



2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Becker	1	Office Assistant	Full	0	34649-45044	16.60-21.58	18.82	\$850 insurance stipend	\$10,200	\$ 4.89			
		Soil & Water Resource Technician	Full	27.8	56983-74074	27.30-35.49	30.94	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		Resource Technician	Full	3.7	47,097-61227	22.57-29.34	22.57	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		Private Lands Biologist	Full	4.4	47,097-61227	22.57-29.35	25.58	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		District Engineer	Full	5.3	81216-105579	38.92-50.59	47.99	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		AIS Coordinator	Full	6.7	47,097-61227	22.57-29.35	27.08	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		District Administrator	Full	1.1	68299-88792	32.73-42.55	37.09	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		Program Technician	Full	0.3	51864-67425	24.85-32.31	26.51	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		Engineering Technician	Full	7.7	56983-74074	27.30-35.49	29.12	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		Resource Technician	Full	4.4	47,097-61227	22.57-29.34	22.57	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		Conservation Planning Technician	Full	3.7	47,097-61227	22.57-29.34	22.57	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		County Ag Inspector	Full	16.2	47,097-61227	22.57-29.35	27.08	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		Office Manager	Full	2.7	51864-67425	24.85-32.31	25.68	\$850 insurance stipend	\$ 10,200.00	\$ 4.89			
		<b>Supervisors</b>											
		Supervisor Compensation			\$125.00	Per Diem Rate or other compensation?							
Mileage Reimbursement			IRS rate	\$/Mile if offered									
<b>Leave</b>													
Holidays Per Year			11										
Annual Leave Policy			0-3 years; 4 hours per pay period. 3-15 years; 6 hours per pay period. 15 and over; 8 hours per pay period										
Sick Leave Policy			4 hours per pay period										
Severance Compensation			ed 5 years of service and have honorably separated, including medical separation or retirement, shall be entitled to be paid for all unused vacation time and half of all unused sick leave up to 400 hours. If less than 5 years, employee shall										
Local Funding (Levy)			0% Notes:										
County Funding			\$ 672,063.00	31%									
State Funding/Grants			\$ 715,185.00	33%									
Federal Funding			\$ 101,430.00	5%									
Other Grant Funding			\$ 706,003.00	32%									
Total Budget			\$ 2,194,681.00	100%									
County Population			8961	<a href="http://www.city-data.com/">http://www.city-data.com/</a>									
Cost of Living Index			78.9										

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Benton	2	Administrative Assistant	Full	6.75	\$41,822.64	20.03 - ~	28.77	PERA, Life Short Term and Long Term Dis.	\$ 10,043.54	\$ 4.81	
		Technician	Full	0.25	\$46,729.44	22.38 - ~	22.38	PERA, Life Short Term and Long Term Dis.	\$ 9,905.74	\$ 4.74	
		Water Plan Technician	Full	0.75	\$46,729.44	22.38 - ~	24.53	PERA, Life Short Term and Long Term Dis.	\$ 10,657.14	\$ 5.10	
		Technician	Full	0.75	\$46,729.44	22.38 - ~	26.07	PERA, Life Short Term and Long Term Dis.	\$ 8,481.72	\$ 4.06	
		Farm Bill Technician	Full	11.25	\$46,729.44	22.38 - ~	31.21	PERA, Life Short Term and Long Term Dis.	\$ 19,602.44	\$ 9.39	
		Technician	Full	15	\$46,729.44	22.38 - ~	32.14	PERA, Life Short Term and Long Term Dis.	\$ 10,069.80	\$ 4.82	
		Manager	Full	25.25	\$66,377.52	31.79 - ~	51.38	PERA, Life Short Term and Long Term Dis.	\$ 15,360.02	\$ 7.36	
											\$ -
<b>Supervisors</b>											
Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
Mileage Reimbursement	IRS rate	\$/Mile if offered									
<b>Leave</b>											
Holidays Per Year	12										
Annual Leave Policy	We have PTO as follows: up to 2 years service 100 hours/year, up to 5 is 120, up to 10 is 140, up to 15 is 180, up to 20 is 220 and 21 years or more is 240 per year.										
Sick Leave Policy	None (Was replaced with a short term and long term disability benefits)										
Severance Compensation	Except as otherwise provided, severance pay is the payment upon termination of employment or retirement, whichever occurs first, of the full amount of unused accrued PTO as well as two (2) weeks' severance pay. The amount of pay will be based on										
Local Funding (Levy)	\$ 49,085.00	3%	Notes:								
County Funding	\$ 244,500.00	17%									
State Funding/Grants	\$ 1,060,039.00	75%									
Federal Funding	\$ 11,806.00	1%									
Other Grant Funding	\$ 55,000.00	4%									
Total Budget	\$ 1,420,430.00	100%									
County Population	<a href="http://www.city-data.com/">http://www.city-data.com/</a>										
Cost of Living Index											

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Big Stone	2	District Manager	full time	18.5			\$28.00	monthly taxable fringe	\$ 10,800.00	\$ 5.17			
		District Technician	full time	2			\$21.75	monthly taxable fringe	\$ 10,800.00	\$ 5.17			
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation	125.00/meeting	Per Diem Rate or other compensation?									
		Mileage Reimbursement	.585/mile	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	11										
		Annual Leave Policy	Paid Time Off will be granted to all full time employees, at the following schedule: first 2 years = 21 days; years 3-5 = 24 days; years 6-7 = 27 days; years 8+ = 30 days										
		Sick Leave Policy	n/a. District offers PTO										
		Severance Compensation	upon termination of regular, full time employee, all unused paid time off hours will be paid to the employee, except for just cause or gross misconduct.										
		Local Funding (Levy)		0% Notes:									
		County Funding	\$ 90,000.00	35%									
		State Funding/Grants	\$ 170,587.00	65%									
		Federal Funding		0%									
Other Grant Funding	\$ -	0%											
Total Budget	\$ 260,587.00	100%											
County Population	4996	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index													

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SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Blue Earth	6	District Manager	Full	18			39.29	Health/Dental	\$ 29,720.04	\$ 14.23			
		Administrative Specialist	Full	3.5			23.35	Health/Dental	\$ -	\$ -			
		Conservation Specialist	Full	5			25.89	Health/Dental	\$ 8,136.12	\$ 3.90			
		Conservation Technician	Full	0.5			18	Health/Dental	\$ -	\$ -			
										\$ -	\$ -		
		<b>Supervisors</b>											
		Supervisor Compensation	\$55 or \$75 3+ hrs	Per Diem Rate or other compensation?									
		Mileage Reimbursement	\$0.585	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	12										
		Annual Leave Policy	1 - 5 years 4 hrs earned per pay period (26 pay periods per year) 6 years and beyond 5 hrs earned per pay period. Capped at 240 hrs.										
		Sick Leave Policy	4 hrs earned per pay period (26 pay periods per year) Capped at 960 hrs.										
		Severance Compensation	All vacation paid out. 20% of sick leave paid out after 5 years of employment.										
		Local Funding (Levy)	\$ -	#DIV/0!	Notes:								
County Funding		#DIV/0!											
State Funding/Grants		#DIV/0!											
Federal Funding		#DIV/0!											
Other Grant Funding		#DIV/0!											
Total Budget	\$ -	#DIV/0!											
County Population	42931	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	79.5												

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SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes			
Carlton	j	Manager	FT	22	\$55,000-\$75,000			Life/Taxable Fringe/PERA/MSRS	\$ 16,608.00	\$ 7.95	All position have level I & II. Salary starts with base for each level then given a multiplier for years of experience.			
		Assistant Manager	FT	7	\$46,875-\$67,188			Life/Taxable Fringe/PERA/MSRS	\$ 14,167.90	\$ 6.79				
		District Administrator	FT	15	\$28,750-\$42,188			Life/Taxable Fringe/PERA/MSRS	\$ 13,519.75	\$ 6.47				
		Specialist	FT	13	\$37,500-\$53,750			Life/Taxable Fringe/PERA/MSRS	\$ 14,426.60	\$ 6.91				
		Technician/Outreach	FT	5	\$30,000-\$43,000			Life/Taxable Fringe/PERA/MSRS	\$ 12,100.40	\$ 5.80				
		Program Specialist	FT	9	\$48,750-\$65,938			Life/Taxable Fringe/PERA/MSRS	\$ 15,122.80	\$ 7.24				
									\$ -	\$ -				
									\$ -	\$ -				
		<b>Supervisors</b>												
		Supervisor Compensation	\$70/\$30	\$70 per diem for meetings, \$30 per diem for board packet review. The board approved an increase for 2023 \$90 per diem for mtgs 0-4 hrs, \$30 per diem for packet review, \$125 per diem for mtgs over 4 hours										
		Mileage Reimbursement	.58.5	IRS Rate										
		<b>Leave</b>												
		Holidays Per Year	12.5											
Annual Leave Policy	Years 1-5		104 hours											
	Years 6-10		144 hours											
	Years 11+		200 hours											
Sick Leave Policy	104 hours of sick leave every year, no carryover													
Severance Compensation	Payout of unused annual leave (up to a maximum of 10 days).													
Local Funding (Levy)	\$ -	0%		Notes: Flexible work schedule, telecommuting allowed with approval from board.										
County Funding	\$ 199,785.00	22%		Salary Range is the base low to high range. All positions have a level I and level II. All salaries start with the base level and are given a multiplier based on years of service.										
State Funding/Grants	\$ 621,225.00	68%												
Federal Funding	\$ 71,998.00	8%												
Other Grant Funding	\$ 15,000.00	2%												
Total Budget	\$ 908,008.00	100%												
County Population	36,121	<a href="http://www.city-data.com/">http://www.city-data.com/</a>												
Cost of Living Index	5.90%													

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SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Carver	4	District Technician	FT	0	\$51,068 - \$76,602	\$24.55 - \$36.83	vacant		\$ -	vacant
		Farm Bill Technician	FT	5	\$51,068 - \$76,602	\$24.55 - \$36.83	yes	\$ 15,096.00	\$ 7.23	
		District Technician, Senior	FT	2	\$61,768 - \$92,652	\$29.70 - \$44.54	yes	\$ 14,846.00	\$ 7.11	
		Admin and Finance Specialist	FT	28	\$61,768 - \$92,652	\$29.70 - \$44.54	yes	\$ 27,666.00	\$ 13.25	
		Landscape Restoration Specialist	FT	6	\$61,768 - \$92,652	\$29.70 - \$44.54	yes	\$ 15,869.00	\$ 7.60	
		Resource Conservationist	FT	17	\$66,643 - \$99,965	\$32.04 - \$48.06	yes	\$ 17,414.00	\$ 8.34	
		District Manager	FT	22	\$79,256 - \$118,884	\$38.10 - \$57.16	yes	\$ 22,738.00	\$ 10.89	
<b>Supervisors</b>										
Supervisor Compensation			\$125 Per Diem	Per Diem Rate or other compensation?						
Mileage Reimbursement			\$0.585	\$/Mile if offered						
<b>Leave</b>										
Holidays Per Year			10							
Annual Leave Policy			PTO shall accrue in accordance with the following schedule: Years of Completed Service, less than 5 years = 20 days per year; 5 years but less than 10 years = 23 days per year; 10 years but less than 15 years = 26 days per year; 15 years but less than 20 years = 29 days per year; 20 years but less than 25 years = 32 days per year; 25 years or more = 35 days per year.							
Sick Leave Policy			no sick leave, included in Paid Time Off (PTO) above							
Severance Compensation			Varies by years of service and amount of accumulated PTO, less than 5 years of service is paid out as 30% of PTO in cash. After 5 years of service or more, is paid into a Post Employment Health Care Savings Plan (PEHCSP) with increasing percentages based on years of service.							
Local Funding (Levy)			\$ 203,100.00	23%	Notes: "Local Funding" includes allocation and charges for service from WMO and watershed districts.					
County Funding			\$ 340,975.00	39%						
State Funding/Grants			\$ 285,000.00	32%						
Federal Funding			\$ 0.01	0%						
Other Grant Funding			\$ 52,500.00	6%						
Total Budget			\$ 881,575.01	100%						
County Population			105,100	<a href="http://www.city-data.com/">http://www.city-data.com/</a>						
Cost of Living Index			113.2							

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Chippewa	2	District Manager	40 hours/wk	38			31.69	Single Health Insurance,	\$ 15,401.40	\$ 7.38	
		Technical Manager	40 hours/wk	11			24.07	Single Dental, Single Vision,	\$ 8,666.42	\$ 4.15	
		Office & Financial Coordinator	32 hours/wk	8			20.5	Basic Life Insurance, PERA	\$ 14,650.56	\$ 7.02	
		District Technician	40 hours/wk	5			20.2	Life Insurance, Long Term Disability, \$1200 VEBA	\$ 14,647.08	\$ 7.01	
										\$ -	
<b>Supervisors</b>											
		Supervisor Compensation	\$100 per meeting under 4 hours and \$125 for anything over 4 hours (including drive time)								
		Mileage Reimbursement	IRS Standard Mileage \$/Mile if offered								
<b>Leave</b>											
		Holidays Per Year	11								
		Annual Leave Policy	Annual leave will be granted to all regular employees on the basis of length of service. Unused annual leave may be accumulated for use in succeeding years. The maximum number of annual leave hours an employee may carry over into the New Year (January) is 240 hours. Annual leave in excess of the limitation by the end of the year will be lost, unless the board makes an exception for special reasons. Annual leave is charged in units of one half or more hours. Annual leave is earned biweekly in the following manner: 0-5 years 4 hours per biweekly pay period								
		Sick Leave Policy	Sick leave will be granted to all regular employees. Sick leave will be accumulated at the rate of four hours per biweekly pay period, which may accumulate to a total of 400 hours. Sick leave will be allowed for any of the following: personal illness (including maternity/paternity leave), personal medical appointments, accident not occurring on the job, child care/illness, serious medical emergency of immediate family (meaning: employee's spouse, children, parents, siblings, grandparents, grandchildren, spouses parents, spouses siblings, spouses children.) When you need to use sick leave, you are required to notify the district manager no later than 8:30 a.m. of each day you will be absent from work. Failure to comply with this requirement may result in payroll deduction for the time taken. A doctor's statement is required for continuous leave of more than four (4) days.								
		Severance Compensation	An employee who wishes to resign from employment with the district shall provide a written resignation to the district manager at least ten (10) working days prior to their anticipated resignation date stating the effective date of resignation. Upon Termination or Resignation: All employees upon leaving employment in good standing either by resignation, death or otherwise, prior to the normal retirement date, or whose employment is terminated shall be entitled to severance pay. Severance pay shall include the payment of accumulated annual leave at the current rate of wage at separation not to exceed 240 hours. If an employee terminates employment due to illness, or at death, up to 400 hours of sick leave (if accrued) shall be paid. Any employee who terminates employment other than illness or death and terminates employment voluntarily, shall forfeit all sick days. Upon Retirement: All employees upon leaving employment in good standing on or subsequent to the normal retirement date shall be entitled to severance pay. The normal retirement date is defined under PERA and/or Social Security and to be eligible the employee must have a minimum of 10 years of continued years of service for the district. Retirement at age sixty-two or over, the employee shall be paid for up to 400 hours of accumulated sick leave (if accrued) and up to 240 hours of accumulated annual leave hours. In the event that a retired or terminated employee dies before the severance pay has been disbursed, that balance due shall be paid to a named beneficiary or, lacking same, to the deceased estate.								
		Local Funding (Levy)		0%	Notes:						
		County Funding	\$ 82,000.00	28%							
		State Funding/Grants	\$ 212,483.00	72%							
		Federal Funding		0%							
		Other Grant Funding		0%							
		Total Budget	\$ 294,483.00	100%							
		County Population	12,116	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	75.2								



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Chisago	IV	Administrator	FT	23	80,812-109,793	38.85-52.79		Medical, Dental, Health	\$ 13,221.52	\$ 6.33	Includes \$11,034.36 benefit package/ employee + 1% of salary/ employee for HCSP after 5 years of service	
		Administrative Assistant	PT	22	39,504-53,931	18.99-25.93		Medical, Dental, Health	\$ 11,589.35	\$ 7.43		
		Specialist	FT	16	55,734-76,547	26.80-36.80		Medical, Dental, Health	\$ 11,821.95	\$ 5.66		
		Specialist	FT	12	55,734-76,547	26.80-36.80		Medical, Dental, Health	\$ 11,787.71	\$ 5.65		
		Specialist	FT	3	55,734-76,547	26.80-36.80		Medical, Dental, Health	\$ 11,034.36	\$ 5.28		
		Technician	FT	vacant	49,879-68,358	23.98-32.86		Medical, Dental, Health	\$ 11,034.36	\$ 5.28		
	<b>Supervisors</b>											
	Supervisor Compensation		\$70.00	Per Diem Rate or other compensation?								
	Mileage Reimbursement		current IRS Rate	\$/Mile if offered								
	<b>Leave</b>											
	Holidays Per Year		11									
	Annual Leave Policy		13-26 days per year depending on years of service with the District. Maximum carryover is 240 hours to the next year.									
	Sick Leave Policy		13 days per year. Maximum carryover is 800 hours to the next year. All employees who have accrued over 800 hours of sick leave will have all hours in excess of 800 converted into cash and deposited into their Minnesota Post Employment Health Care Savings Plan account according to the following schedule and is based on the employee's current rate of pay and years of service. The conversion will take place once a year on December 31st. Years of Completed Service: Less than 5 years of service - 0%, 5 years but less than 10 years of service - 15%, 10 years but less than 15 years of service - 25%, 15 years or more of service - 35%.									
	Severance Compensation		A maximum of 240 hours of earned vacation time shall be paid upon retirement, voluntary termination, death, or termination. All unused sick leave will be compensated according to the following schedule and is based on the employee's current rate of pay and years of service. Years of Completed Service: Less than 5 years of service - 0%, 5 years but less than 10 years of service - 15%, 10 years but less than 15 years of service - 25%, 15 years or more of service - 35%.									
Local Funding (Levy)		\$ 100,000.00	6%	Other grant funding = SWCD program funds								
County Funding		\$ 99,500.00	6%									
State Funding/Grants		\$ 1,470,000.00	83%									
Federal Funding		\$ 45,500.00	3%									
Other Grant Funding		\$ 59,000.00	3%									
Total Budget		\$ 1,774,000.00	100%									
County Population		56,073	<a href="http://www.city-data.com/">http://www.city-data.com/</a>									
Cost of Living Index		95.6										

