical policy.
Kingsbury	no		yes	This is offered, but at the employees expense	yes	This is offered, but at the employees expense
Lake	no		no		yes	County pays single premium at \$8.94.
Lawrence	no		yes	Delta Dental	no	
Lincoln	no		yes	Employee pays for premiums	yes	Employee pays for premiums
Lyman	no		yes	100% Voluntary and employee paid	yes	100% Voluntary and employee paid
Marshall	no		yes	Delta Dental Marshall County pay half of the single premium for employees	yes	Marshall County pays the full single premium for employees.
McCook	no		no		no	
McPherson	no		yes		yes	County will pay half of the single plan premium regardless of which plan the employee selects.
Meade	no		yes	Dental benefits are 100% paid for a single (\$55.30), employee pays	yes	Included in Health Plan.

Disability, Dental & Vision Insurance

County	Disability insurance (outside of workman's comp)	If yes, please provide details	Dental insurance	If yes, please provide details	Vision insurance	If yes, please provide details
				difference for family plan (\$136.30).		
Mellette	no		yes	County pays 80%	yes	County pays 100%
Miner	no		yes		yes	
Minnehaha	no		yes	100% preventative 80% restorative 50% fixed or removal	yes	\$130 for glass/contacts each year. Copays on lenses and office visits.
Minnehaha	no		yes	Employer pays 70%	yes	Self pay
Moody	yes		yes		yes	
Pennington	yes	Elective coverage available from Aflac and The Hartford.	yes	Delta Dental Policy: County pays up to 76% of premiums for eligible employees.	yes	Avesis Vision Insurance options available; County sponsored group rates, paid by enrollees.
Potter			no		no	
Roberts			no		no	
Sanborn	no		no		yes	County pays full premium.
Spink	no		no		yes	100% county paid
Stanley	no		no		no	
Sully	no		no		no	
Tripp			yes	Employee's can pay for Dental Insurance if they would like. County doesn't pay for it.	yes	Employee's can pay for Vision insurance if they would like. County doesn't pay for it.
Turner	no		no		no	
Union	no		no		no	
Walworth	no		yes	Single coverage paid by County	yes	Single coverage paid by County
Yankton	no		yes	At expense of employee	yes	at expense of employee

Continuing Education & Clothing Allowance

County	Continuing education assistance	If yes, please provide details	Clothing allowance	If yes, please provide details
Aurora	no		yes	125.00 per year for each employee in the highway department and for the sheriff and his deputies.
Beadle	no		no	
Bennett	no		yes	Law Department provides some uniforms
Bon Homme	yes		yes	Sheriff's Department and Emergency Manager only.
Brookings	yes	Training opportunities, seminars and conferences are paid for at department head discretion	yes	\$100 boot allowance - Sheriff \$250 boot allowance - Highway
Brown	no		yes	
Brule	no		yes	Sheriff and Deputies - \$350.00/year Jailers - 3 polo shirts when hired - replaced by Sheriff approval Highway Employees - \$175.00/year Courthouse Employees - \$75.00/year for shirts/jackets
Buffalo	no		no	
Campbell	no		yes	Sheriff office \$1,500 year Highway Coat and shirts
Charles Mix			yes	SHERIFF'S OFFICE
Clark	no		no	
Clay	no		no	
Codington	no		yes	Sheriff and deputies \$900.00 per year, Correctional Officers \$500.00 per year, Custodians \$300.00 per year, and Emergency Management \$300.00 per year. All paid out annually, directly to the employee, in January.
Corson	no		yes	Sheriff's office receives \$100 clothing allowance per employee per year
Custer	yes	COUNTY PAYS AND EMPLOYEE WOULD HAVE TO PAY BACK IF CERTAIN REQUIREMENTS ARE NOT MET	no	
Davison	yes	Required Certifications Paid and others as requested.	yes	Sheriff's Office, and protective safety clothing required for certain positions.
Day	no		yes	HIGHWAY, WEED AND CUSTODIAN RECEIVE \$100.00 FOR INITIAL PURCHASE OF BOOTS/SHOES AND \$50 FOR STEEL-TOED BOOTS NO SOONER THAN 3 YEARS AFTER INITIAL AND EVERY 3 YEARS THEREAFTER. SHERIFF DEPARTMENT RECEIVES CLOTHING ALLOWANCE.
Deuel	no		yes	
Douglas	no		yes	Highway Employees and the Sheriff's Department are allotted an annual clothing allowance of \$300.00 each.
Edmunds	no		yes	\$200 for Highway men \$200 for Sheriff & Deputies
Faulk	no		no	
Grant	no		no	
Gregory	no		yes	hwy. dept. \$150 per year
Haakon	no		no	
Hamlin	no		yes	Sheriff only
Hand	no		yes	The uniforms for law enforcement are provided. The highway department has a linen service.
Hanson	no		yes	Sheriff's Uniforms Hwy Department
Hughes	no		no	
Hutchinson	no		yes	only for the sheriffs department

