

**2019 WAGE SURVEY SUMMARY**

	REPORTED	REPORTED	REPORTED
	2019	2016	2012
CDs reporting	31	53	?
Employees represented	42	74	50
Average wage	\$17.94	\$17.75	\$15.64
Average Years Longevity	8.79	10.77	10.15
CDs Offering Group Benefits	20	33	
Employees w/ Group Benefits	27	57	22
CDs Levying or Planning to Levy Permissive in fye 2019	11	15	0
Employees with PERS	14	31	24
Employees with Social Security	34	57	39
Employees with Deferred Comp	5	8	?
Employees with Life Insurance	1	4	?
<b>Average wage by area</b>			
	2019	2016	2012
Area 1	\$17.53	\$17.32	\$12.10
Area 2	\$15.73	\$15.64	\$12.73
Area 3	\$15.79	\$16.78	\$14.37
Area 4	\$18.15	\$19.20	\$19.29
Area 5	\$22.51	\$19.82	\$19.46
Area 6	\$19.80	\$17.68	\$16.33
<b>Average years by area</b>			
	2019	2016	2012
Area 1	3.5	2.8	7.9
Area 2	10.25	8.7	5.35
Area 3	5.25	12.9	10.4
Area 4	9.72	13.6	11.9
Area 5	10.2	11.5	14.89
Area 6	19.1	10.1	9.9



**2019 - SORTED BY AREA**

<b>AREA</b>	<b>YEARS IN POSITION</b>	<b>HOURLY WAGE</b>	<b>WEEKLY HOURS</b>
1	0 - 5	\$15.00	28
1	0 - 5	\$15.25	32
1	0 - 5	\$15.00	32
1	10 +	\$17.00	30
1	0 - 5	\$20.00	20
1	0 - 5	\$20.00	5
1	0 - 5	\$18.50	20
1	0 - 5	\$20.00	40
1	6 - 9	\$17.00	20
2	10 +	\$15.00	28
2	0 - 5	\$17.00	15
2	0 - 5	\$14.00	32
2	10 +	\$17.87	28
2	10 +	\$16.50	20
2	0 - 5	\$14.00	25
3	6 - 9	\$16.50	16
3	6 - 9	\$15.50	20
3	6 - 9	\$13.00	20
3	6 - 9	\$22.35	40
3	0 - 5	\$15.50	40
3	6 - 9	\$16.50	20
3	6 - 9	\$14.46	22
3	0 - 5	\$12.50	25
4	10 +	\$22.92	40
4	10 +	\$21.42	36-40
4	10 +	\$24.00	20
4	0 - 5	\$16.00	24
4	10 +	\$20.49	40
4	0 - 5	\$16.75	25
4	6 - 9	\$15.50	40
4	0 - 5	\$12.00	20
4	6 - 9	\$14.25	20
5	0 - 5	\$30.40	40
5	0 - 5	\$22.37	40
5	10 +	\$26.78	40
5	10 +	\$18.00	25
5	0 - 5	\$15.00	12
6	0 - 5	\$21.00	40
6	10 +	\$17.00	25
6	10 +	\$15.00	24

6	10 +	\$22.50	32	
6	10 +	\$22.50	32	




**Of the 31 Conservation Districts reporting:**

			PERMISSIVE LEVIED FYE 2019			
AREA	AMOUNT			AMOUNT		
1	\$10	month	Y	\$3,565	year	
1	\$75	month	Y	\$4,500	year	
1	\$15	month	N			
1	\$80	month	Y	10 mils	year	
2	\$262.50	month	Y	\$550	year	
2	\$500	month	Y	\$2,880	year	
2	\$200	month	N			
3	\$25	month	Y	\$4,800	year	
3	\$10	month	Y	\$4,380	year	
3	\$10	month	Y	\$5,088	year	
3	\$350	pay period	N			
3	\$535	month	Y	\$5,220	year	
3	\$34.58	month	Y	\$4,385	year	
4	\$331	month	N			
4	\$20	month	Y	\$2,400	year	
4	\$750	month	N			
4	\$80	month	N			
5	\$2,001	month	N			
6	\$20	month	N			
6	\$500	month	N			



**2019 CD EMPLOYEE WAGE SURVEY**

				GROUP		SOCIAL	
	YEARS	SALARY	HOURS	BENEFIT	PERS	SECURITY	OTHER
	< 1	\$12.00	20	N	N	Y	N
	< 1	\$12.50	25	Y	N	Y	N
	6.5	\$13.00	20	Y	N	Y	N
	< 1	\$14.00	32	Y	N	N	DEF COMP
	1.5	\$14.00	25	N	N	Y	N
	7.5	\$14.25	20	N	N	Y	N
	7	\$14.46	22	Y	Y	Y	N
	11	\$15.00	24	Y	Y	N	N
	16	\$15.00	28	Y	N	Y	N
	2	\$15.00	34	Y	Y	N	N
	< 1	\$15.00	12	N	N	Y	N
	1.5	\$15.00	32	Y	N	Y	N
	3	\$15.25	32	Y	N	Y	N
	6.5	\$15.50	40	Y	N	Y	N
	< 1	\$15.50	40	Y	Y	Y	N
	7.5	\$15.50	20	Y	Y	Y	N
	< 1	\$16.00	24	N	N	Y	N
	7.5	\$16.50	20	Y	Y	Y	N
	6	\$16.50	16	N	Y	Y	N
	20	\$16.50	35	Y	N	Y	N
	3	\$16.75	25	Y	N	N	N
	6	\$17.00	20	N	N	Y	N
	3	\$17.00	15	Y	N	N	DEF COMP
	25	\$17.00	25	Y	N	Y	N
	11	\$17.00	30	Y	Y	Y	DEF COMP
	20	\$17.87	28	N	Y	Y	DEF COMP, LIFE
	20	\$18.00	25	N	Y	Y	N
	< 1	\$18.50	20	N	N	Y	N
	< 1	\$20.00	5	N	N	Y	N
	< 1	\$20.00	40	N	N	Y	N
	5	\$20.00	20	N	N	Y	N
	12.5	\$20.49	40	Y	N	N	N
	3.5	\$21.00	40	Y	N	Y	N
	12	\$21.42	36-40	Y	N	Y	N
	5.5	\$22.35	40	Y	Y	Y	N
	1	\$22.37	40	Y	Y	Y	N
	28	\$22.50	32	N	N	Y	N
	28	\$22.50	32	N	N	Y	N
	32	\$22.92	40	Y	N	N	DEF COMP, OTHER
	12	\$24.00	20	Y	N	Y	N

	24	\$26.78	40	Y	Y	Y	N
	5	\$30.40	40	Y	Y	Y	N


