

than three consecutive days. Eligible employees may take FMLA concurrently with sick leave when the reason for leave qualifies under both this policy and the FMLA policy.

Vacation: Full-time employees are eligible for vacation. Vacation is available on the annual anniversary of hire date. Hours are based off an eight (8) hour workday.

After one (1) year of service	Nine (9) days [72 hours]
After two (2) years of service	Twelve (12) days [96 hours]
After five (5) years of service	Fifteen (15) days [120 hours]
After ten (10) years of service	Eighteen (18) days [144 hours]
After fifteen (15) years of service	Twenty-One (21) days [168 hours]
After twenty (20) years of service	Twenty-Four (24) days [192 hours]

Vacation will be prorated upon the discharge or dismissal of the employee.
Employees in their probationary period are not eligible.

Unused vacation time of 120 hours is allowed to carry over on anniversary date or it may be paid out on their paycheck.

Holiday: Full-time employees will be paid at a regular hourly wage rate for their normal scheduled workday. Employees working on the holiday will be paid at two (2) times the hourly rate for all hours worked. Hours of non-worked holidays shall be counted towards an employee's forty (40) hour work week.

If the holiday falls on a Sunday, Monday will be the day observed as the holiday. If the holiday falls on a Saturday, Friday will be the day observed as the holiday. For departments that work four (4), ten (10) hour days Monday through Thursday the holiday observed gets moved a day. For example, if the holiday is on a Friday (scheduled day off) then the holiday is observed on Thursday to constitute a 40-hour work week. i.e. Thanksgiving break is taken on Wednesday and Thursday.

Designated holidays:

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Independence Day
- Juneteenth
- Little Big Horn Victory Day
- Labor Day
- Native American Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day

No compensation will be paid for willful misconduct, intentional self-inflicted injury, injury related to intoxication or illegal substances, or willful failure or refusal to use a safety appliance or procedure. Injuries received as a result of conduct outside the scope of assigned ~~county~~ County duties are not covered by worker's compensation.

6.4.2. Health Insurance, Dental, Vision and Life

Health, & Dental, ~~Vision, Life~~ AD&D insurance as provided in the Benefit section of this policy manual.

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6.4.3. Retirement System

Participating in the South Dakota Retirement System is mandatory for all eligible employees (those who work 20 or more hours per week for more than 6 months). A percentage deduction established by South Dakota Retirement System of the gross monthly salary is made in each payroll period of which is matched by the ~~county~~ County toward the retirement of the employee. Other employee options are available under ~~this the supplemental system, and system and~~ are the responsibility of the employee via payroll deduction.

All decisions relating to the retirement system shall be in full compliance with South Dakota Codified Law and the provisions of the South Dakota Retirement System.

6.4.4. Payroll Deductions

6.4.4. Donation of Annual or Sick Leave

Employees may donate annual leave or sick leave to regular, full time or permanent part time - employees from the same funding source and in the same department or program who have exhausted their own leave.

No employee wishing to donate annual leave will be allowed to do so if their accumulated annual leave is one hundred twenty (120) hours or less.

The maximum amount of annual leave that can be donated from a single employee is 120 hours within a one (1) year period unless otherwise approved by the County Commissioners.

Employees can request or receive donated annual leave provided their own leave has been completely exhausted and an emergency occurs (documentation must be provided). The employee must provide the human resources department with justification for requesting the donated leave. The Department Head or County Commission shall approve or disapprove all requests.

Requests and donations for annual leave shall be submitted to the Department Head in writing on a form approved by the department.



Office of the Under Secretary
for Farm Production and Conservation
Washington, D.C. 20250

April 22, 2025

THE HONORABLE LARRY RHODEN
Governor
State of South Dakota
500 East Capitol Avenue
Pierre, SD 57501

Dear Governor Rhoden:

In accordance with 7 CFR 759.5(a), I am designating three South Dakota counties as primary natural disaster areas due to a recent drought. I am responding on behalf of the Department.