Continuing Education & Clothing Allowance

County	Continuing education assistance	If yes, please provide details	Clothing allowance	If yes, please provide details
Hyde	no		yes	
Jackson	no		no	
Jerauld	no		no	
Kingsbury	no		yes	Highway and sheriff only
Lake	no		yes	Highway Department - \$100 per year
Lawrence	no		no	
Lincoln	no		yes	Allowance provided to deputy sheriff's once a year.
Lyman	no		no	
Marshall	no		yes	\$500 for officers, \$200 for dispatchers
McCook	no		no	
McPherson	no		yes	Highway personnel is granted \$200/year.
Meade	no		yes	
Mellette	no		yes	For sheriff and sheriff deputies
Miner	no		yes	SHERIFF DEPT & HWY DEPT EMPLOYEES ONLY
Minnehaha	no		yes	
Minnehaha	no		yes	varies by contract and position.
Moody	no		no	
Pennington	no		no	
Potter	no		no	
Roberts	no		yes	
Sanborn	no		yes	Highway and sheriff department.
Spink	no		no	
Stanley	yes	within County and State	no	
Sully	no		yes	Highway Dept receives allowance for safety clothing
Tripp	no		yes	Sheriff's office and Highway get this.
Turner	no		yes	For Sheriff's Dept.
Union	no		yes	Highway and Sheriff
Walworth	no		no	
Yankton	no		no	

Overtime, Comp Time & Flex Spending Account

County	Do you provide overtime or comp time	If yes, please provide details	Do you offer a Flex Spending Account	If yes, please provide details
Aurora	yes	figured at 1 1/2 times the hrly rate	no	
Beadle	yes		yes	Employee's waiving off County Health Insurance (have to prove on another Group Plan) County pays \$2,500.00 to a Flex Account; Employees taking \$2,500 Deductible with Copay and prescriptions may put money into a Flex Account
Bennett	yes	Pay 1.5	yes	Medical and child care flex plans available.
Bon Homme	yes		no	
Brookings	yes	In accordance with the provisions of the Fair Labor Standards Act, nonexempt employees will be awarded overtime for all hours actually worked in excess of 40 hours in a workweek at time and one half (1 ½) their regular rate of pay. For purposes of overtime and comp-time, hours paid (such as vacation, sick leave, comp-time, holidays, etc.) but not worked will not be calculated in the standard workweek for the purposes of overtime/comp-time. If a Department Head authorizes the use of comp time in lieu of overtime, all comp-time must be used the calendar year in which it was accrued. Comp-time will be treated the same as overtime, but the employee may defer compensation instead of being compensated in the current paycheck. Comp-time cannot exceed 24 hours in any one month. 7.6.1 ESTABLISHED HOURLY RATE The hourly rate upon which overtime payment is based will be as set forth in the Official Pay Plan for the appropriate job classification. 7.6.2 COMPENSATION CALCULATIONS Employees will be compensated at 150% times their hourly rate as specified in the Official Pay Plan, computed on a per hour basis for all hours worked in excess of the regular 40- hour work week. If an employee is required to work on an authorized holiday, compensation will follow the holiday pay provisions. When an employee is called back to work, they will receive overtime pay for any time worked over the 40-hour work week. When an employee is on authorized time off (vacation leave, sick leave, maternity leave, funeral leave, jury leave, or military reserve leave) and is called back to work, they will receive a minimum of two (2) hours of overtime pay for any time worked over the 40-hour work week. Should this work entail more than two (2) hours, the Department Head may adjust the leave hours accordingly.	yes	Health care flex Dependent care flex
Brown	yes		yes	FT Employees may contribute to a FSA or DCA. This is optional and 100% employee funded. The county does not contribute any portion.
Brule	yes	Overtime is paid for any hours worked over the employees normal working period and if a holiday is worked	no	
Buffalo	yes	for Hourly employees - time and a half	no	