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Clay	1	District Manager	Full	43			51.36	Full medical for employee as well as Life Ins.	\$ 9,324.00	\$ 4.47	
		District Tech/CFO	Full	31			40.7	Full medical for employee as well as Life Ins.	\$ 9,324.00	\$ 4.47	
		Natural Res. Mgmt. Tech.	Full	10 months			32.27	Full medical for employee as well as Life Ins.	\$ 9,324.00	\$ 4.47	
		District Coordinator	Full	7			24.22	Full medical for employee as well as Life Ins.	\$ 9,324.00	\$ 4.47	
		District Tech/CAI	Full	6			23.73	Full medical for employee as well as Life Ins.	\$ 9,324.00	\$ 4.47	
<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?							
		Mileage Reimbursement	\$0.585	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year	12								
		Annual Leave Policy	8 hours per month - 12 days (0-4 years) 10 hours per month - 15 days (5-10 years) 14 hours per month - 18 days (11-15 years) 14 hours per month - 21 days (16-20 years) 16 hours per month - 24 days (After 20 years)								
		Sick Leave Policy	8 hours per month (any length of service)								
		Severance Compensation									
All employees who retire or whose employment is terminated are paid all undused vacation time, accumulated compensatory time, and one-half of all unused sick leave not to exceed 200 hours.											
		Local Funding (Levy)	\$ -	0%	Notes:						
		County Funding	\$ 274,406.85	54%							
		State Funding/Grants	\$ 230,464.00	46%							
		Federal Funding		0%							
		Other Grant Funding		0%							
		Total Budget	\$ 504,870.85	100%							
		County Population	64,315	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	99.1								

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Cook	3	District Manager	Full Time	11	55,345 - 79,511	\$26.65 - \$38.08	\$36.62	Health/Life/LTD/HCS/DefComp	\$ 21,345.00	\$ 10.22	Health Benefits offered to FTE. EE pays 20% of health premium, reflects in benefits pkg expense. FTE & PTE receive Basic Life Insurance and Deferred Compensation match upto 3%  District Manager also receives Health Care Savings (HCS) contributions at a rate of 1%  Longevity increases apply to hourly rates as follows: 10 years of service (4%) 15 years of service (7%) 20 years of service (9%)
		District Administrator	Part Time	12	25,505 - 34,942	\$24.43 - \$33.47	\$34.81	Life/DefComp	\$ 1,426.00	\$ 1.09	
		Conservation Technician	Full Time	5	43,493 - 59,70	\$20.91 - \$28.65	\$28.65	Health/Life/LTD/DefComp	\$ 20,608.00	\$ 9.87	
		AIS Supervisor	Part Time	2	25,505 - 34,942	\$24.43 - \$33.47	\$24.43	Life/DefComp	\$ 1,607.00	\$ 1.54	
										\$ -	
<b>Supervisors</b>											
Supervisor Compensation			\$125.00	Per Diem Rate							
Mileage Reimbursement			IRS Rate	\$/Mile if offered							
<b>Leave</b>											
Holidays Per Year			10								
Annual Leave Policy (Paid Leave)			22 days per year (0 - 4 years of service) 25 days per year (5 - 10 years of service) 30 days per year (11 - 16 years of service) 35 days per year (17+ years of service) Unused hours can carryover to the next year. Max accumulation of 520 hours. Part time staff receive pro-rated Paid Leave. For example, 0.5 FTE in year one of service receives 11 days per year.								
Sick Leave Policy			No designated sick leave - it is included with Paid Leave.								
Severance Compensation			Upon separation from employment in good standing with a minimum of two (2) weeks' notice, employees shall be paid in full for the balance of their accumulated Paid Leave. This payment shall be made on the employee's last paycheck at the rate of pay in effect at the time of separation. Separation pay cannot be used to extend the employee's date of termination beyond the last scheduled work day.								
Local Funding (Levy)			0%		Notes:						
County Funding			\$ 60,000.00	7%		County funds = 17% of general district operations					
State Funding/Grants			\$ 327,896.00	39%							
Federal Funding			\$ 284,750.00	34%							
Other Grant Funding			\$ 164,850.00	20%							
Total Budget			\$ 837,496.00	100%							
County Population			5,168	<a href="http://www.city-data.com/county/Cook_County-MN.html">http://www.city-data.com/county/Cook_County-MN.html</a>							
Cost of Living Index			88.4								

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Cottonwood	5	District Administrator	Full Time	34	89700	42.96	42.96		\$ 10,221.72	\$ 4.90			
		District Technician	Half Time	32	38200	36.59	36.59		\$ 5,236.39	\$ 2.51			
		Farmbill Technician	Full Time	9	71723	34.35	34.35		\$ 10,221.72	\$ 4.90			
		Area 6 Cert Specialist	Full Time	5	65062	31.16	31.16		\$ 13,008.60	\$ 6.23			
		Admin Program Assistant	Full Time	3	52764	25.27	25.27		\$ 10,221.72	\$ 4.90			
		Watershed Technician	Full Time	1	59863	28.67	28.67		\$ 10,221.72	\$ 4.90			
											\$ -		
		<b>Supervisors</b>											
		Supervisor Compensation		\$125.00	Per Diem Rate								
		Mileage Reimbursement		\$0.585	\$/Mile if offered								
		<b>Leave</b>											
		Holidays Per Year		10									
Annual Leave Policy	Annual leave will accrue as follows: 0-1 Yrs of Employment 6 days per year, 1-2 Yrs of Employment 10 days per year, 2-5 Yrs Employment 12 days per year, 5-9 Yrs of Employment 14 days per year, 9-14 Yrs of Employment 16 days per year, 15th year and over 20 days per year. Maximum accumulation of unused annual leave shall not exceed 272 hours. In addition to annual leave, 2 paid personal days shall be allowed per fiscal year.												
Sick Leave Policy	Eight hours of sick leave shall be earned for each calendar month of employment, up to a total accumulation of 720 hours. Full and part time employees scheduled to work at least 20 hours per week are eligible for sick leave at their regular rate of pay, part time employees on a prorated basis.												
Severance Compensation	Employees are entitled to 100% of compensatory time at current wage at time of separation. Employees who resign or whose position is terminated in good standing will be entitled to the following severance pay for unused sick leave: 0-5 years 25%, 6-10 years 50%, 11-20 years 75%, 21 years and over 100%. Employees who resign or retire in good standing shall be entitled to 100% pay for unused annual leave at current wage at time of separation. Employees who resign while charges of misconduct are pending or who are released from their job for a wrongful act, shall not be entitled any annual leave or sick leave payout. In case of death before retirement, sick leave will be based on consecutive years of service and paid to their estate or beneficiary only.												
Local Funding (Levy)		0%	We have a contract for services with Cottonwood County, GBERBA and SWPTSA										
County Funding		0%											
State Funding/Grants		0%											
Federal Funding		0%											
Other Grant Funding		0%											
Total Budget	\$ 798,956.00	0%											
County Population	11070	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	85.5												

**2022 Wage and Benefits Survey**

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Crow Wing	8	District Manager	Part Time	14			32.92	Sick, Vacation, Deferred Comp plan, phone, Fringe Benefit	\$ 5,760.00	\$ 2.76	
		Office Manager	Full Time	9			25.66	Sick, Vacation, Deferred Comp plan, phone, Fringe Benefit	\$ 7,200.00	\$ 3.45	
		Forestry Technician	Full Time	1			22.04	Sick, Vacation, Deferred Comp plan, phone, Fringe Benefit	\$ 7,200.00	\$ 3.45	
		District Technician	Full Time	2			18.71	Sick, Vacation, Deferred Comp plan, phone, Fringe Benefit	\$ 7,200.00	\$ 3.45	
		Outreach Technician	Part Time	7			23.9	Sick, Vacation, Deferred Comp plan, phone, Fringe Benefit	\$ 5,400.00	\$ 2.59	
		Conservation Specialist	Part Time	1			17.94	Sick, Vacation, Deferred Comp plan, phone, Fringe Benefit	\$ 7,200.00	\$ 3.45	
										\$ -	
<b>Supervisors</b>											
		Supervisor Compensation	\$100/\$125	Per Diem Rate or other compensation? All SWCD Board meetings or committee assignments plus any meetings approved by SWCD Board, In county \$50, out of county \$75							
		Mileage Reimbursement	.58/mile	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year									
		Annual Leave Policy									
		Sick Leave Policy	<p align="center">Service: 1-3 years = 96 hours/yr, 4-5 years=120 hours/yr, 6-7 years=144 hours/yr, 8-15 years=168 hours/yr, 16 and up=192 hours/yr</p> <p>Sick leave shall be earned by full-time regular employees at the rate of eight (8) hour maximum for each full month of service worked. Though sick leave shall be accrued, probationary employees may not use it until they have successfully completed their probationary period.</p> <p>The maximum carry-over of sick leave from one year to the next per employee shall be 160 hours.</p> <p>Sick leave benefits shall only accrue when an employee is on compensated payroll status. Sick leave benefits shall not be earned by any employee while in a non-pay status, except employees on military leave.</p> <p>Regular part-time employees must work 20 or more hour per week to be eligible for pro-rated benefits. All rules and regulations of full-time employees also apply to part time employees.</p> <p>Employees shall notify their District Manager as early as possible when going on sick leave so that arrangements may be made to carry on the work.</p>								
		Severance Compensation	<p>All overtime hours worked shall be authorized by the District Manager or SWCD Board. All records of compensatory hours worked must be maintained and reported on the employee's time sheet.</p> <p>In accordance with Minnesota Statutes, Section 177.25, non-exempt employees will receive compensatory time off at the rate of 1:1.5 at the regular rate for hours worked over forty (40) hours per week. This applies to regular part time employees as well as full time employees.</p> <p>For the purpose of computing compensation, hours worked shall not be pyramided, compounded or paid twice for the same hours worked. Compensatory time will be calculated to the nearest one-quarter (1/4) hour. All paid vacation time, paid holidays, paid sick leave, compensatory time off, and paid leave of absences shall be considered as "time worked" for purposes of qualifying for the compensatory premium.</p>								
		Local Funding (Levy)	\$ -	0%	Notes:						
		County Funding	\$ 5,000.00	1%							
		State Funding/Grants	\$ 406,854.00	69%							
		Federal Funding	\$ 60,000.00	10%							
		Other Grant Funding	\$ 120,713.00	20%							
		Total Budget	\$ 592,567.00	100%							
		County Population	65,055	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	87.9								

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Dodge	SE - Area VII	District Manager	FULL	7	\$56,700.80 - \$79,435.20	\$27.26 - \$38.19	\$38.19	Health/Dental/Life/St	297.00	\$ 0.14	Does not accept Health/Dental
		District Technician	FULL	4	\$40,788.80 - \$57,116.80	\$19.61 - \$27.46	\$26.32	Health/Dental/Life/St	13,122.96	\$ 6.28	
		Administrative Professional	FULL	0	\$44,408.00 - \$61,214.40	\$21.35 - \$29.43	\$24.80	Health/Dental/Life/St	8,887.65	\$ 4.26	
<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	All SWCD Board meetings or committee assignments plus any meetings approved by SWCD Board							
		Mileage Reimbursement	\$0.585	IRS Rate							
<b>Leave</b>											
		Holidays Per Year	11								
		Annual Leave Policy	0 - 3 years = 4 hours/pay period; 3 - 10 years = 6 hours/pay period; 10 - 20 years = 7 hours/pay period; 20+ years = 9 hours/pay period; Can accrue 240 hours MAX								
		Sick Leave Policy	3.5 hours/pay period for all employees - no maximum								
		Severance Compensation	All unused vacation time, and 1/2 of Sick Leave not to exceed 180 hours.								
		Local Funding (Levy)		0%	Notes:						
		County Funding	\$ 93,500.00	23%							
		State Funding/Grants	\$ 303,562.00	73%							
		Federal Funding		0%							
		Other Grant Funding	\$ 17,700.00	4%							
		Total Budget	\$ 414,762.00	100%							
		County Population	20,952	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	86.4								

### 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Douglas	2	District Coordinator	Full	32	\$ 86,693.76	\$ 41.52	\$ 41.52	Health Insurance, Dental, Life In	\$ 21,430.12	\$ 10.26			
		District Secretary	Full	11	\$ 58,296.96	\$ 27.92	\$ 27.92	Health Insurance, Dental, Life In	\$ 21,430.12	\$ 10.26			
		District Technician	Full	6	\$ 67,170.96	\$ 32.17	\$ 32.17	Health Insurance, Dental, Life In	\$ 21,430.12	\$ 10.26			
		Water Resource Technician	Full	4	\$ 54,642.96	\$ 26.17	\$ 26.17	Health Insurance, Dental, Life In	\$ 21,430.12	\$ 10.26			
		Education Coordinator	Full	5	\$ 44,056.80	\$ 21.10	\$ 21.10	Health Insurance, Dental, Life In	\$ 21,430.12	\$ 10.26			
		Conservation Technician	Full	1	\$ 53,348.40	\$ 25.55	\$ 25.55	Health Insurance, Dental, Life In	\$ 21,430.12	\$ 10.26			
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	\$0.585	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year											
Annual Leave Policy	0 - 3 years of service ☐ 4 hours per pay period 3 - 15 years of service ☐ 6 hours per pay period 15 or more years of service ☐ 8 hours per pay period Employees may carry forward up to 240 hours of annual leave at the end of any calendar year to the next calendar year. Annual leave hours in excess of 240 at January 1st, will be forfeited.												
Sick Leave Policy	4 hours per pay period												
Severance Compensation	☐ All Unused Annual Leave ☐ One-half of Unused Sick Leave, not to exceed fifty (50) days, (based on an 8 hour day) ☐ Compensation Time, not to exceed 50 hours												
Local Funding (Levy)	\$ 240,050.00	33%	Notes:										
County Funding	\$ 303,636.00	41%											
State Funding/Grants	\$ 189,472.00	26%											
Federal Funding		0%											
Other Grant Funding		0%											
Total Budget	\$ 733,158.00	100%											
County Population	38207	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	87.8												

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
East Polk	1	District Manager	Full Time	6			27.25	Yes	\$ 5,892.72	\$ 2.82			
		District Technician	Full Time	3			21.8	Yes		\$ -	Benefits not used		
		District Technician	Full Time	1			18.5	Yes		\$ -	Benefits not used		
											\$ -		
		<b>Supervisors</b>											
		Supervisor Compensation	\$100.00	Per Diem Rate									
		Mileage Reimbursement	\$0.585	\$/Mile if offered									
		.											
		Holidays Per Year	11										
		Annual Leave Policy	Annual leave up to a maximum of 240 hours can be carried over into the following year.										
		Sick Leave Policy	Sick leave up to a maximum of 600 hours can be carried over into the following year.										
		Severance Compensation	All employees who retire or whose employment is terminated in good standing shall be entitled to regular pay for all unused vacation time and one-third(1/3) of all unused sick leave not to exceed 200 hours. Severance pay shall be paid to surviving spouse, dependents, or estate upon death of an employee.										
Local Funding (Levy)	\$ -	0%	Notes:										
County Funding	\$ 43,120.00	17%											
State Funding/Grants	\$ 208,892.00	83%											
Federal Funding	\$ -	0%											
Other Grant Funding	\$ -	0%											
Total Budget	\$ 252,012.00	100%											
County Population	31521	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	86.3												



2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
West Otte Tail SWCD	1	Administrative Education & C	Full	0.75	\$32,403 - \$47,284	\$15.52 - \$22.65	NA	Medical, HSA, FICA, M	\$ 11,595.00	\$ 5.55	
		Administrative Secretary	Full	7	\$40,698 - \$65,636	\$19.49 - \$31.39	NA	Medical, HSA, FICA, M	\$ 21,645.00	\$ 10.37	
		District Tech	Full	0	\$40,698 - \$65,636	\$19.49 - \$31.39	NA	Medical, HSA, FICA, M	\$ 11,595.00	\$ 5.55	
		District Tech	Full	0.5	\$40,698 - \$65,636	\$19.49 - \$31.39	NA	Medical, HSA, FICA, M	\$ 11,595.00	\$ 5.55	
		District Tech	Full	3	\$40,698 - \$65,636	\$19.49 - \$31.39	NA	Medical, HSA, FICA, M	\$ 11,595.00	\$ 5.55	
		District Tech	Full	2	\$40,698 - \$65,636	\$19.49 - \$31.39	NA	Medical, HSA, FICA, M	\$ 21,645.00	\$ 10.37	
		District Tech	Full	6	\$40,698 - \$65,636	\$19.49 - \$31.39	NA	Medical, HSA, FICA, M	\$ 21,645.00	\$ 10.37	
		Irrigation & Nutrient Manage	Full	6	\$50,411 - \$80,158	\$24.14 - \$38.39	NA	Medical, HSA, FICA, M	\$ 21,645.00	\$ 10.37	
		Shoreland Specialist	Full	9	\$50,411 - \$80,158	\$24.14 - \$38.39	NA	Medical, HSA, FICA, M	\$ 4,815.00	\$ 2.31	Declined Insurance Benefit
		Watershed Planner/Coordina	Full	0	\$50,411 - \$88,286	\$24.14 - \$42.28	NA	Medical, HSA, FICA, M	\$ 21,645.00	\$ 10.37	
		Certification Specialist	Full	5	\$61,664 - \$96,993	\$29.53 - \$46.45	NA	Medical, HSA, FICA, M	\$ 21,645.00	\$ 10.37	
		Assistant Manager/Forester	Full	19	\$55,829 - \$88,286	\$26.74 - \$42.28	NA	Medical, HSA, FICA, M	\$ 4,815.00	\$ 2.31	Declined Insurance Benefit
		District Manager	Full	17	\$74,609 - \$116,244	\$35.73 - \$55.67	NA	Medical, HSA, FICA, M	\$ 21,645.00	\$ 10.37	
								\$ -			
<b>Supervisors</b>											
Supervisor Compensation				Per Diem Rate \$125							
Mileage Reimbursement				Current IRS Rate							
<b>Leave</b>											
Holidays Per Year			11								
Annual Leave Policy			Vacation earned schedule: 0-4 years 80 hours, 5-10 years 120 hours, 11-15 years 160 hours, 16+ years 200 hours. A maximum of 120 hours may be carried over from the preceeding year.								
Sick Leave Policy			All full-time employees earn sick leave at the rate of 1 day per month worked. Allowed to accumulate up to a maximum of 60 days.								
Severance Compensation			All employees who resign or retire shall be entitled to pay for unused vacation time and compensatory time.								
Local Funding (Levy)			\$ -		0%		Notes: Payroll Budget for 2022 is \$1,018,690 of which about \$246,000 is FICA, Medicare, PERA and Insurance. Wadena SWCD contract covers about 1/3 of those costs.				
County Funding			\$ 223,220.00		10%						
State Funding/Grants			\$ 1,518,540.00		68%						
Federal Funding			\$ 40,000.00		2%						
Other Grant Funding			\$ 448,000.00		20%						
Total Budget			\$ 2,229,760.00		100%						
County Population			60000		<a href="http://www.city-data.com/">http://www.city-data.com/</a>						
Cost of Living Index			85.5								