According to the U.S. Drought Monitor (see <http://droughtmonitor.unl.edu/>), these counties suffered from a drought intensity value during the growing season of 1) D2 Drought-Severe for 8 or more consecutive weeks or 2) D3 Drought-Extreme or D4 Drought-Exceptional.

In accordance with section 321(a) of the Consolidated Farm and Rural Development Act, additional areas of your state and adjacent states are named as contiguous disaster counties. Enclosed you will find documentation that provides a detailed list of all primary and contiguous counties impacted by this disaster.

A Secretarial disaster designation makes farm operators in primary counties and those counties contiguous to such primary counties eligible to be considered for Farm Service Agency (FSA) emergency loan assistance, provided eligibility requirements are met. Farmers in eligible counties have 8 months from the date of a Secretarial disaster declaration to apply for emergency loans. FSA considers each emergency loan application on its own merits, taking into account the extent of production losses on the farm and the security and repayment ability of the operator.

Local FSA offices can provide affected farmers with further information.

Sincerely,

BROOKE S. APPLETON
Deputy Under Secretary

Enclosure

cc: Brooke Rollins, Secretary of Agriculture

THE HONORABLE LARRY RHODEN

DISASTER DESIGNATION AREAS FOR SOUTH DAKOTA AND ADJACENT STATES

Primary Counties:

South Dakota	(3)		
Custer	Fall River	Oglala	Lakota

Contiguous Counties:

South Dakota	(3)		
Bennett	Jackson	Pennington	

Contiguous Counties in Adjacent States:

Nebraska	(4)			
Cherry	Dawes	Sheridan	Sioux	
Wyoming	(2)			
Niobrara	Weston			



United States Department of Agriculture

May 6, 2025

Farm Production
and Conservation

Farm Service
Agency

Farm Programs

1400 Independence
Ave. SW
Stop 0517
Washington, DC
20250-0517

Phone
(202) 720-7641

TO: State Executive Director(s)

South Dakota Nebraska Wyoming

Kathy Sayers

FROM: Safety Net Division (SND)

SUBJECT: Secretarial Disaster Designation S5972

Please carefully review the following information concerning the subject disaster designation:

Secretarial Designation Number: S5972

Approval date by the Secretary: 04/22/2025
(Delegated Signature)

Termination Date - EM loan applications: 12/22/2025

Beginning date – Incident period: 04/15/2025
(For determining EM loan security values)

Ending Date - Incident Period: N/A

Crop Year(s) Affected: 2025

Disaster description: Drought (Fast-Track)