Overtime, Comp Time & Flex Spending Account

County	Do you provide overtime or comp time	If yes, please provide details	Do you offer a Flex Spending Account	If yes, please provide details
Campbell	yes		no	
Charles Mix	yes	OVERTIME	no	
Clark	yes		no	
Clay	yes		yes	Medical, non-employer sponsored premiums for health insurance, and dependent care are available. The County does not contribute on the employee's behalf.
Codington	yes	Employees are entitled to take comp time or receive overtime pay at 1.5 for all hours worked over 40 per week.	no	
Corson	yes	Highway workers get 10 hours of overtime per week	yes	Have a Flex Spending Account with TASC
Custer	yes	OVERTIME PAID IN PROCESS OF DEVELOPING A POLICY FOR COMP TIME	yes	EMPLOYEE CONTRIBUTES 100%
Davison	yes	Overtime rate of 1.5 times hourly rate, for hourly employees only.	yes	County offers a flex spending account for any employee wishing to contribute to one.
Day	yes	MUST WORK 40 HRS IN WORK WEEK NOT INCLUDING HOLIDAY, ETC. ACTUAL WORK HOURS HAVE TO BE 40 HOURS. TIME AND A HALF OVER 40 HOURS.	no	
Deuel	yes		yes	employee may contribute out of payroll for pre tax used for medical, dental, etc.
Douglas	yes	Overtime	no	
Edmunds	yes		yes	
Faulk	yes	paid out at time and half	no	
Grant	yes	Employee must work 40 hours a week before they are eligible for comp time or overtime.	no	
Gregory	yes	hwy. dept. time and a half	no	
Haakon	yes	Comp time to courthouse workers is earned at 1.5 times hours worked above 40 hours of work time per week. Highway Dept. is allowed overtime and double time as needed.	no	
Hamlin	yes	overtime highway rest comp	no	
Hand	yes	Overtime is at 1.5 regular pay so long as there is no "leave" holiday hours in the same week.	no	
Hanson	yes		no	
Hughes	yes		no	
Hutchinson	yes	comp time	no	
Hyde	yes		yes	employee funded
Jackson	yes	Overtime at one and one-half times the employee's hourly rate of pay. Comp time can be utilized within the current pay period.	yes	Payroll deduction for reimbursement of medical expenses not paid by insurance.
Jerauld	yes	Earn overtime after working 40 hours in a work week--not including holidays, sick time, vacation, etc.	no	
Kingsbury	yes	Overtime is typically for the highway department, and comp time is as needed only for the offices and typically only needed at certain times of the year	no	
Lake	yes	Hours worked after 40. Exception: Deputy Sheriff's and Correctional Officers receive overtime after 86 hours worked in a 14 day work period.	yes	The plan is offered through AFLAC.

Overtime, Comp Time & Flex Spending Account

County	Do you provide overtime or comp time	If yes, please provide details	Do you offer a Flex Spending Account	If yes, please provide details
Lawrence	yes	<p>3.6) OVERTIME: Except for Management or Supervisory personnel who are considered exempt employees under the Fair Labor Standards Act or employees covered by a variable work period agreement, all hours physically worked in excess of forty (40) hours per week shall be paid for at the rate of one and one-half (1 1/2) times the base rate. Vacation, compensatory time, holiday, funeral or personal leave of sixteen (16) hours per week or less, shall be counted toward the forty (40) hour work week for overtime purposes. Leave without pay during the work week shall not be included in the forty (40) hour work week. Sick leave time shall not be counted as time worked for overtime purposes. Insofar as possible, opportunity to work overtime shall be distributed as equally as practicable among the employees in each department.</p> <p>HIGHWAY/GGB: Highway Department and General Government Building employees will receive overtime for emergency work performed outside their normal daily work schedule. Any emergency work performed on Sunday will be accrued at double time. Emergency work will include, but not be limited to, snow removal, floods, accidents, and signing and road hazards that require immediate repair. MOONLIGHTING IN ANOTHER DEPARTMENT: When an employee moonlights in another department and the total hours will exceed forty (40) for that work week, the second department shall be responsible for the overtime pay. Taking paid leave from one department to work in another is not allowed.</p> <p>VARIABLE WORK AGREEMENTS: Overtime for employees covered by a variable work period agreement will be figured according to the terms of the agreement.</p> <p>COMPENSATORY TIME: Compensatory time (comp time) at the rate of one and one-half (1 1/2) times may be granted in lieu of overtime pay, at department head discretion. All overtime earned for Highway Department employees shall be in the form of compensatory time. An employee may accumulate comp time hours up to a maximum of 208 hours. If an employee reaches the maximum level, they shall be paid for overtime hours beyond the maximum.</p>	no	
Lincoln	yes	After physically working 40 hours, an employee earns either overtime or comp time at 1.5 times their regular pay.	yes	Tasc Plan: Maximum amount for Medical \$2700.00; Maximum amount for Day Care \$5000.00
Lyman	yes	Hwy & Sheriff's Office can get overtime, all other offices work on flex time	yes	Offered to all full-time employees and Commissioners.
Marshall	yes	For regular employees, overtime over 40 regular hours per week is paid at time and a half. For Law Enforcement, regular hours over 171 every 4 weeks is paid at time and a half.	no	
McCook	yes	Overtime is paid on hours worked in excess of 40 hours per work week for non-exempt positions. Only hours physically worked will be considered for the purposes of calculating overtime. Exceptions: Highway Department--will receive overtime pay at 1 1/2 times the regular rate of pay for time	yes	Employees may contribute up to \$2500 (maximum) on qualified out-of-pocket medical expenses.