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Fillmore	7	District Administrator	Full Time	20	66,976.00-84,843.20	32.20-40.79	33.17	Health, FSA, HSA, Life	\$ 22,546.82	\$ 10.80			
		Administrative Assistant	Full Time	1	44,532.80-56,430.40	21.41-27.13	22.06	Health, FSA, HSA, Life	\$ 27,586.82	\$ 13.21			
		Conservation Technician	Full Time	4.5	47,216.00-59,800	22.70-28.75	25.02	Health, FSA, HSA, Life	\$ 22,146.82	\$ 10.61			
		Water Management Co.	Full Time	2.5	53,040.00-67,204.80	25.50-32.31	27.19	Health, FSA, HSA, Life	\$ 9,833.63	\$ 4.71			
		Nutrient Management	Full Time	4	53,040.00-67,204.80	25.50-32.31	28.39	Health, FSA, HSA, Life	\$ 22,703.33	\$ 10.87			
		Resource Conservation Sp.	Full Time	21	50,044.80-63,398.40	24.06-30.48	30.48	Health, FSA, HSA, Life	\$ 1,717.28	\$ 0.82			
		Soil Health Tech	Full Time	13	50,044.80-63,398.40	24.06-30.48	30.48	Health, FSA, HSA, Life	\$ 1,217.28	\$ 0.58			
										\$ -			
										\$ -			
										\$ -			
										\$ -			
										\$ -			
										\$ -			
										\$ -			
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation		\$100.00	Per Diem Rate or other compensation?								
Mileage Reimbursement		\$0.585	\$/Mile if offered										
<b>Leave</b>													
Holidays Per Year		11											
Annual Leave Policy		time worked and will not accrue at any other time unless required by law. PTO shall not be earned by any employee during a leave of absence without pay or time otherwise not worked or paid unless required by law. Accrual rates: 0-											
Sick Leave Policy		Same as leave policy											
Severance Compensation		inated they can cash out their existing PTO. If Employee resigns they can cash out accrued PTO. Cobra is offered to employee's who have been with the company under 5 years, if over 5 years they can continue on the same health pla											
Local Funding (Levy)		\$ 71,175.00	6%	Notes:									
County Funding		\$ 228,251.00	20%										
State Funding/Grants		\$ 844,029.00	74%										
Federal Funding			0%										
Other Grant Funding			0%										
Total Budget		\$ 1,143,455.00	100%										
County Population		21,058	<a href="http://www.city-data.com/">http://www.city-data.com/</a>										
Cost of Living Index		86.1											

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Goodhue	7	Dist. Manager	FT	18	33.97-55.50		44.66	Health Insurance	\$ 6,300.00	\$ 3.02	Opt out benefit
		Administrative Assistant	FT	3	20.86-34.07		28.24	Health Insurance	\$ 6,300.00	\$ 3.02	Opt out benefit
		Dist. Technician	FT	18	22.99-37.56		37.56	Health Insurance	\$ 6,300.00	\$ 3.02	Opt out benefit
		Dist. Technician	FT	27	22.99-37.56		37.56	Health Insurance	\$ 6,300.00	\$ 3.02	Opt out benefit
		Natural Resource Specialist	FT	1	22.10-39.81		29.35	Health Insurance	\$ 9,108.84	\$ 4.36	PEIP Ins.
		Feedlot Officer	FT	3	22.99-37.56		27.95	Health Insurance	\$ 9,108.84	\$ 4.36	PEIP Ins.
<b>Supervisors</b>											
		Supervisor Compensation	\$100.00	Per Diem Rate or other compensation?							
		Mileage Reimbursement	IRS rate	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year	11								
		Annual Leave Policy	Years 1-5: 4 hrs per 2 week pay period Years 6-10: 5 hours per pay period Years 11-15: 6 hours per pay period Years 15+: 7 hours per pay period; <b>Max carry over to January 1st every year is 200 hours.</b>								
		Sick Leave Policy	4 hours per pay period, max accumulation of 960 hours Must use any accumulated Compensation Time in excess of 20 hours before any other leave can be used.								
		Severance Compensation	Eligible for 100% of annual leave accumulated, 60% of sick leave accumulated.								
		Local Funding (Levy)	\$ -	0%	Notes:						
		County Funding	\$ 415,000.00	23%							
		State Funding/Grants	\$ 1,213,368.00	67%							
		Federal Funding	\$ 169,400.00	9%							
		Other Grant Funding		0%							
		Total Budget	\$ 1,797,768.00	100%							
		County Population	47582	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	91.5								

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Grant	1	Administrative Manager	Full	6			32.96	Life, Medical - group policy 100% coverage		\$ -	
		Technical Manager	Full	5			35.46	Life, Medical - group policy 100% coverage		\$ -	
		Administrative Assistant	Full	1			24	Life, Medical - group policy 100% coverage		\$ -	
		Environmental Technician	Full	0.5			24	Life, Medical - group policy 100% coverage		\$ -	Joint position with County Office of Land Management
<b>Supervisors</b>											
		Supervisor Compensation		\$110.00	Per Diem Rate or other compensation?						
		Mileage Reimbursement		\$0.585	\$/Mile if offered (IRS Rate)						
<b>Leave</b>											
		Holidays Per Year	13								
		Annual Leave Policy	Vacation Schedule: Not to exceed 90 days 0-5 years ..... 8 hours per month 5-15 years ..... 12 hours per month 15 years and over ..... 16 hours per month part-time ..... prorated according to number of hours worked each month								
		Sick Leave Policy	8 hours per month - Not to exceed 90 days								
		Severance Compensation	All employees who retire or whose employment is terminated shall be entitled to pay for all unused vacation time and one-half (1/2) of all unused sick leave.								
		Local Funding (Levy)		0%	Notes:						
		County Funding	\$ 127,173.00	28%							
		State Funding/Grants	\$ 234,885.00	52%							
		Federal Funding	\$ -	0%							
		Other Grant Funding	\$ 85,825.00	19%							
		Total Budget	\$ 448,883.00	100%							
		County Population	6016	<a href="http://www.city-data.com/county/Grant_County-MN.html">http://www.city-data.com/county/Grant_County-MN.html</a>							
		Cost of Living Index	86								

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes	
Isanti SWCD	4	District Manager	Full time	16	81,377-105,791	39.12-50.86	44.99	Yes	\$ 6,600.00	\$ 3.16	Stipend for Insurance, plus Cell phone stipend (not included here)	
		Administrative Assistant	Part time	3	45,629-59,317	21.94-28.52	22.76	Yes	\$ 3,300.00	\$ 1.58	Stipend for Insurance, plus Cell phone stipend (not included here)	
		Outreach Technician	Part time	1	49,051-63,766	23.58-30.66	23.58	Yes	\$ 4,950.00	\$ 2.37	Stipend for Insurance, plus Cell phone stipend (not included here)	
		Conservation Technician	Full time	2	49,051-63,766	23.58-30.66	23.58	Yes	\$ 6,600.00	\$ 3.16	Stipend for Insurance, plus Cell phone stipend (not included here)	
		Conservation Specialist	Full time	7	60,935-79,216	29.30-38.08	30.39	Yes	\$ 6,600.00	\$ 3.16	Stipend for Insurance, plus Cell phone stipend (not included here)	
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
		<b>Supervisors</b>										
		Supervisor Compensation		\$125.00	Per Diem							
		Mileage Reimbursement		\$0.585	IRS Rate							
<b>Leave</b>												
		Holidays Per Year	12									
		Annual Leave Policy	0-4 yrs 168 hour/yr; 5-9 yrs 180 hours/yr; 10-14 yrs 192 hours/yr; 15-19 yrs 204 hours/yr. 240 Max Carryover per year									
		Sick Leave Policy	PTO only									
		Severance Compensation	All District employees who retire or whose employment is terminated in good standing shall be entitled to severance pay in the form of regular pay for up to 240 hours of unused PTO and accrued compensatory time. In the event that benefits due is a result of an employee's death, severance pay shall be paid to the surviving spouse, dependents, or estate.									
		Local Funding (Levy)	\$ 170,162.00	18%								Notes: Other funding is charges for servcies
		County Funding	\$ 16,250.00	2%								
		State Funding/Grants	\$ 590,278.00	61%								
		Federal Funding	\$ 126,470.00	13%								
		Other Grant Funding	\$ 69,183.00	7%								
		Total Budget	\$ 972,343.00	100%								
		County Population	41135	<a href="http://www.city-data.com/">http://www.city-data.com/</a>								
		Cost of Living Index	97.7									

**2022 Wage and Benefits Survey**

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Itasca	8	District Manager and Water Plan Coordinator	Full	19			\$60,669.06 salary	Vacation, sick, holidays, non-family health, post employment HCSP	\$ 6,534.00	\$ 3.13			
		Aquatic Invasive Species Program Manager	Full	5			\$55,485.82 salary	Vacation, sick, holidays, non-family health, post employment HCSP	Declined				
		Aquatic Invasive Species Specialist	Full	5			\$22.50	Vacation, sick, holidays, non-family health, post employment HCSP	\$6,182.00	\$ 2.96			
		Receptionist/Book-keeper	Full	20			\$23.50	Vacation, sick, holidays, non-family health, post employment HCSP	\$ 11,902.00	\$ 5.70			
		Wetland Specialist	Full	3			\$22.50	Vacation, sick, holidays, non-family health, post employment HCSP	\$ 5,484.00	\$ 2.63			
		Projects Coordinator	Full	1			\$19.50	Vacation, sick, holidays, non-family health, post employment HCSP	\$ 4,070.00	\$ 1.95			
		Water Resources Specialist	Full	1			\$19.50	Vacation, sick, holidays, non-family health, post employment HCSP	\$ 4,706.00	\$ 2.25			
										\$ -			
		<b>Supervisors</b>											
				Supervisor Compensation	\$125.00 per diem	All SWCD Board meetings or committee assignments plus any meetings approved by SWCD Board							
				Mileage Reimbursement	\$0.585	Federal rate							
		<b>Leave</b>											
				Holidays Per Year	New Year's Day, President's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thansgiving Day, Day after Thanksgiving, 2hrs early release Christmas Eve, Christmas Day, and 3 floating Holidays								
				Annual Leave Policy	Per pay period: 1-24 months of service 3.08hrs, 25-108mos 4.62, 109-180mo 6.15, 180+mo 7.69								
		Sick Leave Policy	1.847 hours per pay period the first 12 months of employment, 3.693 thereafter										
		Severance Compensation	Annual leave value, to a limit of 200 hours, to post employment health care savings plan. Max sick leave accumulation of 600 hours; payment for value of 30% of the hours, upon seperation of employment.										
		Local Funding (Levy)	\$ -	0%	County allocation is not from levy.								
		County Funding	\$ 190,000.00	15%									
		State Funding/Grants	\$ 1,028,337.38	82%									
		Federal Funding	\$ 10,000.00	1%									
		Other Grant Funding	\$ 19,230.00	2%									
		Total Budget	\$ 1,247,567.38	100%									
		County Population	45,759	<a href="http://www.city-data.com/">http://www.city-data.com/</a>									
		Cost of Living Index											

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Kanabec	3	District Manager	Full Time	7	62,849-74,183	28.87-35.35	30.1	Health/Dental/Life/HSA/DCP	\$ 7,608.00	\$ 3.64			
		Administrative Assistant	Full Time	2.5	47,745-50,379	19.59-24.01	21.91	Health/Dental/Life/HSA	\$ 7,608.00	\$ 3.64			
		District Technician	Full Time	Vacant		49,447-60,554	23.68-29.00		Health/Dental/Life/HSA	\$ 7,608.00	\$ 3.64		
										\$ -			
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation	\$70.00	All SWCD Board meetings or committee assignments plus any meetings approved by SWCD Board									
		Mileage Reimbursement	\$0.585	IRS Rate									
		<b>Leave</b>											
		Holidays Per Year	12 plus one floating										
Annual Leave Policy	Annual leave is earned each pay period in pay status. Accumulated hours are based on years of service. Example: 0-3 years earn 4 hours per 80 hour pay period. Employee may carry over 120 hours of unused leave at the end of each calendar year. If taking more than three consecutive days leave must be approved by Board or its Designee												
Sick Leave Policy	Employee shall accrual 4 hours of sick leave for each eighty hours worked. The maximum carry over of unused sick time at the end of the calendar year is 400 hours.												
Severance Compensation	Severance pay will be paid out to regular employees upon retirement, resignation in good standing, resignation due to disability verified by a physician or death of employee. Pay is limited to the actual												
Local Funding (Levy)		0%	Notes:										
County Funding	\$ 30,352.00	12%											
State Funding/Grants	\$ 161,323.00	64%											
Federal Funding		0%											
Other Grant Funding	\$ 60,100.00	24%											
Total Budget	\$ 251,775.00	100%											
County Population	16089	<a href="http://www.city-data.com/county/Kanabec_County-MN.html">http://www.city-data.com/county/Kanabec_County-MN.html</a>											
Cost of Living Index													

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
		Office Manager	Full Time	10	24.38	FICA, Medicare, PERA, 70 % of Single or Family Medical, Life, HSA, HCSP		\$ 9.73	
		Rim Coordinator	Full Time	20	30.7	FICA, Medicare,PERA, 70 % of Single or Family Medical, Life, HSA, HCSP		\$ 4.70	Doesn't take medical coverage
		Conservation Technician	Full Time	5	21.94	FICA, Medicare, PERA, 70 % of Single or Family Medical, Life, HSA, HCSP		\$ 3.33	Doesn't take medical coverage
								\$ -	
<b>Supervisors</b>									
		Supervisor Compensation		\$125.00	Per Diem				
		Mileage Reimbursement		\$0.585	IRS Rate				
<b>Leave</b>									
		Holidays Per Year		11					
		Annual Leave Policy	0-6 years 8 hours of annual leave per month, 6-10 years 10 hours of annual leave per month, 10-20 years 12 hours of annual leave per month, 20+ years 14 hours of annual leave per month, Maximum accumulation is 180 hours						
		Sick Leave Policy	8 Hours per month per year, Maximum accumulation is 920 hours						
		Severance Compensation	Annual Leave up to 180 hours will be deposited into HCSP, No Sick pay will be paid out						
		County Funding	\$ 155,800.00	27%					
		Total Budget	\$ 587,023.00						
		County Population	43,732						
		Cost of Living Index	83.1						



2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Kittson	1	District Manager	Full	9.5		\$62,640.00	\$30.00		\$16,293.08	\$ 7.80	
		District Technician 1	Full	7.5		\$53,244.00	\$25.50		\$ 7,501.16	\$ 3.59	
		District Technician 2	Full	5.5		\$53,244.00	\$25.50		\$ 7,579.88	\$ 3.63	
		District Outreach Specialist	Full	3		\$43,848.00	\$21.00		\$ 2,000.00	\$ 0.96	
<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?							
		Mileage Reimbursement	\$0.585	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year	11 Paid Holidays								
		Annual Leave Policy	Regular Full Time Employees of the Kittson SWCD are eligible to earn annual leave per pay period based on the number of years of service. Hours earned are as follows: 4 hours/ pay period with less then 3 years Service; 6 Hours/ pay period with 3 years of service but less then 10 years of service; 7 hours per pay period with 10 years of service but less then 15 years; and 8 hours/ period for 15 years of service or more.								
		Sick Leave Policy	Regular full time employees of the district shall be entitled to accumulate sick leave at a rate of 4 hours for each full 2 week pay period. Sick leave may accumulate to a maximum of 880 hours.								
		Severance Compensation	All employees who leave employment of the distict on a good standing or who are laid off or retire shall be entitled to pay for unused sick leave and annual leave. Regular full time and part time employee who leave the district are entitles to severance pay, less normal payroll deductions. Maximum sick leave payout is 240 hours and employee must have completed probationary period. Regular full time and part time employees are entitled to maximum annual leave payout of 240 hours and employee must have completed probationary period.								
		Local Funding (Levy)		0%	Notes:						
		County Funding	\$ 69,722.00	14%							
		State Funding/Grants	\$ 443,840.00	86%							
		Federal Funding	\$ -	0%							
		Other Grant Funding		0%							
		Total Budget	\$ 513,562.00	100%							
		County Population	5285	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	85%								