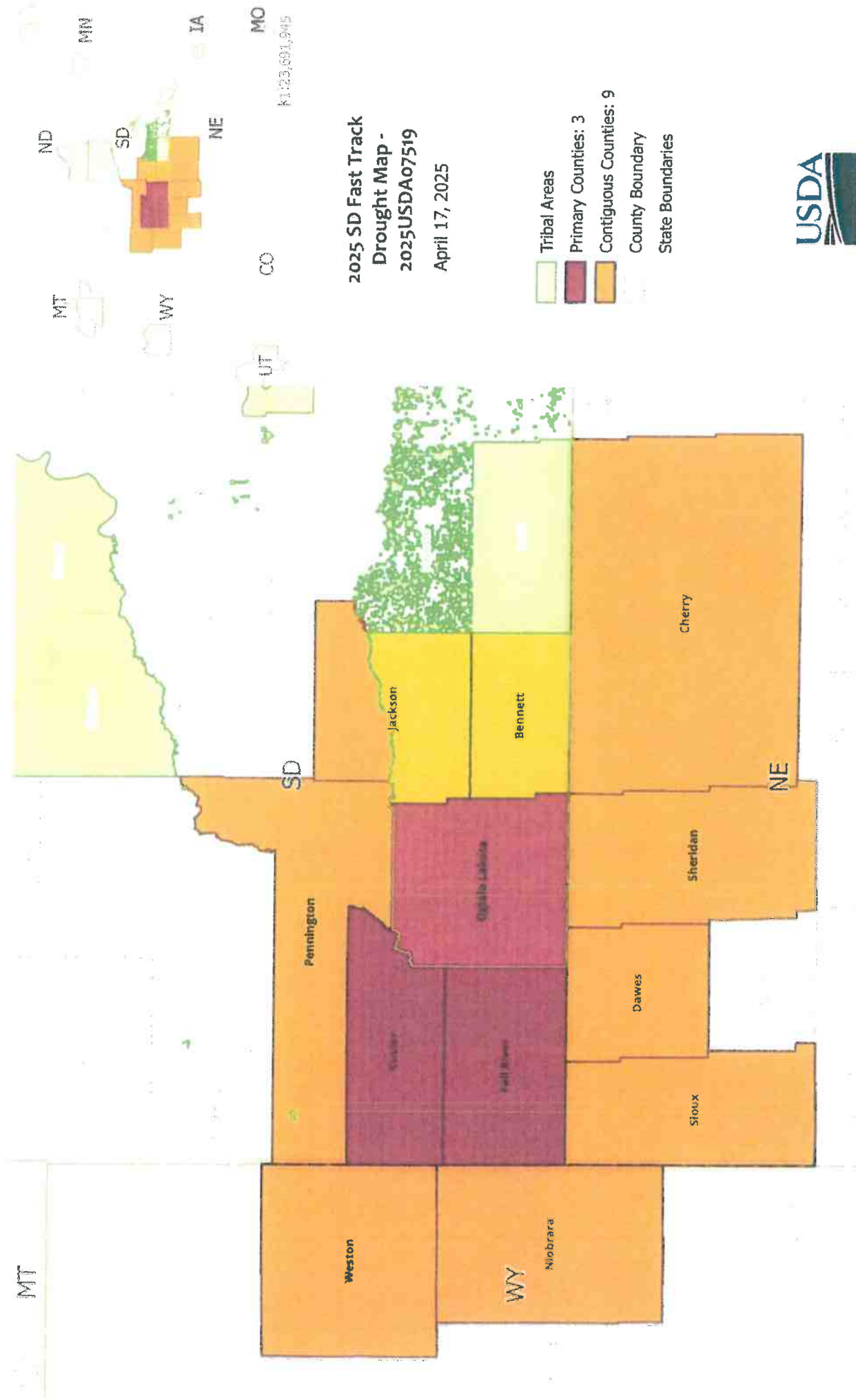
[Complete List of Primary Counties, Contiguous Counties, and Adjacent States, are in the attached ADDENDUM]

Please proceed to take the appropriate actions required by 7 CFR 759.

EXPIRATION DATE: May 31, 2026

FILING INSTRUCTIONS
Farm Loan Programs

2025 SD Fast Track Drought Map - 2025USDA07519



List of Primary and Contiguous Counties

St/Co FIPS Code	Primary	STATE	St/Co FIPS Code	Contiguous	STATE
46033	Custer	South Dakota	31031	Cherry	Nebraska
46047	Fall River	South Dakota	31045	Dawes	Nebraska
46102	Oglala Lakota	South Dakota	31161	Sheridan	Nebraska
			31165	Sioux	Nebraska
			46007	Bennett	South Dakota
			46071	Jackson	South Dakota
			46103	Pennington	South Dakota
			56027	Niobrara	Wyoming
			56045	Weston	Wyoming

SECRETARIAL DESIGNATION REQUEST

Primary State: South Dakota

3 primary county(ies)

REPORT DATE: Thursday April 17, 2025

State	Primary	Contiguous	TOTAL
Nebraska	-	4	4
South Dakota	3	3	6
Wyoming	-	2	2
TOTALS	3	9	12
TOTAL No. of States	1	3	3