Overtime, Comp Time & Flex Spending Account

County	Do you provide overtime or comp time	If yes, please provide details	Do you offer a Flex Spending Account	If yes, please provide details
		worked more than 8 hours in the work day. Sheriff's Deputies--will receive overtime pay for hours worked in excess of 171 hours in a 28 day work period.		
McPherson	yes		no	
Meade	yes	Overtime for hours worked over respective overtime work period. Work periods: 40-hour workweek 43-hour, 7 day work period (law enforcement) 86-hour, 14 day work period (law enforcement) No comp time.	yes	Up to \$2,650 annually for regular FSA, \$5,000 annually for Dependent Care. Paid by employee.
Mellette	yes	Highway department is allowed overtime of 20 hours per week April through October	no	
Miner	yes		no	
Minnehaha	yes	varies per union and rank of employee.	yes	\$2550 Medical \$5000 Dependent Care
Minnehaha	yes		yes	\$2650 Medical \$5000 Dependent Care
Moody	yes	All non exempt employees can earn overtime or comp time. Comp time is up to 40 hours and is paid out at the end of the year if unused.	yes	Flex spending through AFLAC
Pennington	yes		no	
Potter	yes		no	
Roberts	yes		no	
Sanborn	yes	Time and a half after 40. May comp or take overtime pay.	no	
Spink	yes	We do both OT and Comp time	no	
Stanley	yes	overtime	no	
Sully	yes		no	
Tripp	yes		no	
Turner	yes	one & one-half times reg. pay	yes	Just for medical purposes
Union	yes		no	
Walworth	yes	over 40 hours get paid time and a half	no	
Yankton	yes		no	