## #NAME?

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Koochiching	8	District Administrator	Full-time	28		24.96 - 31.19	31.19	Cash Fringe/Life Ins	\$ 7,200.00	\$ 3.45	Job Band C42 / Step 5
		Resource Conservationist	Full-time	9		21.61 - 27.01	27.01	Cash Fringe/Life Ins	\$ 7,200.00	\$ 3.45	Job Band B25 / Step 5
		Water Resource Specialist	Full-time	7.5		21.61 - 27.01	25.65	Cash Fringe/Life Ins	\$ 7,200.00	\$ 3.45	Job Band B25 / Step 4
		Forest Resource Specialist	Full-time	5.75		21.61 - 27.01	24.33	Cash Fringe/Life Ins	\$ 7,200.00	\$ 3.45	Job Band B25 / Step 3
		Program Coordinator	Full-time	10		20.97 - 26.21	26.21	Cash Fringe/Life Ins	\$ 7,200.00	\$ 3.45	Job Band B24 / Step 5
									\$ -		
<b>Supervisors</b>											
		Supervisor Compensation		\$100 for meetings under 2 hours / \$125 for meetings over 2 hours							
		Mileage Reimbursement	IRS Rate	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year	12 (New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve Day, Christmas Day, Floating Holiday) ■								
		Annual Leave Policy	Sick leave: 4 hours per pay period (any length of service) Max accumulation of 480 hours								
			Annual leave: 4 hours per pay period (0 - 5 years) Max accumulation of 240 hours								
			5 hours per pay period (6 - 10 years)								
			6 hours per pay period (11 - 15 years)								
			8 hours per pay period (16 - 20 years)								
			10 hours per pay period (After 20 years)								
		Sick Leave Policy	Sick leave accumulation over the maximum four hundred eighty (480) hours shall be eligibility for bonus vacation leave which shall be calculated as of the last day of the last pay period ending prior to the end of the year. An employee who has sick leave earnings as of the accumulation date of more than the maximum accumulation of four hundred eighty (480) sick leave hours shall receive four (4) hours of vacation (called "bonus vacation leave") for each eight (8) hours of sick leave earned, whereupon sick leave accumulation shall be reduced to a maximum of four hundred eighty (480) hours. Maximum bonus vacation leave an employee may earn during the year is six (6) days (forty-eight (48) hours). Carryover of bonus vacation leave days from one year to the next will be allowed, with the cap not to exceed six (6) days (forty-eight (48) hours) at any one time. ■								
		Severance Compensation	All District employees who retire or whose employment is terminated in good standing shall be entitled to severance pay in the form of regular pay for all unused accrued vacation leave, accrued compensatory time, and 50% of accrued sick leave. In the event that benefits due is a result of an employee's death, severance pay shall be paid to the surviving spouse, dependents, or estate. ■								
		Local Funding (Levy)	\$ 48,900.00	8%	Notes:						
		County Funding	\$ 140,160.00	24%	Additional non-monetary County support includes phone, internet, GIS, Office 360, and IT support.						
		State Funding/Grants	\$ 388,884.00	67%	County Funding includes general allocation, AIS contract, and NRBG						
		Federal Funding		0%	Local Funding includes Charges for Services and Misc. (No local levy) ■						
		Other Grant Funding		0%	■						
		Total Budget	\$ 577,944.00	100%							
		County Population	12686	<a href="http://www.city-data.com/county/Koochiching_County-MN.html">http://www.city-data.com/county/Koochiching_County-MN.html</a>							
		Cost of Living Index	86.1								

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Lac qui Parle	5	District Manager	Full	5	\$54,747-\$86,109	\$26.22-\$41.24	\$ 35.95	Health, Dental, HCSP, DCP	\$ 9,000.00	\$ 4.31	\$750/month		
		Program Assistant	Full	12	\$44,766-\$71,179	\$19.29-\$34.09	\$ 27.70	Health, Dental, HCSP, DCP	\$ 9,000.00	\$ 4.31	remainder		
		Conservation Technician	Full	3	\$36,143-\$64,435	\$17.31-30.86	\$ 22.87	Health, Dental, HCSP, DCP	\$ 9,000.00	\$ 4.31	after		
		Conservation Technician	Full	5	\$36,143-\$64,435	\$17.31-30.86	\$ 25.32	Health, Dental, HCSP, DCP	\$ 9,000.00	\$ 4.31	premiums is		
		<b>Supervisors</b>											
		Supervisor Compensation	\$75.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	\$0.585	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	11										
		Annual Leave Policy	Personal Time Off		<u>Total hours/year</u>		<u>Day/year</u>		<u>Weeks/year</u>				
			0-4 years of service: 8 hours per pay peri		208		26		5.2				
			5-9 years of service: 10 hours per pay per		260		32.5		6.5				
			10-14 years of service: 12 hours per pay per		312		39		7.8				
			15+ years 14 hours per pay per		364		45.5		5.7				
			Maximum accumulated leave 600 hours. Compensatory time must be used before PTO. Credit is given for previous PERA eligible service toward vacation accrual.										
		Sick Leave Policy	N/A										
		Severance Compensation	<p>Employees who resign or whose employment is terminated shall be entitled 60% pay for unused PTO at current wage at time of separation unless released from their job for a wrongful act. These funds will be paid into the employee's Health Care Savings Plan.</p> <p>Employees who resign while allegations or charges of misconduct are pending or who are terminated for misconduct shall not be entitled to any unused PTO.</p> <p>Employees who are in the probationary period and accrue PTO benefits, who are terminated or resign will forfeit their PTO benefits because regular status was not obtained.</p> <p>Employees shall be granted upon voluntary termination from service by retirement (retirement being defined as eligible for full benefits from Social Security or PERA) and at least 10-years of continued service to the SWCD severance pay of: 75% of any accrued PTO, for that employee, at the rate of the employee's current hourly rate of pay. These funds will be paid into the employee's Health Care Savings Plan. Employees who resign/retire while charges of misconduct are pending shall not be entitled to payment for accrued PTO.</p> <p>In the event of the death of an employee, the applicable terminal pay benefits shall be paid to the estate of the employee.</p>										
		Local Funding	\$ -	0%									
		County Funding	\$ 121,745.00	30%									
		State Funding/Grants	\$ 264,780.00	66%									
Federal Funding	\$ -	0%											
Other Grant Funding	\$ 14,000.00	3%											
Total Budget	\$ 400,525.00	100%											
County Population	6,811	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	85.0												

### 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Lake	3	District Manager	Full Time	2	\$49,140 -\$66,495	\$25.20-\$34.10	32.09	Taxable Fringe/Health Insurance/Cell Phone Stipend	\$9,180	\$ 4.71			
		District Project Coordinator/Engineer	Part Time	11	\$45,318-\$61,678	\$23.24.38-\$31.63	32.58	Taxable Fringe/Health Insurance/Cell Phone Stipend	\$6,885	\$ 3.30	works 3/4 time		
		Outreach Coordinator	Part Time	7	\$34,944-\$47,268	\$17.92-\$24.24	24.47	Taxable Fringe/Health Insurance/Cell Phone Stipend	\$8,445.60	\$ 4.04	works 9/10 time		
		District Forester	Full Time	6	\$42,042-\$56,862	\$21.56-\$29.16	30.99	Taxable Fringe/Health Insurance/Cell Phone Stipend	\$9,180	\$ 4.71			
		AIS Coordinator	Full Time	2	\$42,042-\$56,862	\$21.56-\$29.16	23.35	Taxable Fringe/Health Insurance/Cell Phone Stipend	\$9,180	\$ 4.71			
										\$ -			
		<b>Supervisors</b>											
				Supervisor Compensation		\$125.00	Per Diem						
				Mileage Reimbursement	IRS rate		IRS rate per mile for meetings and events						
		<b>Leave</b>											
				Holidays Per Year	12.5 days of Holiday Pay (New Years, Presidents, Martin Luther King, Memorial Day, Juneteenth, 4th of July, Labor Day, Veterans Day, Thanksgiving and day after, 1/2 Christmas Eve, Christmas Day, Floating Holiday (instead of Columbus Day))								
				Annual Leave Policy	FMLA Leave Policy, Funeral Leave Policy, Leave of Absence Policy, Military Leave Policy, Vacation Policy (240 Max annual carry over). 4 hours vacation per timesheet for 0-4 years, 6 hours for 4-15 years. Unused hours can carry over to the next year at a max of 240 hours. Part time Staff receive pro-rated paid leave.								
		Sick Leave Policy	4 hours per full time 75 hour payperiod (pro-rated for part time). We do not pay out any remaining sick leave when employment is over										
		Severance Compensation	Remaining vacation time is paid out at the end of employment (240 hour cap)										
		Local Funding (Levy)		0%	Notes: from other grant funding category - Our County delegates \$134,000 AIS funds for us to run the AIS program. Also state and federal funding amounts include more than a million to do project construction - not necessarily staff time								
		County Funding	\$ 62,410.00	3%									
		State Funding/Grants	\$ 953,588.97	50%									
		Federal Funding	\$ 750,000.00	39%									
		Other Grant Funding	\$ 134,000.00	7%									
		Total Budget	\$ 1,899,998.97	100%									
		County Population	10,641	<a href="http://www.city-data.com/">http://www.city-data.com/</a>									
		Cost of Living Index	86.1										

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes	
Le Sueur	6	District Manager	Full	11		Follow Annual GS Pay Scale	45.24	Vacation, Sick, Comp time, PERA, FICA, Medicare, Health Insurance, Dental, Life Ins.	\$ 26,708.00	\$ 12.74		
		Program Specialist	Full	31		Follow Annual GS Pay Scale	41.08	Vacation, Sick, Comp time, PERA, FICA, Medicare, Health Insurance, Dental, Life Ins.	\$ 11,434.00	\$ 6.82		
		District Technician	Full	6		Follow Annual GS Pay Scale	30.28	Vacation, Sick, Comp time, PERA, FICA, Medicare, Health Insurance, Dental, Life Ins.	\$ 11,434.00	\$ 6.82		
		Resource Technician	Full	3		Follow Annual GS Pay Scale	24	Vacation, Sick, Comp time, PERA, FICA, Medicare, Health Insurance, Dental, Life Ins.	\$ 11,434.00	\$ 6.82		
		Ditch Specialist	Full	5		Follow Annual GS Pay Scale	24.75	Vacation, Sick, Comp time, PERA, FICA, Medicare, Health Insurance, Dental, Life Ins.	\$ 26,708.00	\$ 12.74		
										\$ -		
	<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?								
		Mileage Reimbursement	IRS	\$/Mile if offered								
	<b>Leave</b>											
		Holidays Per Year	12.5									
		Annual Leave Policy	1 year 5 days, 2 years 10 days, 3 years 12.5 days, 4 years 15 days, 5 years 20 days, 10 years 25 days									
		Sick Leave Policy	12 Days per year									
	Severance Compensation	Annual leave is paid out, sick leave is paid out up to \$5,000 for staff with 5 years or more of service										
	Local Funding (Levy)		#DIV/0!	Notes:								
	County Funding		#DIV/0!									
	State Funding/Grants		#DIV/0!									
	Federal Funding		#DIV/0!									
	Other Grant Funding		#DIV/0!									
	Total Budget	\$ -	#DIV/0!									
	County Population	28674	<a href="http://www.city-data.com/">http://www.city-data.com/</a>									
	Cost of Living Index	86.9										

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Lincoln	5	Manager	Full time	27.5 years			45.37	Health,life,dental	\$ 485.00	\$ 0.23	PERA not figured		
		Conserv/Engineering Tech	Full time	9 months		\$19-26 Starting	26.67	Health,life,dental	\$ 7,850.00	\$ 3.76	PERA not figured		
		District Technician	Full time	4 months		\$18-24 starting	24.56	Health,life,dental	\$ 7,850.00	\$ 3.76	PERA not figured		
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	\$0.585	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year											
		Annual Leave Policy	Less than 5 years- 8 hours per month- 5 but less than 15 years- 12 hours per month, 15 years but less than 30 years- 16 hours per month, 30 years or more- 18 hours per month										
		Sick Leave Policy	Everyone earns 8 hours per month no matter on years of service.										
		Severance Compensation	All unused annual leave and 25% of the sick leave not to exceed \$2500 is paid to the employees health care savings plan. Sick leave is paid out based on years of service . 10-15 years 25% not to exceed \$1,000, 15-20 years not to exceed \$2,000 and 20 years plus not to exceed \$2500.										
Local Funding (Levy)		0%	Total budget does not reflect our fee for services. Benefits to the positions does not include the PERA retirement. Health, life/disability and dental insurance are included.										
County Funding	\$ 137,255.00	40%											
State Funding/Grants	\$ 210,179.00	60%											
Federal Funding		0%											
Other Grant Funding		0%											
Total Budget	\$ 347,434.00	100%											
County Population	5640	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	5%												

**2022 Wage and Benefits Survey**

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes	
Lake of the Woods	8	District Manager						Manager is a County Employee shared with the SWCD via a JPA			\$ -	
		Resource Conservationist	Full-Time	17 years 2 months	\$51,230.40 - \$63,752.00	\$24.63 - \$30.65	\$26.27	No single coverage rate established in 2022. \$1,215/month towards	\$ 14,626.32	\$ 7.00		
		Resource Conservationist	Full-Time	16 Years 10 months	\$51,230.40 - \$63,752.00	\$24.63 - \$30.65	\$26.27		\$ 14,626.32	\$ 7.00		
		Water Resource Technician	Full-Time	5 years 8 months	\$41,267.20 - \$51,147.20	\$19.84 - \$24.59	\$20.70		\$ 14,626.32	\$ 7.00		
		Office Assistant	Part-Time	9 years 9 months	\$37,044.80 - \$45,864.00	\$17.81 - \$22.05	\$18.20	No health or life insurance offered. Sick/vacation leave, PERA.	\$ -	\$ -		
									\$ -	\$ -		
<b>Supervisors</b>												
		Supervisor Compensation		\$125.00	All SWCD Board meetings or committee assignments plus any meetings approved by SWCD Board							
		Mileage Reimbursement		\$0.585	IRS Rate							
<b>Leave</b>												
		Holidays Per Year	10 - Full time employees receive paid holidays and have the option of working Columbus Day and receiving Holiday pay for the day after Thanksgiving.									
		Annual Leave Policy	0-2 years = 3 hours per 80 hours worked    3-9 years = 5 hours per 80 hours worked    10-15 years = 6 hours per 80 hours worked    15+ years = 7 hours per 80 hours worked    Maximum accumulation of 160 hours									
		Sick Leave Policy	3 hours per 80 hours worked regardless of years of service with a maximum accumulation of 240 hours									
		Severance Compensation	All employees who resign in good standing shall be entitled to pay for all unused accrued annual leave, compensatory time, and one-half (1/2) of all unused accrued sick leave not to exceed one-hundred sixty (160) hours (maximum 160 hours sick leave converts to 80 hours pay.) Severance pay shall be paid to surviving spouse, dependents, or estate upon death of employee.									
		Local Funding (Levy)		0%	Notes:							
		County Funding	\$ 128,873.00	23%								
		State Funding/Grants	\$ 363,776.00	65%								
		Federal Funding	\$ -	0%								
		Other Grant Funding	\$ 65,000.00	12%								
		Total Budget	\$ 557,649.00	100%								
		County Population	3771	<a href="http://www.city-data.com/county/Lake of the Woods County-MN.html">http://www.city-data.com/county/Lake of the Woods County-MN.html</a>								
		Cost of Living Index	87.07									

### 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Lyon	5	District Manager	Full	20		47.55		pera, sick, veba,ltd,life	\$ 14,400.00	\$ 6.90			
		Conservation Technician	Full	10			30.78	pera, sick, veba,ltd,life	\$ 14,400.00	\$ 6.90			
		Conservation Technician	Full	6				27.72	pera, sick, veba,ltd,life	\$ 14,400.00	\$ 6.90		
		Conservation Technician	Full	2 months				23.47	pera, sick, veba,ltd,life	\$ 14,400.00	\$ 6.90		
		Administrative Asst.	Part	7.5				23.16	pera, sick		\$ -	PT - not elig for benefits package	
											\$ -		
		<b>Supervisors</b>											
		Supervisor Compensation		\$75.00	Per Diem Rate or other compensation?								
		Mileage Reimbursement		\$0.585	\$/Mile if offered								
		<b>Leave</b>											
		Holidays Per Year		11									
		Annual Leave Policy		<p>A) Probationary and permanent employees are eligible for accruing vacation. Eligible employees may begin accruing vacation leave on the day they are hired. If an employee begins work or returns to work from an unpaid leave of absence in the middle of a pay period, vacation accrual will be prorated based on the number of days worked in the pay period. Eligible part-time employees will earn pro-rated vacation time based on a 40-hour work week.</p> <p>B) Accrual for vacation will only be earned on the first and second pay check each month. Accrual rates for full time probationary and permanent employees shall be per the following table unless otherwise described in the employment offer.</p>									
Sick Leave Policy		<p>A) Probationary and permanent employees are eligible for sick leave. Eligible employees will earn pro-rated sick leave based on a 40-hour workweek. Employee accrual rates for sick leave shall be as follows:</p> <ol style="list-style-type: none"> <li>Employees working 8 hours per day (40-hour workweek) shall earn at the rate of 96 hours per year.</li> <li>Employees working 7.5 hours per day (37.5-hour workweek) shall earn at a rate of 90 hours per year.</li> <li>Employees working 32 hours/week shall earn at a rate of 76 hours per year.</li> <li>Employees working 30 hours/week shall earn at a rate of 72 hours per year.</li> </ol>											
Severance Compensation		<p>A) Full-time employees who have worked for the county for 15 years or more of consecutive service, and who are at least 55 years old or PERA eligible, are eligible for the County Retirement plan. Full-time employees whose age and years of services, added together, total 75 or more are also eligible.</p> <p>B) Retiring employees are eligible for the following retirement benefits:</p> <ol style="list-style-type: none"> <li>Unused vacation time will be paid out at the employee's current pay rate.</li> </ol>											
Local Funding (Levy)		\$ 9,616.00	3%	Notes:									
County Funding		\$ 74,053.00	25%										
State Funding/Grants		\$ 211,067.00	72%										
Federal Funding			0%										
Other Grant Funding			0%										
Total Budget		\$ 294,736.00	100%										
County Population		13487	<a href="http://www.city-data.com/">http://www.city-data.com/</a>										
Cost of Living Index		76.5											



2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes	
MAHNOMEN	1	DISTRICT MANAGER	FULL-TIME	24			\$34.50	\$250.00	\$ 3,000.00	\$ 1.44		
		BUFFER TECH	PART-TIME	6			IND CONTRACT	N/A		\$ -		
		ACCOUNTANT	PART-TIME	2				IND CONTRACT	N/A		\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
											\$ -	
		<b>Supervisors</b>										
		Supervisor Compensation		\$80/\$125	LOCAL/OUT OF COUNTY							
		Mileage Reimbursement		\$0.585	IRS RATE							
<b>Leave</b>												
		Holidays Per Year		11								
		Annual Leave Policy		12-26 DAYS DEPENDING ON YRS OF SERVICE/MAX ACCUMULATION OF 64HRS								
		Sick Leave Policy		4HRS PER PAY/MAX ACCUMULATION OF 240HRS								
		Severance Compensation		NOTHING FOR ACCUMULATED SICK LEAVE/HALF PAY FOR ACCUMULATED ANNUAL LEAVE								
		Local Funding (Levy)		\$ -	0%	Notes:						
		County Funding		\$ 87,866.00	34%							
		State Funding/Grants		\$ 169,916.00	66%							
		Federal Funding		\$ -	0%							
		Other Grant Funding		\$ -	0%							
		Total Budget		\$ 257,782.00	100%							
		County Population		5,411	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index		85.4								