Recreation Center/Wellness Programs, Floating Holiday & Technology

County	Do you pay for recreation center/ wellness programs	Do you have a "floating holiday" benefit	Do you have a "floating holiday" benefit: Comments	Do you pay for any technology for employees, such as cell phones or ipads	Do you pay for any technology for employees, such as cell phones or ipads: Comments
Aurora	no	no		yes	County has cell phones for the highway superintendent, sheriff and two deputies, and emergency manager.
Beadle	no	no		yes	THOSE DEEMED NECESSARY TO HAVE A CELL PHONE RECEIVE A MONTHLY STIPEND
Bennett	no	no		yes	
Bon Homme	no	no		yes	Law enforcement, Emergency Manager & Hwy Superintendent \$50/month
Brookings	yes	yes	FT employees earn 1 floating holiday if on payroll January 1 of year.	yes	Cell phone reimbursement is provided monthly up to a maximum of \$105. County Commissioners are provided iPads.
Brown	no	yes		yes	
Brule	no	no		yes	Ipads at the Sheriff's Office
Buffalo	no	no		yes	Sheriff cell phone
Campbell	no	no		yes	Sheriff Office-Cell Phone Highway Office-Cell Phone
Charles Mix	no	no		yes	CELL PHONES & IPADS
Clark	no	no		yes	
Clay	no	yes		yes	
Codington	yes	no		yes	payments to qualifying employees with cell phones, range from \$25.00 to \$40.00 per mo. at Department head's discretion.
Corson	no	no		yes	Highway Superintendent, Sheriff and Deputies have county paid cell phones
Custer	no	no		yes	PAY SOME CELL PHONE FOR SHERIFF AND EMERGENCY MGMT REIMBURSE 15 PER MONTH FOR DEPT HEADS
Davison	no	no		yes	\$50 monthly stipend paid for select employees who require a phone for work purposes.
Day	no	no		yes	CELL PHONE FOR SHERIFF
Deuel	no	no		yes	
Douglas	no	no		no	
Edmunds	no	no		yes	
Faulk	no	no		yes	Sheriff and his deputies and highway superintendent cell phones are paid thru county. Emergency manager get \$40.00 a month for his cell phone.
Grant	no	no		yes	Deputy Sheriff's, Maintenance Supervisor, EM director and 4-H Advisor receive a stipend for use of own personal cell phones.
Gregory	no	no		yes	
Haakon	no	no		yes	Sheriff and Deputy Sheriff cell phone bills
Hamlin	no	no		no	
Hand	yes	no		yes	Law Enforcement have county phones, others are reimbursed for use of their personal telephones.
Hanson	no	no		yes	Sheriff and Deputies, Hwy Superintendent, DOE, States Attorney, Emergency Management

Recreation Center/Wellness Programs, Floating Holiday & Technology

County	Do you pay for recreation center/ wellness programs	Do you have a "floating holiday" benefit	Do you have a "floating holiday" benefit: Comments	Do you pay for any technology for employees, such as cell phones or ipads	Do you pay for any technology for employees, such as cell phones or ipads: Comments
Hughes	no	no		yes	
Hutchinson	no	no		yes	we pay for the Emergency Manager, Highway Superintendent, Sheriffs Department and Zoning/Weed Supervisor
Hyde	no	no		yes	
Jackson	no	yes	If employee's day off falls on a holiday they may take a day off in same pay period as their holiday.	no	
Jerauld	no	no		yes	Law enforcement, emergency mgmt. director, custodian, and weed supervisor get \$20/month for cell phone usage.
Kingsbury	yes	no		yes	60.00 per month of the Emergency Manager who has her office number forwarded to her cell
Lake	no	no		yes	Avg \$20-40 month stipend
Lawrence	no	no		yes	
Lincoln	no	no		no	County pays cell phone stipends for certain employees
Lyman	no	no		yes	Highway Supt, Emerg. Manager and all Sheriffs Office employees have cell phones through the county
Marshall	no	no		yes	Cell phone is reimbursed for the Emergency Management Director.
McCook	no	no		yes	EMD, Highway Superintendent, State's Attorney and Law Enforcement.
McPherson	no	no		yes	
Meade	no	no		yes	Cell phones, mobile hot spots for certain positions. Tech allowance given to commissioners.
Mellette	no	no		yes	reimburse employees for use of their personal cell phone.
Miner	no	no		yes	\$30/MONTH CELLPHONE FOR CUSTODIAN, SHERIFF & DEPUTIES
Minnehaha	yes	no		yes	Department Heads have iPhones.
Minnehaha	yes	no		yes	Dept Heads are given a phone.
Moody	no	no		yes	\$30 a month for SO, highway and ambulance.
Pennington	no	no		yes	Mobile phones provided for public safety positions, and elected and appointed department heads.
Potter	no	no		no	
Roberts	no	no		yes	
Sanborn	no	no		yes	Sheriff, Deputy Sheriffs, and Highway Supt allowed \$50.00 per month towards personal cell.
Spink	no	no		yes	County owned cell phones for certain positions
Stanley	no	no		yes	
Sully	no	no		yes	Hwy Dept & Sheriffs Office

Recreation Center/Wellness Programs, Floating Holiday & Technology

County	Do you pay for recreation center/ wellness programs	Do you have a "floating holiday" benefit	Do you have a "floating holiday" benefit: Comments	Do you pay for any technology for employees, such as cell phones or ipads	Do you pay for any technology for employees, such as cell phones or ipads: Comments
Tripp	no	no		yes	
Turner	no	no		yes	Sheriff, Hwy. Dept. & EM Cell Phones
Union	yes	no		yes	
Walworth	no	yes		yes	
Yankton	no	no		no	