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Marshall	1	District Manager	Full time	18		33.93	33.93	Health Ins. Stipend	\$ 8,400.00	\$ 4.02			
		Administrative Assistant	Full time	39		31.09	31.09	Health Ins. Stipend	\$ 8,400.00	\$ 4.02			
		District Technician	Full time	3		19.00	19.00	Health Ins. Stipend	\$ 8,400.00	\$ 4.02			
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	IRS Rate	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	12										
		Annual Leave Policy	First 2 years = 10 working days; 3-9 years 364 days = 15 working days; 10-14 years 364 days = 20 working days; over 15 years = 25 working days										
Sick Leave Policy	8 hours per month												
Severance Compensation	Regular full-time and regular part-time employees who retire or resign in good standing or whose employment is terminated shall be compensated for, at their current salary, all unused vacation time and one half (1/2) of all unused sick leave not to exceed a combination of thirty (30) days. Severance pay shall be paid to surviving spouse, dependents, or estate upon death of employee.												
Local Funding (Levy)		#DIV/0!	Notes:										
County Funding		#DIV/0!											
State Funding/Grants		#DIV/0!											
Federal Funding		#DIV/0!											
Other Grant Funding		#DIV/0!											
Total Budget	\$ -	#DIV/0!											
County Population	<a href="http://www.city-data.com/">http://www.city-data.com/</a>												
Cost of Living Index													

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
McLeod	6	District Manager	Full	26	County wage scale		44.86	yes	Offered through County	#VALUE!			
		Resource Conservatioinist	Full	5 (in McLeod)	County wage scale		34.14	yes	Offered through County	#VALUE!			
		Drainage Inspector	Full	5	County wage scale		31.45	yes	Offered through County	#VALUE!			
		District Technician	Full	2	County wage scale		19.54	yes	Offered through County	#VALUE!			
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	IRS	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	11.5 Days										
		Annual Leave Policy	0-5 years - 12 Days, 5-10 years - 15 days, 10-15 years - 18 days, 15+ years - 22 day										
		Sick Leave Policy	12 days per year										
		Severance Compensation	Following McLeod County Personnel Policy, Vacation and Comp time is paid out, vacation is not.										
		Local Funding (Levy)		#DIV/0!	Notes: in 2017 McLeod SWCD signed a joint powers agreement with McLeod County. This provided the SWCD with opportunities that we would not have had being on our own.								
		County Funding		#DIV/0!									
State Funding/Grants		#DIV/0!											
Federal Funding		#DIV/0!											
Other Grant Funding		#DIV/0!											
Total Budget	\$ -	#DIV/0!											
County Population	35893	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	84.3												

**2022 Wage and Benefits Survey**

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Meeker	2	District Technician	Full	12	68340.24		32.73	75% cost of health ins	\$ -	\$ -	Declined
		Conservation Technician	Full	5	60614.64		29.03	75% cost of health ins	\$ 22,173.36	\$ 10.62	
		Assistant County Feedlot Officer/Ag Weed Inspector	Full	3	57440.88		27.51	75% cost of health ins	\$ -	\$ -	Declined
		Financial & Administrative Coordinator	Full	1	53244		25.5	75% cost of health ins	\$ 20,081.52	\$ 9.62	
		District Secretary	Part	12			27.13	75% cost of health ins	\$ -	\$ -	Declined
<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?							
		Mileage Reimbursement	IRS Rate	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year	11								
		Annual Leave Policy	For full time employees, 0-6 years of service= 1 day/month, 7-12 years of service= 1.25 days/month, 13-15 years of service= 1.5 days/month, 16-20 years of service=1.75 days/month, and 21+ years of service=2.25 days/month. For part time employees, 0-6 years of service= .0462 hr/hours worked, 7-12 years of service= .0577 hr/hours worked, 13-15 years of service= .0692 hr/hours worked, 16-20 years of service= .0808 hr/hours worked, and 21+ years of service= .1038 hr/hours worked. Max accumulation of 240 hours.								
		Sick Leave Policy	Full time employees (any length of service) receive 8 hours per month. Part time employees receive .0462 hr/per hour worked. There is a max accumulation of 960 hours.								
		Severance Compensation	All earned vacation is paid out at termination. Employees with five or more years of service receive 75% of their regular sick leave accrued to their credit up to a maximum of \$3,000.								
		Local Funding (Levy)	\$ -	0%	Notes: District Secretary is working towards retirement, Financial & Administrative Coordinator is replacing that position.						
		County Funding	\$ 212,768.00	59%							
		State Funding/Grants	\$ 145,512.00	41%							
		Federal Funding	\$ -	0%							
		Other Grant Funding	\$ -	0%							
		Total Budget	\$ 358,280.00	100%							
		County Population	22,644	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	87.1								

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Mille Lacs	3	Administrator	Full Time	23	61846-79156		37.91	medical, dental, life	\$ 12,123.00	\$ 5.81			
		Watershed Specialist	Full Time	5		26.11-33.42	29.77	medical, dental, life	\$ 12,123.00	\$ 5.81			
		Shoreland Specialist	Full Time	16		23.02-29.47	29.47	medical, dental, life	\$ 12,123.00	\$ 5.81			
											\$ -		
											\$ -		
		<b>Supervisors</b>											
		Supervisor Compensation	\$60.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	\$0.585	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	11										
		Annual Leave Policy	Max accumulation of 240 hours: 4 hrs per pay period (0-3 years); 5 hours per pay period (4-5 years); 6 hours per pay period (6-10 years); 7 hours per pay period (11-15 years); 8 hours per pay period (16-20 years); 9 hours per pay period (21+ years)										
		Sick Leave Policy	4 hours per pay period (any length of service)/max accumulation of 960										
		Severance Compensation	Max vacation: 240 hours - employees will be entitled to be paid for all unused vacation time and comp time. Max sick: 960 hours - 1/2 of the hours accumulated are added to the employee's vacation accrual and the other 1/2 paid to employee at regular pay as of Dec. 31 Unused sick leave: 0-3 years (none); 4-10 years (25% of unused sick leave); 11+ (50% of unused sick leave); maximum benefit is not to exceed 50 days (400 hours) In addition, employees with 10 years or more service shall receive additional severance pay and shall be paid upon termination in good standing, one day's pay at prevailing scale for each year of SWCD service.										
		Local Funding (Levy)	\$ 119,239.00	33%	Notes:								
County Funding	\$ 5,000.00	1%											
State Funding/Grants	\$ 235,000.00	65%											
Federal Funding		0%											
Other Grant Funding		0%											
Total Budget	\$ 359,239.00	100%											
County Population	26459	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	92.6												

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Serv	Salary Range (Annual)	Wage Range (Hr)	Wage (Hr)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hr	Notes		
Morrison	2	Manager	Full	3	\$78,091.00	35.09	37.40	\$14,400.00	\$92,491.00	\$ 44.30			
		Lead Technician	Full	32	91,520.00	42.93	44.00	14,400.00	105,920.00	\$ 50.73			
		Administrative Assistant	Full	0	59,675.00	27.00	28.58	14,400.00	74,075.00	\$ 35.48			
		Water Plan & ACUB Coordinator	Full	14	64,582.00	27.90	30.93	14,400.00	78,982.00	\$ 37.83			
		Drainage Buffer Technician	Full	5	63,454.00	29.65	30.39	14,400.00	77,854.00	\$ 37.29			
		Agronomist	Full	0	49,235.00	23.00	23.58	14,400.00	63,635.00	\$ 30.48			
		Forester	Full	0	63,454.00	29.65	30.39	14,400.00	77,854.00	\$ 37.29			
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation		\$125.00	Per Diem Rate or other compensation?								
Mileage Reimbursement		\$0.585	\$/Mile if offered										
<b>Leave</b>													
Holidays Per Year		11											
Annual Leave Policy		Per month leave accrual rates are: 8 hours after 0-5 years of employment, 10 hours year 6-10, 12 hours years 11-15, 14 hours years 16-20, 16 hours years 21-24. The maximum vacation time that may be carried over at the end of the year shall be 240 hours.											
Sick Leave Policy		Per month sick leave accrual rate is 8 hours per month for full-time employees. The maximum carry-over sick leave from one year to the next per employee shall be 800 hours. Any employee carrying over 500 hours at the end of a calendar year, and has been with the District for 20 years or more, will deposit two weeks, or eighty hours of sick leave pay into their Post-Retirement Health Care Savings Plan.											
Severance Compensation		Severance payment of up to 25% of hours of unused sick leave in addition to any unused vacation leave for employees giving a minimum notice with 10 years employment or more. Severance up to 500 hours of accrued unused sick leave and any unused accrued Vacation Leave for employees employed for 25 years or more. All employees eligible for the severance pay will have the Sick Leave portion of their severance payment deposited into their individual Post Retirement Health Care Savings Plan (HCSP) account. The remaining dollars will be paid in a lump sum payment to the employee and be subject to all withholdings. Employees not participating in Post Retirement Health Care Savings Plans, but meeting											
Local Funding (Levy)			0%	Notes:									
County Funding		\$ 124,000.00	8%										
State Funding/Grants		\$ 806,268.00	54%										
Federal Funding		\$ 560,454.00	38%										
Other Grant Funding			0%										
Total Budget		\$ 1,490,722.00	100%										
County Population		33064	<a href="http://www.city-data.com/">http://www.city-data.com/</a>										
Cost of Living Index		86.8											

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
		District Administrator	Full	21 Years		25.51-34.33	29.88	insurance	\$ 8,952.00	\$ 4.29	
		Program Manager	Full	29 years		25.51-34.33	29.88	insurance	\$ 17,088.00	\$ 8.18	
		District Technician	Full	2 months		18.50-24.90	22.55	insurance	\$ 17,088.00	\$ 8.18	
										\$ -	
<b>Supervisors</b>											
		Supervisor Compensation		Per Diem Rate or other compensation?							
		Mileage Reimbursement		\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year									
		Annual Leave Policy	15 hours per month (0-4 years) 17 hours per month (5-9 years) 19 hours per month (10-14 years) 21 hours per month (15-19 years) 23 hours per month (20-24 years) 25 hours per month (25+years)								
		Sick Leave Policy	N/A								
		Severance Compensation	All full-time employees who resign or whose employment is terminated shall be entitled 80% pay for unused PTO at current wage at the time of separation unless released of their job for wrongful act.								
		Local Funding (Levy)		0%	Notes:						
		County Funding	\$ 196,279.00	51%							
		State Funding/Grants	\$ 187,310.00	49%							
		Federal Funding		0%							
		Other Grant Funding		0%							
		Total Budget	\$ 383,589.00	100%							
		County Population	8409	<a href="http://www.city-data.com/county/Murray_County-MN.html">http://www.city-data.com/county/Murray_County-MN.html</a>							
		Cost of Living Index	85.5								

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Nicollet	6	District Manager	Full Time	28	\$ 34.74	\$ 50.40		Life, HLTH,DNTL,DIS,	\$ 22,097.96	\$ 10.58			
		District Technician	Full Time	16	\$ 27.93	\$ 40.51		Life, HLTH,DNTL,DIS,	\$ 22,097.96	\$ 10.58			
		Watershed Technician	Full Time	6	\$ 22.20	\$ 32.19		Life, HLTH,DNTL,DIS,	\$ 9,559.68	\$ 4.58			
		Administrative Assistant	Full Time	4	\$ 20.77	\$ 30.11		Life, HLTH,DNTL,DIS,	\$ 22,036.40	\$ 10.55			
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	IRS Rate	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	10										
		Annual Leave Policy	0-5 Years 8hrs/Month - 6-10 Years 10hrs/Month - 11-15 Years 13hrs/Month - 16+ Years 16hrs/Month - Total carry over 240 hours										
		Sick Leave Policy	8 Hours a month up to maximum of 800 hrs, after 800 hrs 4 hrs goes to annual leave and 4 hrs to bank sick leave										
		Severance Compensation	Based upon number of years of service for employees.										
		Local Funding (Levy)	\$ 65,149.00	12%	Local Funding Includes: Interest, District Reserves, Tree Sales								
County Funding	\$ 252,993.00	47%											
State Funding/Grants	\$ 209,486.00	39%											
Federal Funding	\$ 16,422.00	3%											
Other Grant Funding		0%											
Total Budget	\$ 544,050.00	100%											
County Population	34454	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index													



**2022 Wage and Benefits Survey**

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
		District Manager	Full	10	\$63,788.40 - \$125,092.08	\$30.55 - \$59.91	\$34.55	PEIP, PERA	\$ 83,069.67	\$ 39.78	Does not take PEIP option/Contributes \$16 to Life Insurance Policy
		Administrative Assistant	Full	1	\$47,669.04 - \$93,458.88	\$22.83- \$44.76	\$23.52	PEIP, PERA	\$ 60,914.29	\$ 29.17	100% Single HSA - PEIP
		District Technician	Full	4	\$50,529.60 - \$99,075.60	\$24.20 - \$47.45	\$27.37	PEIP, PERA	\$ 65,806.57	\$ 31.52	Does not take PEIP option
									\$ -		
<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?							
		Mileage Reimbursement	\$0.585	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year	13								
		Annual Leave/Sick Policy	Full-Time			4/5 <sup>th</sup> Time		3/5 <sup>th</sup> Time			
			Years of Service	Annual Accrual (Hours)	Bi-Weekly Accrual (Hours)	Annual Accrual (Hours)	Bi-Weekly Accrual (Hours)	Annual Accrual (Hours)	Bi-Weekly Accrual (Hours)		
			1 <sup>st</sup> Year	128	4.9	102	3.9	77	3		
			2-5 Years	160	6.2	128	4.9	96	3.7		
			6-10 Years	192	7.4	154	5.9	115	4.4		
			11-15 Years	224	8.6	179	6.9	134	5.2		
			16-20 Years	256	9.8	205	7.9	154	5.9		
			21+ Years	288	11.1	230	8.8	173	6.7		
		Severance Compensation	Pre-Retirement, Full-Time Employees Employees who resign or whose employment is terminated shall be entitled 100% pay for unused PTO at current wage at time of separation unless released from their job for a wrongful act. Employees who resign while allegations or charges of misconduct are pending or who are terminated for misconduct shall not be entitled to any unused PTO.								
		Local Funding (Levy)		0%	Notes:						
		County Funding	\$ 121,000.00	7%							
		State Funding/Grants	\$ 1,513,607.00	89%							
		Federal Funding		0%							
		Other Grant Funding	\$ 75,000.00	4%							
		Total Budget	\$ 1,709,607.00	100%							
		County Population	22290	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	76.5								

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Norman		District Manager	Full	33	56160		27	Health stipend	\$ 7,200.00	\$ 3.45	
		District Tech	Full	46	70720		34	Health stipend	\$ 7,200.00	\$ 3.45	
		District Tech	Perm part time	2	37440		18			\$ -	
										\$ -	
<b>Supervisors</b>											
		Supervisor Compensation		\$75.00	Per Diem Rate or other compensation?						
		Mileage Reimbursement			\$/Mile if offered						
<b>Leave</b>											
		Holidays Per Year		11							
		Annual Leave Policy	Please type in these boxes to allow the sheet to be searchable. Do not copy and paste clips or photos from handbooks.								
		Sick Leave Policy	Please type in these boxes to allow the sheet to be searchable. Do not copy and paste clips or photos from handbooks.								
		Severance Compensation	Please type in these boxes to allow the sheet to be searchable. Do not copy and paste clips or photos from handbooks.								
		Local Funding (Levy)		#DIV/0!	Notes:						
		County Funding		#DIV/0!							
		State Funding/Grants		#DIV/0!							
		Federal Funding		#DIV/0!							
		Other Grant Funding		#DIV/0!							
		Total Budget	\$ -	#DIV/0!							
		County Population		<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index									

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
North St. Louis	3	Accounting Technician	Part Time	0			\$ 22.18	\$375 monthly stipend	\$ 4,500.00	\$ 2.16	Stipend can be used to p		
		AIS Prevention Program Coord	Full	0			\$ 20.50	\$750 monthly stipend	\$ 9,000.00	\$ 4.31	Stipend can be used to p		
		Community Conservationist	Full	3.5			\$ 22.96	\$750 monthly stipend	\$ 9,000.00	\$ 4.31	Stipend can be used to p		
		District Administrator	Full	7			\$ 34.70	\$750 monthly stipend	\$ 9,000.00	\$ 4.31	Stipend can be used to p		
		Regional Farm Bill Forester	Full	0.5			\$ 26.85	\$750 monthly stipend	\$ 9,000.00	\$ 4.31	Stipend can be used to p		
		Resource Conservationist	Full	6			\$ 25.16	\$750 monthly stipend	\$ 9,000.00	\$ 4.31	Stipend can be used to p		
		District Forester	Full	2.5			\$ 21.86	\$750 monthly stipend	\$ 9,000.00	\$ 4.31	Stipend can be used to p		
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Stipend									
		Mileage Reimbursement	\$0.585	\$/Mile if offered									
<b>Leave</b>													
Holidays Per Year	11												
Annual Leave Policy	Employees who have had from six (6) months through three (3) years of continuous employment shall receive one (1) hour of paid vacation for every twenty (20) hours worked. Employees with three (3) through fifteen (15) years of employment shall receive one (1) hour of paid vacation for every thirteen (13) hours worked. Employees with fifteen (15) or more years of employment shall receive one (1) hour of paid vacation for every ten (10) hours worked.												
Sick Leave Policy	All employees who have had six (6) months or more of continuous service shall receive one (1) hour of sick leave for every twenty (20) hours worked.  Sick leave can be carried over and the maximum hours of sick leave that can be accumulated by an employee is 240 hours.												
Severance Compensation	None												
Local Funding	\$ 60,000.00	6%	Notes: Local Funding - Tree Sales, Forest Stewardship Plan fees, and subcontracts with other SWCDs County Funding = \$60,000 base, \$9000 NRBG, \$9003 WCA and \$450,000 AIS										
County Funding	\$ 528,003.00	56%											
State Funding/Grants	\$ 210,558.00	22%											
Federal Funding	\$ 145,000.00	15%											
Other Grant Funding	\$ 3,700.00	0%											
Total Budget	\$ 947,261.00	100%											
County Population	197225	<a href="#">This is for entire St Louis County. NSL services the northern part of the county</a>											
Cost of Living Index	82.6												