Jury Duty

County	Does the county pay employees their salary when serving on a jury	Does the county pay employees their salary when serving on a jury: Comments	Other benefits	If yes, give details
Aurora	yes	Only if they waive their payment from the court system for jury duty as they cannot be paid for both.	yes	The county will continue the employee's normal leave accruals and the county's share of other eligible benefits during the leave period for jury.
Beadle	yes	YES- AS LONG AS EMPLOYEE GIVES THE AMOUNT RECEIVED FOR JURY DUTY (MINUS MILEAGE) BACK TO THE COUNTY	no	
Bennett	no		no	
Bon Homme	yes		no	
Brookings	yes	Regular, full-time County employees will be granted leave with pay for jury duty or if they are subpoenaed to testify in court. During such periods of absence, they will receive their regular rate of pay until such time as the Department Head deems it essential to hire a temporary replacement employee. Employees who are absent from work due to jury duty will not be terminated or suspended from employment, and will retain and be entitled to the same job status and pay as they had prior to performing jury duty. Persons who are absent due to jury duty must notify their Department Head in advance. If no prior notification is given, the employee may be subject to disciplinary action. When serving on a jury, a County employee will follow regular procedures in filling out leave sheets and obtaining Department Head approval and the applicable signature on them, respectively. During jury duty leave, vacation and sick leave benefits will accrue at the normal rate for eligible employees. County employees involved in private litigation are required to use vacation leave.	no	
Brown	yes		no	
Brule	yes	Jury Duty monies are turned back into County	no	
Buffalo	no	County pays the difference between the jury duty pay and what they would have earned from their regular salary	no	
Campbell	yes		no	
Charles Mix	yes			
Clark	no		no	
Clay	yes		no	
Codington	yes	If employee keeps the jury check they must use vacation time for the time they are away from work.	no	
Corson	yes		no	
Custer	yes			
Davison	yes	3 Options: 1. Regular pay and turn jury duty pay over to county. 2. Keep jury duty pay and no pay from county. 3. Take leave, and keep jury duty pay.	no	
Day	yes	THE EMPLOYEE MUST TURN IN JURY MONEY INTO THE COUNTY TREASURER OR THEY MAY TAKE THE JURY MONEY AND NOT THEIR COUNTY SALARY.	no	
Deuel	yes			
Douglas	yes		no	
Edmunds	yes		no	
Faulk	yes		no	
Grant	yes	The county pays the employee the difference of their wages for the day an employee is on jury duty.	no	

Jury Duty

County	Does the county pay employees their salary when serving on a jury	Does the county pay employees their salary when serving on a jury: Comments	Other benefits	If yes, give details
Gregory	yes		no	
Haakon	yes		no	
Hamlin	no		no	
Hand	yes	Yes, but their jury fees are deducted from regular pay.	no	
Hanson	yes			
Hughes	yes		no	
Hutchinson	no	they have to choose which pay they want salary or jury pay	no	
Hyde	yes		no	
Jackson	no	They will receive they juror mileage only.	no	
Jerauld	yes	Jury pay will be deducted from their pay.	no	
Kingsbury	yes	minus the pay from jury duty	no	
Lake	yes		no	
Lawrence	yes	6.1) JURY DUTY: A county employee summoned to serve on jury duty shall be entitled to receive pay, without loss of any leave time, as follows: The employee will receive their regular pay. Any juror fees received for serving on jury duty must be reported to the Auditor's Office and will be deducted from the pay period following receipt of jury pay. Mileage and expense reimbursements will not be deducted. Jury time cannot be counted as time worked for overtime purposes.		
Lincoln	yes		no	
Lyman	yes		no	
Marshall	yes	Any permanent employee called for jury duty will have the difference between the jury allowance and normal pay made up for the period of time served on the jury panel. Compensation shall be payable only if the employee notifies the Department Head prior to the jury call and presents proper evidence as to jury duty performed and jury allowance. Employees have the option of using annual leave and retaining the jury duty allowance.	no	
McCook	yes		no	
McPherson	yes		no	
Meade	yes		no	
Mellette	yes		no	
Miner	yes		no	
Minnehaha	yes		yes	Retirement with SDRS and a supplemental retirement plan for employees with ICMA. No match with ICMA.
Minnehaha	yes	Must turn in reimbursement check.	yes	Retirement with SDRS and a supplemental retirement plan for employees with ICMA. No match with ICMA.
Moody	yes		no	
Pennington	yes			
Potter	yes		yes	AFLAC Ins. pays up to \$25.00 per month for FT employees premium
Roberts	yes	If they refuse to receive pay for being on jury duty		