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Pennington	1	District Manager	Full	10	No Payscale	No Payscale	\$29.10	\$800/month Health Insurance Stipend	\$ 9,600.00	\$ 4.60			
		District Coordinator	Full	45			\$28.71	\$800/month Health Insurance Stipend	\$ 9,600.00	\$ 4.60			
		Resource Technician	Full	4			\$23.50	\$800/month Health Insurance Stipend	\$ 9,600.00	\$ 4.60			
		Water Resource Specialist	Full	2.5			\$22.50	\$800/month Health Insurance Stipend	\$ 9,600.00	\$ 4.60			
		Outreach Coordinator	Full	3			\$22.00	\$800/month Health Insurance Stipend	\$ 9,600.00	\$ 4.60			
		District Technician	Full	1			\$22.00	\$800/month Health Insurance Stipend	\$ 9,600.00	\$ 4.60			
		Seasonal Technician	Part	NA			\$17.00			\$ -			
										\$ -			
		<b>Supervisors</b>											
				Supervisor Compensation	\$125.00	All SWCD Board meetings or committee assignments plus any meetings approved by SWCD Board							
				Mileage Reimbursement	\$0.585	IRS Rate							
		<b>Leave</b>											
				Holidays Per Year	11								
		Annual Leave Policy	0-2 years of service = 4 hours per pay period 2-15 year of service = 6 hours per pay period 15+ years of service = 8 hours per pay period Max of 240 hours can be carried over into the next fiscal year										
		Sick Leave Policy	Regular Full-Time = 4 hours per pay period Regular Part-Time = Prorated based on percent of time worked each pay period Max of 720 hours can be carried into next fiscal year After accumulating 160 hours, sick leave can be converted into annual leave at the rate of 0.5 hours per 1 hour of medical leave										
		Severance Compensation	Max of 240 hours of annual leave Max of 160 hours of sick leave Regular full-time and regular part-time are eligible and must be in good standing with the District										
		Local Funding	\$ 240,220.00	16%	County support includes all funds (State and Match) provided from the county such as NRBG, Feedlot, AIS, Riparian Aid and County Allocation. Local funding includes intergovernmental local (1W1P), charges for services, and miscellaneous.								
		County Funding	\$ 358,005.00	25%									
		State Funding/Grants	\$ 858,817.00	59%									
		Federal Funding		0%									
		Other Grant Funding		0%									
		Total Budget	\$ 1,457,042.00	100%									
		County Population	14183	<a href="http://www.city-data.com/">http://www.city-data.com/</a>									
		Cost of Living Index	78.6										

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Pine	3	District Manager	Full	4	\$55,000 - \$73,080	\$27-\$35	\$29.09	DCP & Stipend	\$7,200	\$ 3.45			
		Water Resource Tech.	Full	1	\$34,200 - \$54,000	\$19-\$30	\$22.53	DCP & Stipend	\$7,200	\$ 3.45			
		Ag. Tech.	Full	less than 1	\$34,200 - \$54,000	\$19-\$30	\$19.50	DCP & Stipend	\$6,300	\$ 3.02			
		District Forester	Full	2	\$34,200 - \$54,000	\$19-\$30	\$21.51	DCP & Stipend	\$7,200	\$ 3.45			
		Seasonal Forester	Part		\$13,500 - \$18,000	\$15-\$20	\$19.00	None	\$ -	\$ -	6 month term		
		<b>Supervisors</b>											
		Supervisor Compensation	\$125/day	Per Diem Rate or other compensation?									
		Mileage Reimbursement	\$0.58/mile	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	11										
		Annual Leave Policy	0-3 years= 2 hours for every 40 hours worked, 3-7 years= 3 hours for every 40 hours worked, 7-15 years= 4 hours for every 40 hours worked, 15+ years= 5 hours for every 40 hours worked										
		Sick Leave Policy	2 hours for every 40 hours worked										
		Severance Compensation	Accrued vacation time will be paid out if proper notice of leaving your position is given.										
		Local Funding (Levy)	\$ -	0%	Notes:								
		County Funding	\$24,649	9%									
State Funding/Grants	\$ 231,574.00	84%											
Federal Funding	\$ -	0%											
Other Grant Funding	\$ 20,000.00	7%											
Total Budget	\$ 276,223.00	100%											
County Population	29,223	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	87.38												

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Pope	2	Manager	Full Time	9 years plus 5 previous years of service	\$ 73,881.60		\$ 35.52	vacation, sick, PERA, FICA, Medicare, Health Insurance stipend, phone reimbursement	\$ 20,673.06	\$ 9.90			
		Conservation Technician	Full Time	16	\$ 59,696.00		\$ 28.70	vacation, sick, PERA, FICA, Medicare, Health Insurance stipend, phone reimbursement	\$ 18,523.94	\$ 8.87			
		Habitat Resource Specialist	Full Time	7	\$ 48,256.00		\$ 23.20	vacation, sick, PERA, FICA, Medicare, Health Insurance stipend, phone reimbursement	\$ 16,790.78	\$ 8.04			
		Resource & Outreach Technician	Full Time	1	\$ 42,952.00		\$ 20.65	vacation, sick, PERA, FICA, Medicare, Health Insurance stipend, phone reimbursement	\$ 15,987.22	\$ 7.66			
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	\$0.585	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	14										
		Annual Leave Policy	0-2 years	104 hours	13 days annual accrual	4 hours accrue per pay period	26 days annual carry over maximum						
			3-8 years	156 hours	19.5 days annual accrual	6 hours accrue per pay period	30 days annual carry over maximum						
			9-14 years	182 hours	22.75 days annual accrual	7 hours accrue per pay period	30 days annual carry over maximum						
			15+ years	208 hours	26 days annual accrual	8 hours accrue per pay period	30 days annual carry over maximum						
		Sick Leave Policy	4 hours per pay period accrual. No maximum accrual per this policy. Upon departure from the SWCD there is no payment of accrued sick leave.										
Severance Compensation	pay out of all vacation pay out of all compensatory time if allowed												
Local Funding	\$ 53,725.00	6%	Notes: Local funding includes sales program and local generated not levied funds. The state funding does fluctuate depending on the grants that we are managing at the time. This budget is for 2022. We receive pass through state funds for WCA and LWM which are reflected in the state funding line. Capacity funding is reflecting in the County funding line for the county match provided.										
County Funding	\$ 106,641.00	12%											
State Funding/Grants	\$ 745,308.83	82%											
Federal Funding	\$ -	0%											
Other Grant Funding		0%											
Total Budget	\$ 905,674.83	100%											
County Population	11,199	<a href="http://www.city-data.com/county/Pope_County-MN.html">http://www.city-data.com/county/Pope_County-MN.html</a>											
Cost of Living Index	86.6												

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Red Lake County	1	District Manager	FT	27.5			36.5	Health Ins.	\$ 9,405.24	\$ 4.50	
		Technician	FT	4.5			23.85	Health Ins.	\$ 6,519.48	\$ 3.12	
		District Assistant/Technician	PT	12.5			24			\$ -	\$ -
<b>Supervisors</b>											
		Supervisor Compensation		\$125.00	Per Diem Rate or other compensation?						
		Mileage Reimbursement		\$0.585	\$/Mile if offered						
<b>Leave</b>											
		Holidays Per Year	11 + 2 Floating Holidays								
		Annual Leave Policy	<p>All full-time regular employees shall be eligible for vacation at the current rate listed below. Newly hired employees will not be eligible to utilize vacation benefits until the probationary period has expired. Thereafter, vacation shall be provided in accordance with the following schedule, provided that the employee is on compensated payroll status, or approved military leave:</p> <p>0 – 3 years            80 hours per year                      4 – 9 years            120 hours per year                      10-15 years           160 hours per year                      15 +                    200 hours per year</p> <p>Regular part-time employees, working at least half time, shall earn vacation benefits in accordance with the above schedule, unless otherwise determined by the Board.</p>								
		Sick Leave Policy	Sick leave shall be earned by full-time employees at the rate of (13) days (104 hours) per year. A person employed on a regular part-time basis, of at least 20 hours per week, shall accrue sick leave prorated in accordance with the actual hours worked, unless otherwise determined by the Board. Sick leave benefits, when authorized, shall be paid at the employee's base rate of pay.								
		Severance Compensation	<p>Regular full-time and part-time employees shall be eligible for severance compensation upon retirement, death, resignation, or layoff in accordance with the following conditions:</p> <p>1. The employee shall have been employed by the district for at least five (5) years and shall have resigned in good standing as defined in Section III, Termination.                      2. Severance compensation shall not exceed (160) hours of unused sick leave and (240) hours of annual leave. Unused sick leave combined with vacation shall not exceed four hundred (400) hours (50 days). The district reserves the right not to pay severance compensation if an employee is terminated for cause.                      3. In the event severance compensation is due an employee as the result of death, the death benefits shall be paid to the surviving spouse or the employee's estate.                      4. All earned vacation time shall be dispersed upon termination. Payment for vacation or other severance may be withheld if the employee is in any way indebted to the district or in possession of District equipment or property. Non-exempt employees shall receive all earned compensatory time upon termination.</p>								
		Local Funding (Levy)		0%	Notes: This does not include any Watershed Based Implementation Funds.						
		County Funding	\$ 123,715.00	23%							
		State Funding/Grants	\$ 400,797.00	76%							
		Federal Funding	\$ -	0%							
		Other Grant Funding	\$ 5,600.00	1%							
		Total Budget	\$ 530,112.00	100%							
		County Population	3,999	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	5.90%								

**2022 Wage and Benefits Survey**

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Redwood	5	Administrator	Full	6		40.61 - 58.15		46.63	10,254 - 19,864	4.93 - 9.55	
		Office Manager	Full	1.5		20.32 - 29.09		21.47	10,254 - 19,864	4.93 - 9.56	
		Resource Specialist	Full	8		29.85 - 42.74		35.23	10,254 - 19,864	4.93 - 9.57	
		Conservation Specialist	Full	1		23.70 - 33.93		Open	10,254 - 19,864	4.93 - 9.58	
		Water Quality Technician	Full	8		23.70 - 33.93		26.47	10,254 - 19,864	4.93 - 9.59	
											\$ -
<b>Supervisors</b>											
Supervisor Compensation			up to \$125.00	Per Diem Rate or other compensation?							
Mileage Reimbursement			\$0.585	\$/Mile if offered							
<b>Leave</b>											
Holidays Per Year			12								
Annual Leave Policy			<p>1. Paid vacation shall be provided to salaried exempt employees and hourly full-time and part-time County employees for the purpose of employee well-being, and no employee shall be permitted to waive vacations for the purpose of receiving double pay. Leave shall be accrued by an employee according to his/her actual longevity within the organization. Vacation time cannot be used for the reasons that sick leave covers unless no sick leave is available. Elected Officials are excluded from paid vacation.</p> <p>2. For each month of employment during the first year, a full-time employee will earn one day (8 hours) of vacation. This may not be used until completion of the probationary period and the employee gains regular status. Employees or positions which have been assigned a probationary period of longer than six (6) months shall be allowed to use accrued vacation time, with prior approval of the Department Head, after completing six (6) months of employment. Beginning the second year of employment, employees earn one day of vacation for each month worked. After 5 years of service 1 and 1/2 days per month are earned. After 10 years of service 1 and 3/4 days per month are earned. After 15 years of service 1 and 1/2 days per month are earned. After 20 years of service 2 days per month are earned.</p> <p>3. Employees hired before August 1, 1993 may not accumulate more than 30 days (240 hours). Employees hired after August 1, 1993 are limited to 12 days (96) hours of vacation accrual that can be carried into the next calendar year. (Rev. 10/08) 4. Upon termination from County employment, regular employees will be paid for accumulated vacation days at the time of separation. In the event that an employee is involuntarily terminated from employment or resigns pending allegations of misconduct, the employee shall not receive payment for accumulated vacation days. It shall be in the sole discretion of the County Board of Commissioners to determine the circumstances under which an employee's resignation pending allegations of misconduct results in the forfeiture of vacation under this section. (Rev. 08/10)</p> <p>5. Change of Employment Status - Employee to Elected, Employee to Elected, and Elected to Employee: Vacation time accrued and accumulated but not used as of the date of termination of employment status and the start of elected status shall be paid. Upon reverting to employee status, vacation shall be accrued according to his/her entire continuous longevity within the organization, regardless of changes in employment status within the organization, by using the rules governing the accrual rate for such tenure and for using such benefits as described in this section of the Personnel Policy.</p> <p>6. Part-time employee vacation benefits are defined in a section which follows.</p> <p>7. Vacation time-off shall be approved by the Department Head. Vacation time-off may be denied if the Department Head determines that the needs of the Department will not be served if the time-off is granted.</p>								
Sick Leave Policy			<p>1. One day (8 hours) of sick leave per month shall be accrued by each full-time and probationary full-time County employee, excluding elected officials. Sick leave is accrued as a protection provided by the County for the employee when he/she is unable to perform his/her regular job duties because of illness or illness-related reasons. If an employee has sick leave available it must be used for illness or illness-related reasons as described below. Vacation time is not allowed to be used unless no sick leave is available.</p> <p>a. Illness of the employee which prevents him/her from performing his/her regular duties in a satisfactory manner without affecting the health and/or work performance of other employees;</p> <p>b. Medical or dental services for diagnostic, treatment and/or rehabilitation purposes when such services cannot be obtained during nonworking hours;</p> <p>c. Illness of or injury to the employee's immediate family for such reasonable periods as the employee's attendance with the family member may be necessary. Immediate family is defined as spouse, children (in accordance with MS 181-9413), parents, step-parents, siblings, parents-in-law, grandchild, and grandparent. This use of sick leave shall be subject to approval by the Department Head.</p> <p>2. If additional days of Funeral Leave are needed, Department Heads may allow the employee to use Sick Pay for those days. See Funeral Leave section 4.07. 3. An employee who becomes ill or injured while on vacation, and requires professional medical attention, shall be allowed to convert the vacation time-off to sick leave. A statement from the treating physician shall be provided to the Department Head in order for this conversion to be approved.</p> <p>4. Salaried Exempt employees and hourly full-time and part-time employees may accumulate up to 100 days (800 hours) of regular sick leave and upon termination from County employment (after a minimum of 10 years) shall receive in pay 2.5% of accrued regular sick leave for each full year of service, based on the employee's latest salary, with a maximum of 60% paid days (480 hours). In the event that an employee is involuntarily terminated from employment or resigns pending allegations of misconduct, the employee shall not receive payment for accumulated sick days. It shall be in the sole discretion of the County Board of Commissioners to determine the circumstances under which an employee's resignation pending allegations of misconduct results in the forfeiture of sick under this section. (Rev. 08/10)</p> <p>5. Part-time employees' sick leave benefits are defined in a section which follows.</p> <p>6. Employees who have accumulated the maximum accumulated sick leave shall continue to accrue sick leave in a deferred sick leave account at the rate of one (1) day per month. Employees shall not be able to draw from the deferred sick leave account until after the regular sick leave credit has been exhausted. No reimbursement shall be made on the deferred sick leave account when an employee is separated or retires from County employment.</p> <p>7. Change of Employment Status.</p> <p>8. Employee to Elected: Sick leave accrued and accumulated, but not used at the date of termination of employment status and start of elected status, shall be paid at the latest salary earned as an employee (now newly-elected official), at the rate of 50% of the total amount accumulated and on file in the Personnel Coordinator's records and the balance will then be zero.</p> <p>9. Elected to employee: Upon reverting to employee status, sick leave shall once again be accrued according to the provisions of this policy and the sick leave balance will start at zero. 1. Regular Redwood County employees, who, during the course of one calendar year, use 24 hours (three, 8-hour days) or less of sick leave shall earn a Wellness Day off from work, to be awarded in the following calendar year.</p> <p>2. The earned Wellness Day will be a day off from the employee's regular job, with pay. The day to be used by the employee as his/her earned Wellness Day can be selected by the employee, but the employee shall communicate his/her choice to the Department Head for approval. The earned Wellness Day shall be taken as one, full (8-hour) day off from work, not in increments. The earned Wellness Day may be used as an extension of earned vacation or sick leave.</p> <p>3. Employees shall not be entitled to receive cash payment in lieu of the Wellness Day off from work. If the Wellness Day is not utilized in the calendar year it is awarded, the Wellness Day is forfeited.</p> <p>4. The sick leave accrual records kept by the Personnel Department will be used to determine those employees who have earned a Wellness Day.</p> <p>5. Full-time employees who begin working for Redwood County during a calendar year shall be eligible to earn Wellness "time-off" on a pro-rated basis as defined below.</p>								
Severance Compensation											
Accrued vacation time is paid out and sick time is paid out according to the policy and longevity of employee.											
Local Funding (Levy)			0%								
County Funding			\$ 100,000.00 17%								
State Funding/Grants			\$ 400,715.00 69%								
Federal Funding			\$ 25,000.00 4%								
Other Grant Funding			\$ 55,000.00 9%								
Total Budget			\$ 580,715.00 100%								
County Population			15261 <a href="http://www.city-data.com/">http://www.city-data.com/</a>								
Cost of Living Index			75.1								



2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Rice	7	Educ./Outreach Coordinator	Part time	5	20900-34138	20.02-32.70	27.1	Yes	\$ 4,243.00	\$ 2.03	
		Technician	Full	1	37918-71681	18.16-34.33	21.02	Yes	\$ 10,618.00	\$ 5.09	
		Technician	Full	2	37918-71681	18.16-34.33	23.17	Yes	\$ 10,954.00	\$ 5.25	
		Technician/WP admin.	Full	4	37918-71681	18.16-34.33	29.01	Yes	\$ 14,230.00	\$ 6.82	
		Admin Assistant	Full	4	32740-58986	15.68-28.25	24.84	Yes	\$ 10,881.00	\$ 5.21	
		Manager	Full	18	56000-100871	26.82-48.31	48.31	Yes	\$ 21,317.00	\$ 10.21	
										\$ -	
<b>Supervisors</b>											
		Supervisor Compensation	\$125/day	Per Diem Rate or other compensation?							
		Mileage Reimbursement	\$0.585	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year	Eleven								
		Annual Leave Policy	0-3 yrs= Earn 4 hrs per pay period (Two weeks) 4-15 yrs= Earn 6 hrs per pay period 16+ yrs.= Earn 8 hrs per pay period								
		Sick Leave Policy	Earn 4 hrs per pay period, max accumulation is 960								
		Severance Compensation	100% payout of Annual leave, max of 192, and 50% Sick Leave								
		Local Funding (Levy)	\$ -	0%	Notes:						
		County Funding	\$ 222,629.00	39%							
		State Funding/Grants	\$ 353,640.00	61%							
		Federal Funding	\$ -	0%							
		Other Grant Funding	\$ -	0%							
		Total Budget	\$ 576,269.00	100%							
		County Population	67784	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	93.6								

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Rock	5	Engineering Technician	Full Time	1		23.20 - 33.02	23.20	Cafeteria Plan	\$ 9,667.00	\$ 4.63	
		Engineering Technician	Full Time	3		23.20 - 33.02	24.13	Cafeteria Plan	\$ 9,667.00	\$ 4.63	
		Engineering Technician	Full Time	25		23.20 - 33.02	30.75	Cafeteria Plan	\$ 9,667.00	\$ 4.63	
		Office Manager	Part Time	17		18.33 - 26.10	23.37			\$ -	
		Off. Mgr/Accounting Tech	Part Time	32		20.62 - 29.36	22.47			\$ -	
		Director	Full Time	20	68,940 - 98,131		46.98	Cafeteria Plan	\$ 9,667.00	\$ 4.63	
		Assistant Director	Full Time	27	58,502 - 83,274		38.78	Cafeteria Plan	\$ 9,667.00	\$ 4.63	
<b>Supervisors</b>											
Supervisor Compensation			\$75.00	Per Diem Rate or other compensation?							
Mileage Reimbursement			\$0.585	\$/Mile if offered							
<b>Leave</b>											
Holidays Per Year			11								
Annual Leave Policy			8 hours per month: 0 to 5 years. 10 hours per month: 6 to 10 years. 12 hours per month: 11 to 15 years. 14 hours per month: 16 to 20 years. 16 hours per month: 20 Plus years								
Sick Leave Policy			8 hours per month								
Severance Compensation			100 percent of accrued vacation (up to 192 hours) and 20 percent of accrued sick leave (up to 720 hours) paid out to employee into MSRS Health Care Savings Plan								
Local Funding (Levy)			\$ 36,300.00	8%	Notes: With the Rock County Land Management Office being a joint powers organization formed between Rock County and the Rock SWCD. All employees are County employees, thus staffing						
County Funding			\$ 228,200.00	47%							
State Funding/Grants			\$ 186,000.00	39%							
Federal Funding			\$ 25,000.00	5%							
Other Grant Funding			\$ 5,000.00	1%							
Total Budget			\$ 480,500.00	100%							
County Population			9402	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
Cost of Living Index			89								

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Root River	7	District Manager	Full Time	23 (7 as manager)	63,684.00 - 80,680.32	30.50 - 38.64	34.33	\$690.43/month Health Insurance	\$ 15,771.20	\$ 7.55	
		Assistant Manager	Full Time	6	60,552.00 - 76,713.12	29.00 - 36.74	32.64	\$690.43/month Health Insurance	\$ 15,164.54	\$ 7.26	
		Technician/Conservation Plann	Full Time	7	42,616.08 - 55,895.76	20.41 - 26.77	23.78	\$690.43/month Health Insurance	\$ 13,777.07	\$ 6.60	
		Technician	Full Time	7	42,824.88 - 54,267.12	20.51 - 25.99	23.09	\$690.43/month Health Insurance - W	\$ 3,617.39	\$ 1.73	
		Administrative Assistant	Full Time	14	42,971.04 - 55,499.04	20.58 - 26.58	24.58	\$690.43/month Health Insurance	\$ 13,698.59	\$ 6.56	
<b>Supervisors</b>											
Supervisor Compensation			\$125.00	Per Diem Rate or other compensation?							
Mileage Reimbursement			\$0.585	\$/Mile if offered							
<b>Leave</b>											
Holidays Per Year			11.5								
Annual Leave Policy			Full-time and part-time employees shall accumulate vacation at the following rates (part-time employee's vacation shall be pro-rated): Persons employed full time 0-5 years will earn 4 hours of vacation leave; Person employed full time 5-8 years will e								
Sick Leave Policy			Sick leave is accrued at 4 hours per pay period (104 hours per year). The limit on the accumulation of sick leave is 800 hours.								
Severance Compensation			Upon termination from the District, employees having completed six (6) months of employment are paid accrued vacation leave, at their current rate of pay, and up to 50% of the accrued sick leave not to exceed 360 hours.								
Local Funding (Levy)			\$ -	0% Notes: Other Grant Funding includes sale of trees, equipment rental, interest in addition to other grant funding.							
County Funding			\$ 189,427.00	35%							
State Funding/Grants			\$ 313,823.00	58%							
Federal Funding			\$ 2,500.00	0%							
Other Grant Funding			\$ 39,615.00	7%							
Total Budget			\$ 545,365.00	100%							
County Population			18,903	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
Cost of Living Index			87.2								

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Roseau	1	District Manager	Fulltime	34			34.81	Health/Life/Dental	\$10,661	\$ 5.11	\$850/Mo.		
		WaterPlan Coordinator	Fulltime	22			28.07	Health/Life/Dental	\$10,661	\$ 5.11	\$850/Mo.		
		District Admin Assistant	Fulltime	5			22.11	Health/Life/Dental	\$10,661	\$ 5.11	\$850/Mo.		
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation? All SWCD Board meetings, or committee assignments plus any meetings approved by Board.									
		Mileage Reimbursement	.58.5	\$/Mile if offered - Maximum allowed by IRS set rate									
		<b>Leave</b>											
		Holidays Per Year	All Federal Holidays are observed.										
		Annual Leave Policy	Permanent full time employees will be granted Vacation leave based on years of service and carry a maximum of 240 hours over into the following year.										
Sick Leave Policy	All permanent full time and permanent part time employees of the District are entitled to accrue Sick leave at a rate of 4 hours per pay period. Sick leave may be accumulated to a maximum of 720 hours for an employee. Once this is met a Deferred Sick leave is started for employees who have a maximum of 720 hours sick leave, any further accrual of sick leave will be split in half. 2 hours will be recorded as annual leave and 2 hours recorded as deferred sick leave.												
Severance Compensation	All employees who retire or whose employment is terminated in good standing shall be entitled to regular pay for all unused vacation time and half (1/2) of all unused sick leave not to exceed 360 hours.												
Local Funding	\$ 73,200.00	12%	Notes:										
County Funding	\$ 85,000.00	14%											
State Funding/Grants	\$ 450,800.00	74%											
Federal Funding		0%											
Other Grant Funding		0%											
Total Budget	\$ 609,000.00	100%											
County Population	15,775	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index													

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Sherburne	4	District Manager	Full	13	\$55,886.78 - \$109,216.29			Health/Dental/Eye/Lif	19838.52	\$ 9.50	457 & Roth offered		
		Sr. Water Resource Specialist	Full	6	\$51,826.44 - \$94,150.78			Health/Dental/Eye/Lif	19127.80	\$ 9.16	457 & Roth offered		
		Urban Conservationist	Full	10	\$44,299.81 - \$80,897.13			Health/Dental/Eye/Lif	16377.56	\$ 7.84	457 & Roth offered		
		Agricultural Conservationist	Full	6	\$44,299.81 - \$80,897.13			Health/Dental/Eye/Lif	13737.96	\$ 6.58	457 & Roth offered		
		District Technician	Full	2	\$37,527.80 - \$68,787.67			Health/Dental/Eye/Lif	15312.76	\$ 7.33	457 & Roth offered		
		Admin / Marketing	Part	8	\$31,490.96 - \$57,967.57			Health/Dental/Eye/Lif	16673.46	\$ 10.69	457 & Roth offered		
										\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation	\$100.00	Per Diem Rate									
		Mileage Reimbursement	\$0.585	\$/Mile									
		<b>Leave</b>											
		Holidays Per Year	12										
		Annual Leave Policy	Less than 3 year of service - 208 hours pf PTO (26 days/year) 3 years but less than 15 years of service - 264 hours of PTO (33 days/year) 15 years or more of service - 312 hours of PTO (39 days/year) Max carry-over per year - 400 hours										
Sick Leave Policy	PTO Only												
Severance Compensation	All District employees who retire or whose employment is terminated in good standing shall be entitled to severance pay in the form of regular pay for all unused accrued PTO up to a maximum of 350 hours. In the event that benefits due is a result of an employee's death, severance pay shall be paid to the surviving spouse, dependents, or estate.												
Local Funding (Levy)	\$ 29,768.00	2%	Notes:										
County Funding	\$ 308,624.00	22%											
State Funding/Grants	\$ 1,006,158.51	71%											
Federal Funding	\$ 1,313.88	0%											
Other Grant Funding	\$ 71,902.00	5%											
Total Budget	\$ 1,417,766.39	100%											
County Population	97,238	<a href="http://www.city-data.com/county/Sherburne">http://www.city-data.com/county/Sherburne</a> County-MN.html											
Cost of Living Index	104.2												

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Sibley	6	District Manager	Full Time	7	\$67,100.80 - 95,825.60	\$32.26 - 46.07		Yes	Vacation, sick, comp time, PERA, FICA, Medicare, Health Insurance				
		District Technician	Full Time	5	\$53,144.00 - 73,008.00	\$25.55 - 35.10		Yes	Vacation, sick, comp time, PERA, FICA, Medicare, Health Insurance				
		Conservation Technician	Full Time	4	\$53,144.00 - 73,008.00	\$25.55 - 35.10		Yes	Vacation, sick, comp time, PERA, FICA, Medicare, Health Insurance				
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	\$0.585	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	13										
		Annual Leave Policy	0-5 years: 8 hrs/month, 6-10 years: 10 hrs/month, 11-15 years: 13 hrs/month, 16+ years: 16 hrs/month. A full time employee may accumulate and carry forward a maximum of 240 hours.										
		Sick Leave Policy	8 hrs/month. Full Time employees may accrue up to 800 hours. Once 800 hours is reached, the employee still receives 8 hrs per month with 1/2 going to vacation time and 1/2 going to bank sick.										
		Severance Compensation	Employees shall be paid for the accrued vacation leave at their current hourly rate of pay at the date of their severance. Sick shall be paid out as follows: 0-10 years = 30% of accumulated sick leave, 11-15 years = 45% of accumulated sick leave, 16+ years = 60% of accumulated sick leave. Sick leave payout shall not exceed 800 hrs.										
		Local Funding (Levy)		#DIV/0!	Notes:								
County Funding		#DIV/0!											
State Funding/Grants		#DIV/0!											
Federal Funding		#DIV/0!											
Other Grant Funding		#DIV/0!											
Total Budget	\$ -	#DIV/0!											
County Population	14,892	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	90.6												

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
South St. Louis	3	District Manager	Full	23	79,971			PERA, Health and Dental, Deferred Comp		\$ -	
		Conservation Specialist	Full	10	65,930			PERA, Health and Dental, Deferred Comp		\$ -	
		Conservation Specialist	Full	7	58,340			PERA, Health and Dental, Deferred Comp		\$ -	
		Admin Communication Spec	Part	5			21.38	PERA		\$ -	
										\$ -	
<b>Supervisors</b>											
Supervisor Compensation			\$125.00	All SWCD Board meetings or committee assignments plus any meetings approved by SWCD Board							
Mileage Reimbursement			\$0.585	IRS Rate							
<b>Leave</b>											
Holidays Per Year		10									
Annual Leave Policy		<p style="text-align: center;">Accrual Rates - Full-time employees are credited with vacation leave at the end of each two-week period as described below.</p> <p style="text-align: center;">Less than 3 years of service ..... 4 hours                      3 years thru 14 years of service ..... 6 hours                      15 years of service or more ..... 8 hours</p> <p>The beginning date of calculating each year's authorized vacation is the employee's anniversary date. No employee shall be eligible for vacation until after six months of continuous employment. An employee should request vacation time from the District Manager at least two consecutive workweeks in advance of the requested vacation. Granting the request is at the discretion of the District Manager.</p>									
Sick Leave Policy		<p>All Regular employees of the District shall be entitled to accumulate sick leave at a rate of four (4) hours per 80-hour work period. There shall be no limit to the accrual of sick leave. Sick leave may not be used during the same pay period that it is earned.</p>									
Severance Compensation		<p>All employees who resign, or whose employment is terminated shall be entitled to payment for accumulated vacation time, accumulated compensatory time, and 20 hours of any accumulated sick time.</p>									
Local Funding (Levy)		#DIV/0!	Notes:								
County Funding		#DIV/0!									
State Funding/Grants		#DIV/0!									
Federal Funding		#DIV/0!									
Other Grant Funding		#DIV/0!									
Total Budget		\$ -									
County Population		199,070	<a href="#">*note - this is for the entire St. Louis County. Our SWCD serves the southern section.</a>								
Cost of Living Index		96.4									

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Stearns	2	Administrator	Full	26	\$85,426 - \$125,299			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	
		Operations Manager	Full	5	\$71,261 - \$104,499			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	
		Planning Team Manager	Full	17	\$71,261 - \$104,499			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	
		Implementation Team Manager	Full	21	\$71,261 - \$104,499			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	
		Area 2 Lead Engineer	Full	12.5	\$85,426 - \$125,299			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	
		Conservation Planner	Full	0 - 11	\$38,875 - \$86,466			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	4 positions
		Wildlife Specialist	Full	3.5 - 9	\$38,875 - \$86,466			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	2 positions
		Engineering Technician	Full	0 - 9	\$38,875 - \$86,466			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	3 positions
		Community Conservationist	Full	17	\$48,152 - \$86,466			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	
		GIS/IT Specialist	Full	11	\$48,152 - \$86,466			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	
		Accounting Specialist	Part (30 hrs)	1		\$23.15 - \$41.57		75%	\$ 20,119.33	\$ 9.64	
		Administrative Assistant	Full	5	\$38,757 - \$70,595			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	
		Outreach Coordinator	Full	2	\$38,875 - \$86,466			Health, Dental, Vision	\$ 20,119.33	\$ 9.64	
									\$ -		
		<b>Supervisors</b>									
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?							
		Mileage Reimbursement	\$0.585	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year	10 SWCD holidays + 2 Personal Days (8 hours or pro-rated for PT)								
		Annual Leave Policy	0-3 years: 4 hours/PP 3-15 years: 6 hours/PP 15+ years: 8 hours/PP (all prorated for part-time) 240 hours maximum carry-over								
		Sick Leave Policy	4 hours per PP (prorated for part-time). No maximum carry-over								
		Severance Compensation	All accrued Annual Leave and Comp Leave at current hourly rate. For those with 15 or more years of service, also 12.5% of accrued sick leave at current hourly rate. Paid into HCSP at rate of 50% if <5 years, 75% 5-14 years, 100% 15+ years								
		Local Funding (Levy)	\$ 49,349.00	2%	Notes: Operational Budget Only -- excludes projects/programs						
		County Funding	\$ 1,090,000.00	47%							
		State Funding/Grants	\$ 575,930.00	25%							
		Federal Funding	\$ 26,114.00	1%							
		Other Grant Funding	\$ 561,135.00	24%							
		Total Budget	\$ 2,302,528.00	100%							
		County Population	158292	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
		Cost of Living Index	99.2								



2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Steele	7	District Manager	Full	27	\$25.52-\$41.52		\$38.36	Medical, Dental, Life, Short Term Disabilty, H.S.A, Paid Leave	\$ 26,759.32	\$ 12.82	
		Resource Conservationist	Full	7	\$22.57-\$36.87		\$28.81	Medical, Dental, Life, Short Term Disabilty, H.S.A, Paid Leave	\$ 11,846.00	\$ 5.67	
		Administrative Assistant	Full	8	\$17.67-\$28.86		\$24.64	Medical, Dental, Life, Short Term Disabilty, H.S.A, Paid Leave	\$ 18,275.60	\$ 8.75	
<b>Supervisors</b>											
Supervisor Compensation		\$80/\$125	Per Diem Rate or other compensation? Per Diem								
Mileage Reimbursement		\$0.585	\$/Mile if offered								
<b>Leave</b>											
Holidays Per Year											
Annual Leave Policy		Please type in these boxes to allow the sheet to be searchable. Do not copy and paste clips or photos from handbooks.									
Sick Leave Policy		Please type in these boxes to allow the sheet to be searchable. Do not copy and paste clips or photos from handbooks.									
Severance Compensation		Please type in these boxes to allow the sheet to be searchable. Do not copy and paste clips or photos from handbooks.									
Local Funding (Levy)		#DIV/0!	Notes:								
County Funding		#DIV/0!									
State Funding/Grants		#DIV/0!									
Federal Funding		#DIV/0!									
Other Grant Funding		#DIV/0!									
Total Budget		\$ -									
County Population		<a href="http://www.city-data.com/">http://www.city-data.com/</a>									
Cost of Living Index											

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Steven	2	District Administrator	Full Time	16.5			41.48	insurance stipend	\$ 9,000.00	\$ 4.31			
		District Technician	Full Time	6.25			27.07	insurance stipend	\$ 9,000.00	\$ 4.31			
		Assistant Technician	Full Time	8.5			24.36	insurance premium & stipend	\$ 9,000.00	\$ 4.31			
		Program Coordinator	Part Time	16.25			28.33	insurance stipend	\$ 4,500.00	\$ 2.16			
		Office Manager	Full Time	17.5			30.33	insurance stipend	\$ 9,000.00	\$ 4.31			
											\$ -		
		<b>Supervisors</b>											
			Supervisor Compensation			\$125 per diem							
			Mileage Reimbursement			\$0.585/mile (IRS rate)							
		<b>Leave</b>											
			Holidays Per Year		12.5								
			Annual Leave Policy	Full time employees with 0-3 years service receive 4 hours per pay period; 4-15 years service receive 6 hours per pay period; 15+ years service receive 8 hours per pay period. Permanent part time employees will receive 1 (half time or less) or 2 (more than half time) hours per pay period. Employees may carry forward up to 240 hours of annual leave at the end of any calendar year.									
			Sick Leave Policy	All full time employees receive 4 hours per pay period. Permanent part time employees receive 1 (half time or less) or 2 (more than half time) hours per pay period.									
			Severance Compensation	Annual leave accrued, plus half of sick leave accrued, up to 400 hours is paid to all employees with more than three years of service.									
			Local Funding (Levy)	\$ -	0%	Notes: Other grant funding includes all other funding, not only grants received.							
	County Funding	\$ 110,000.00	17%										
	State Funding/Grants	\$ 235,557.00	37%										
	Federal Funding	\$ -	0%										
	Other Grant Funding	\$ 293,500.00	46%										
	Total Budget	\$ 639,057.00	100%										
	County Population	9671	<a href="http://www.city-data.com/">http://www.city-data.com/</a>										
	Cost of Living Index	81.1 of 100											