Jury Duty

County	Does the county pay employees their salary when serving on a jury	Does the county pay employees their salary when serving on a jury: Comments	Other benefits	If yes, give details
Sanborn	yes		no	
Spink	yes	If they use vacation or turn over their jury duty check		
Stanley	yes		yes	State Retirement
Sully	no		no	
Tripp	yes		no	
Turner	yes	Employee will turn over their jury check to the county to get full pay	no	
Union	yes		yes	retirement
Walworth	yes		no	
Yankton	yes		no	

Are any employees allowed to take county vehicles home

County	Are any employees allowed to take county vehicles home	Are any employees allowed to take county vehicles home: Comments
Aurora	yes	Law enforcement officers and occasionally highway superintendent and emergency manager.
Beadle	yes	SHERIFF/DEPUTY SHERIFFS HWY SUPERINTENDENT
Bennett	yes	Law Department and Highway Superintendent
Bon Homme	yes	
Brookings	yes	Only those employees who are subject to call-back on a 24 hour, 7 day per week basis, or as an on-call emergency responder, are eligible to take a county-owned or leased vehicle home for travel to and from work.
Brown	yes	
Brule	yes	Deputy Sheriff's and Highway Superintendent
Buffalo	no	
Campbell	yes	Sheriff Office Personnel Highway Supt.
Charles Mix		
Clark	yes	
Clay	yes	
Codington	yes	
Corson	no	
Custer	yes	SHERIFF, HIGHWAY SUPERINTENDENT AND EMERGENCY MANAGEMENT
Davison	yes	Physical Plant Director, Sheriff and Deputies, Emergency Management, & HWY Superintendent.
Day	no	
Deuel	yes	
Douglas	no	
Edmunds	no	
Faulk	yes	
Grant	yes	Emergency Management Director Highway Superintendent Sheriff and Sheriff Deputies
Gregory	yes	
Haakon	yes	
Hamlin	no	
Hand	yes	Law Enforcement take their vehicles home. The Weed and Pest Supervisor & the Highway Supt have vehicles which they take home on occasion.
Hanson	yes	Hwy Superintendent, Sheriff and Deputies, Emergency Management
Hughes	yes	
Hutchinson	no	
Hyde	yes	
Jackson	yes	Sheriff and Deputy Sheriff
Jerauld	yes	Highway superintendent and law enforcement.
Kingsbury	yes	The Emergency Manager drives a county car home in case there is an emergency that she needs to leave directly from home to get to
Lake	yes	Deputy Sheriff's, EMA
Lawrence	yes	Sheriff's Office, Emergency Management, Highway
Lincoln	yes	Only 3 employees
Lyman	yes	Hwy & Sheriffs Depts
Marshall	no	
McCook	yes	
McPherson	yes	
Meade	yes	Law Enforcement and Emergency Management employees only.
Mellette	no	
Miner	yes	HWY SUPERINTENDENT & EMERGENCY MGR
Minnehaha	yes	
Minnehaha	yes	
Moody	yes	SO deputies only.
Pennington	yes	Key Public Safety positions and Highway Dept. Foremen.

Are any employees allowed to take county vehicles home

County	Are any employees allowed to take county vehicles home	Are any employees allowed to take county vehicles home: Comments
Potter	yes	
Roberts	yes	
Sanborn	yes	Sheriff Department and Highway Superintendent.
Spink	yes	Sheriff Department; Emergency Management
Stanley	no	
Sully	yes	Hwy Superintendent, Sheriff & Deputies
Tripp	yes	
Turner	yes	Sheriff, Hwy. & EM
Union	yes	Sheriff and Highway
Walworth	no	
Yankton	no	

Wage Schedules

Wage schedules for the following counties are available upon request:

Beadle
Bon Homme
Brookings
Brown
Buffalo
Clark
Clay
Codington
Custer
Davison
Grant
Haakon
Hand
Hughes
Hutchinson
Kingsbury
Lake
Lawrence
Lincoln
Meade
Miner
Minnehaha
Potter
Roberts
Spink
Union
Walworth
Yankton

The material will be provided in a digital format.