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Swift	2	District Manager	Full	6		22.00+	31.47	PERA, Health Ins. Stip	\$ 9,360.00	\$ 4.48	Benefit of \$360/yr for phone and \$9,000		
		Office Manager	Part	15		18.00+	25.88	PERA, Health Ins. Stip	\$ 8,580.00	\$ 4.11	Benefit of \$180/yr for phone and \$8,400		
		Conservation Technician	Full	4		15.00-25.00	23.83	PERA, Health Ins. Stip	\$ 9,360.00	\$ 4.48	Benefit of \$360/yr for phone and \$9,000		
											\$ -		
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	IRS rate	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	13										
		Annual Leave Policy	4 hours per pay period with less than five years of service 5 hours per pay period with at least five, but less than ten years of service 6 hours per pay period with at least ten, but less than fifteen years of service; 7 hours per pay period with at least fifteen, but less than twenty years of service 8 hours per pay period for over twenty years of service Max carryover is 240 hours. No more than 80 hours can be used in a single month without prior board approval.										
		Sick Leave Policy	Regular full-time employees will earn sick leave at the rate of 4 hours per pay period. Regular part-time employees will have their sick leave pro-rated. The maximum accumulation of sick leave is 800 hours. Hours of sick leave earned after the 800-hour accumulation is reached shall be paid at the end of each month. Any hours used from the 800-hour accrual must be replaced before further payments are made.										
		Severance Compensation	100% of all accrued annual leave up to and in excess of 240 hours during the year in which they retire and 25% of all unused sick leave (which has a maximum accumulation of 800 hours) at the rate of wage at time of separation.										
Local Funding (Levy)	\$ -	0%	Notes: Other grant funding is actually revenue from contracted services and misc. revenue. County funding includes an \$84,000 base allocation and additional revenue from county ag inspector, WCA, water plan, and AIS.										
County Funding	\$ 110,000.00	25%											
State Funding/Grants	\$ 264,739.00	60%											
Federal Funding	\$ -	0%											
Other Grant Funding	\$ 65,800.00	15%											
Total Budget	\$ 440,539.00	100%											
County Population	9838	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index													

**2022 Wage and Benefits Survey**

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes	
Todd SWCD	II	Division Director	Part Time	2	38,438-48,693	36.96-46.82	38.07	see below	\$ 8,090.40	\$ 3.87		
		District Manager	Full Time	7	64,563-81,765	31.04-39.31	32.93	see below	\$ 13,778.80	\$ 6.60		
		Program Coordinator	Full Time	11	54,205-68,661	26.06-33.01	28.47	see below	\$ 9,675.52	\$ 4.63		
		Conservation Tech/WCA	Full Time	Vacant	54,205-68,661	26.06-33.01	26.06	see below	vacant		#VALUE!	
		Conservation Tech/FDLT	Full Time	Less Than a Year	54,205-68,661	26.06-33.01	26.06	see below	\$ 9,675.52	\$ 4.63		
		Conservation Tech/Riparian	Full Time	Vacant	54,205-68,661	26.06-33.01	26.06	see below	vacant		#VALUE!	
		Nutrient Management	Full Time	2	54,205-68,661	26.06-33.01	27.64	see below	\$ 9,675.52	\$ 4.63		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
										\$ -		
<b>Benefit Plans Offered - Share the Costs of some benefits (Medical), and Todd County provides other benefits at no cost. In addition, there are voluntary benefits with reasonable group rates that you can purchase through Todd County Payroll deductions</b>												
									\$ -			
									\$ -			
									\$ -			
<b>Medical (Including H.S.A), Voluntary Dental, Voluntary Vision, Life Insurance/AD&amp;D, Voluntary Life and AD&amp;D, PERA Life, FSA (Health and/or Dependent Care Reimbursement), Short-Term Disability, Long Term Disability, PERA, Deferred Compensation, Accident, Critical Illness, Hospital</b>												
									\$ -			
									\$ -			
									\$ -			
<b>Supervisors</b>												
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?								
		Mileage Reimbursement	\$0.585	\$/Mile if offered								
<b>Leave</b>												
		Holidays Per Year	92 (for 2022)									
		Annual Leave Policy	8 hours per month (1-3 years of service) 10 hours per month (4-5 years of service) 12 hours per month (6-10 years of service) 14 hours per month (11-15 years of service) 17 hours per month (16-20 years of service) 18 hours per month (21-24 years of service) 19 hours per month ( 25 and over years of service) *Maximum carryover of vacation time from one year to the next year is 192 hours									
		Sick Leave Policy	8 hours per month (any length of service). Maximum carryover of sick time from one year to the next year is 1,040 hours									
		Severance Compensation	An employee who leaves the employ of the Employer shall receive accumulated unused sick leave as severance pay as follows: 0-20 years: 40% Beginning 21 years and over: 60% Eligible for PERA retirement benefits: 100%									
		Local Funding (Levy)	\$ 5,410.00	0%	Notes: Todd County provides Todd SWCD with vehicles, office space, accounting package, office supplies, IT Services							
		County Funding	\$ 461,812.00	34%								
		State Funding/Grants	\$ 774,280.00	57%								
		Federal Funding	\$ -	0%								
		Other Grant Funding	\$ 105,737.00	8%								
		Total Budget	\$ 1,347,239.00	100%								
		County Population	24829	<a href="http://www.city-data.com/county/Todd_County-MN.html">http://www.city-data.com/county/Todd_County-MN.html</a>								
		Cost of Living Index	86.8									

**2022 Wage and Benefits Survey**

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Traverse	1	District Manager	Full	18	not set	not set	\$35.79	* See Notes Below *		\$ -	
		District Technical Manager	Full	17	not set	not set	\$35.79	* See Notes Below *		\$ -	
		District Program Tech	Full	2	not set	not set	\$21.40	* See Notes Below *		\$ -	
		Administrative Assistant	Full	15	not set	not set	\$30.69	* See Notes Below *		\$ -	
		District Conservation Tech	Full	(vacant)	not set	\$18.00-\$20.00	n/a	* See Notes Below *		\$ -	
<b>Supervisors</b>											
Supervisor Compensation			\$75.00	Per Diem Rate or other compensation?							
Mileage Reimbursement			\$58.500	\$/Mile if offered (Board typically adopts IRS rate annually.)							
<b>Leave</b>											
Holidays Per Year			12								
Annual Leave Policy			<p>All full-time and part-time District employees shall be entitled to earn annual leave at the rate designated in the following schedule. This annual leave may be accumulated up to three hundred (300) hours. Any employee, who has accumulated the maximum annual leave time, shall lose the hours he/she accumulated in excess of three hundred (300) hours if not used by January 1 of each year. Employees are encouraged to use their annual leave each year. Pay for annual leave shall be at the employee's regular salary rate. In determining annual leave schedules, the wishes of the employees will be respected as to the time of taking annual leave, in so far as the needs of the District will permit, however this should also meet with the District Manager or District Board approval. No employee shall be permitted to be paid in lieu of unused annual leave except when employment is terminated or the employee resigns from employment.</p> <p align="center">                     0-5 years-----5 hours/pay period equal to 10 hours/month or 120 hours/year                      5+-15 years-----7.5 hours/pay period equal to 15 working hours/month or 180 hours/year                      15+ yrs &amp; over--10 hours/pay period equal to 20 hours/month or 240 hours/year                      Part-time----- 2.5 hours/pay period equal to 5 hours/month or 60 hours/year                 </p> <p>New, full-time, and part-time employees shall earn annual leave benefits from the start of their employment but may not use annual leave until after the completion of six (6) months of employment. Necessary annual leave taken before that time will be borrowing from the future and in the event that employment is terminated, it must be repaid.</p>								
Sick Leave Policy			Sick leave, with pay, shall be granted to all permanent employees, at the rate of 5 hours per pay period equal to 10 hours per month and shall be allowed to accumulate any unused sick leave from year to year, up to a total of nine hundred (900) hours. Any sick leave accumulation over the maximum of 900 hours will be paid at a rate of one-half (1/2) hour for every hour, at the end of each calendar year.								
Severance Compensation			All employees who retire, or whose employment is terminated, shall be entitled to be paid for all unused annual leave and one-half (1/2), not to exceed four hundred fifty (450) hours total, of all unused sick leave. Severance pay shall be paid to surviving spouse, dependents, or estate upon death of employee.								
Local Funding (Levy)			\$ 80,000.00	13%	Notes: All employees are offered health insurance with the option of choosing a cash stipend in lieu of insurance, dental insurance, life insurance, and flexible medical benefits.						
County Funding			\$ 149,722.00	24%							
State Funding/Grants			\$ 174,521.00	27%							
Federal Funding			\$ -	0%							
Other Grant Funding			\$ 230,986.00	36%							
Total Budget			\$ 635,229.00	100%							
County Population			3356	<a href="http://www.city-data.com/">http://www.city-data.com/</a>							
Cost of Living Index			85.2								

**2022 SWCD Wage and Benefit Survey Report**

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2020 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes	
West Polk SWCD		District Manager	Full	27			\$28.50	\$ 1,000.00	\$10,200.00	\$ 4.89		
		District Technician	Full	8			\$23.50	\$ 1,000.00	\$10,200.00	\$ 4.89		
		District Technician	Full	4			\$20.50	\$ 1,000.00	\$10,200.00	\$ 4.89		
										\$ -		
		<b>Supervisors</b>										
		Supervisor Compensation		\$125.00	All SWCD Board meetings or committee assignments plus any meetings approved by SWCD Board							
		Mileage Reimbursement		\$.58.5	IRS Rate							
		<b>Leave</b>										
		Holidays Per Year	12									
		Annual Leave Policy	<p>Regular Full-time employees                      Employees will be permitted to earn annual leave as follows:                      Length of service Annual leave earned                      0 months – 2 yrs. 4 hours every 2 weeks (pay period)                      2 - 5 years 5 hours every 2 weeks (pay period)                      5 - 10 years 6 hours every 2 weeks (pay period)                      10 – 15 years 7 hours every 2 weeks (pay period)                      15+ years 8 hours every 2 weeks (pay period)</p> <p>Regular Part-time employees                      Employees will be permitted to earn annual leave as follows:                      Length of service Annual leave earned                      0 - 6 months 2 hours every 2 weeks (pay period)                      6 months - 2 years 4 hours every 2 weeks (pay period)                      2 - 10 years 5 hours every 2 weeks (pay period)                      10 years + 6 hours every 2 weeks (pay period)</p>									
	Sick Leave Policy	<p>Regular full-time employees                      Length of service Paid Medical leave earned                      0 months – 2 yrs. 4 hours every 2 weeks (pay period)                      2 - 5 years 5 hours every 2 weeks (pay period)                      5 - 10 years 6 hours every 2 weeks (pay period)                      10 – 15 years 7 hours every 2 weeks (pay period)                      15 + years 8 hours every 2 weeks (pay period)</p> <p>Regular Part-time employees                      Length of service Paid Medical leave earned                      0 - 6 months 2 hours every 2 weeks (pay period)                      6 months - 2 years 4 hours every 2 weeks (pay period)                      2 - 10 years 5 hours every 2 weeks (pay period)                      10 years + 6 hours every 2 weeks (pay period)</p>										
	Severance Compensation	All employees who retire or whose employment is terminated voluntarily or involuntarily shall be entitled to pay for all unused vacation time and accumulated compensation time per approval of the Board of Supervisors. All District employees who retire or whose employment is terminated in good standing shall be entitled to severance pay in the form of regular pay for all unused accrued vacation leave, accrued compensatory time, and 50% of accrued sick leave. If benefits are due as a result of an employee's death, severance pay shall be paid to the surviving spouse, dependents, or individual(s) designated as beneficiary or beneficiaries.										
	County Support	\$ 43,120.00	14%	Notes:								
	Total Budget	\$ 304,726.00										
	County Population	15,000	<a href="http://www.city-data.com/county/Polk_County-MN.html">http://www.city-data.com/county/Polk_County-MN.html</a>									
	Cost of Living Index	85.3										

2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Wilkin	1	District Clerk	Full	31			39.09			\$ -			
		District Technician	Full	8			34.65			\$ -			
		Field Technician	Full	1			29.77			\$ -			
		Resource Specialist	Full	25			42.19			\$ -			
		District Manager	Full	33			47.38			\$ -			
		<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?									
		Mileage Reimbursement	\$58.500	\$/Mile if offered									
		<b>Leave</b>											
		Holidays Per Year	All federally recognized holidays										
		Annual Leave Policy	8 hours per month 0-3 years; 12 hours per month 3+ - 15 years; 16 hours per month 15+ years										
		Sick Leave Policy	8 hours per month (any length of service)										
		Severance Compensation	All employees who retire or whose employment is terminated shall be entitled to pay for all unused vacation and one-half of all sick leave not to exceed 400 hours.										
		Local Funding (Levy)	\$ 9,500.00	1%	Notes:								
		County Funding	\$ 177,250.00	12%									
State Funding/Grants	\$ 858,000.00	60%											
Federal Funding	\$ -	0%											
Other Grant Funding	\$ 375,000.00	26%											
Total Budget	\$ 1,419,750.00	100%											
County Population	6377	<a href="http://www.city-data.com/">http://www.city-data.com/</a>											
Cost of Living Index	74.8												





2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes		
Wright	4	District Manager	Full Time	18	72,058 - 109,627		\$50.90			\$ -			
		Administrative Assistant	Full Time	15	44,912 - 68,330		\$30.05			\$ -			
		Sr. Resource Conservationist	Full Time	13	55,446 - 84,357		\$35.70			\$ -			
		District Technician	Full Time	12	49,902 - 75,922		\$31.50			\$ -			
		Sr. Wetland Resource Conservationist	Full Time	11	61,607 - 93,730		\$38.10			\$ -			
		Water Management Specialist	Full Time	11	55,446 - 84,357		\$34.30			\$ -			
		Natural Resources Engineer	Full Time	9	68,454 - 104,145		\$40.65			\$ -			
											\$ -		
		<b>Supervisors</b>											
		Supervisor Compensation			\$75.00	Per Diem Rate or other compensation?							
		Mileage Reimbursement			\$0.580	\$/Mile if offered							
		<b>Leave</b>											
Holidays Per Year			11										
Annual Leave Policy			(Years of Service : Hours Accrued per Year) 0-3 : 96, 4-6 : 112, 7-10 : 136, 11-15 : 160, 16-20 : 176, 20 and over : 192 Employees can accrue up to 240 and carry it from year to year. Any accrued annual leave in excess of 240 hours will be lost each year on July 1st.										
Sick Leave Policy			Full-time employees earn eight (8) hours per month. An employee can accumulate regular sick time to a maximum amount of 800 hours.										
Severance Compensation			Any unused sick leave will be compensated according to the following schedule. 0 - 4 Years : 0 Percent 5 - 10 Years : 15 Percent 11 - 15 Years : 25 Percent 16 and Over : 35 Percent Catastrophic Sick Bank hours are not included in severance pay. Severance pay is based on the employee's last rate of pay and years of service.										
Local Funding (Levy)			0%		Notes:								
County Funding			\$ 490,000.00 25%										
State Funding/Grants			\$ 1,367,855.00 71%										
Federal Funding			\$ 80,000.00 4%										
Other Grant Funding			0%										
Total Budget			\$ 1,937,855.00 100%										
County Population			141,337		<a href="http://www.city-data.com/">http://www.city-data.com/</a>								
Cost of Living Index			112.2										

## 2022 Wage and Benefits Survey

SWCD	Area	Position	Full/Part Time	Years of Service	Salary Range (Annual)	Salary Range (Hourly)	2022 Wage (Hourly)	Benefits Offered	Total Benefits Package Expense (Annual)	Benefits/Hour	Notes
Yellow Medicine	5	Director	full	8.5		32.99-45.68	33.89	single Health, Dental, Life, VEBA	\$ 9,714.04	\$ 4.65	
		Office Administrator	full	7.5		26.13-36.18	28.34	Family Health, Dental, Life, VEBA	\$ 20,997.56	\$ 10.06	
		Conservation Technician	full	3.5		26.13-36.18	28.34	single Health, Dental, Life, VEBA	\$ 9,714.04	\$ 4.65	
		Technical Advisor	full	19.5		27.70-38.35	37.33	Medicare qualified monthly stiper	\$ 4,476.64	\$ 2.14	
										\$ -	
<b>Supervisors</b>											
		Supervisor Compensation	\$125.00	Per Diem Rate or other compensation?							
		Mileage Reimbursement	\$0.585	\$/Mile if offered							
<b>Leave</b>											
		Holidays Per Year									
		Annual Leave Policy	full-time personnel earn: 0-4 YRS of service complete - 4 HRS per pay period, 5-14 YRS of service complete - 6.25 HRS per pay period; 15+YRS complete - 8 HRS; MAX carryover 240 HRS								
		Sick Leave Policy	any length of service - full-time personnel earn at 4 HRS per pay period								
		Severance Compensation	<p>UPON TERMINATION OR RESIGNATION: Severance pay may be paid into a VEBA or HSA account. Death while employed by the SWCD shall be considered leaving employment in good standing. Payments following death, may be paid to a named beneficiary or, lacking same, to the deceased's estate. Severance pay shall include the payment of accumulated vacation leave at the current rate of wage at separation not to exceed an amount as follows:  Less than 1 year= Not eligible; Completion of 1 year+= 80 hours; Completion of 2 years= 160 hours; Completion of 3 years or more= 240 hours. RETIREMENT SEVERANCE: Personnel must have a minimum of 10 years of continued years of service for the SWCD to be eligible for the benefits of this section. Severance pay shall include the payment of accumulated annual, sick leave, and compensatory time or a combination thereof at the current rate of wage at separation not to exceed 800 hours. Severance pay shall be paid in a manner mutually agreeable by the recipient and the SWCD Director over a period not to exceed five years from retirement. If a retired or terminated individual dies before all or a portion of the severance pay has been disbursed, that balance due shall be paid to a named beneficiary or, lacking same, to the deceased's estate. Severance pay may be paid into a VEBA or HSA account.</p>								
		Local Funding (Levy)		0%	Notes:						
		County Funding	\$ 130,600.00	29%							
		State Funding/Grants	\$ 271,820.00	59%							
		Federal Funding		0%							
		Other Grant Funding	\$ 54,434.00	12%							
		Total Budget	\$ 456,854.00	100%							
		County Population	9948	<a href="http://www.city-data.com/county/Yellow_Medicine_County-MN.html">www.city-data.com/county/Yellow_Medicine_County-MN.html</a>							
		Cost of Living Index	85.4								