

# SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY

## Policy Manual

**SUBJECT:** Dual Compensation

**NUMBER:** **Policy IV-06** (Formerly Policy IV-A-09)

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Dual compensation is prohibited per South Dakota Codified Law:

- 3-8-4 No person receiving a salary payable out of the state treasury or from the funds of any state institution or department, may, during the period for which such salary has been or is to be paid, receive any other salary from the state or any institution or department thereof.
  
- 3-8-4.2 Compensation permitted for secondary state employment during time off duty from primary employment. Any state employee, with the approval of the department head, agency head, or head of the state institution involved, or their designee, shall be permitted to use annual leave, weekends, legal holidays and hours after normal working hours for performing compensable services to a state institution, department, office, or agency other than the institution, department, office, or agency which is their primary employer. Compensation for such additional services performed during such times shall not be deemed to constitute dual compensation.

If there is a potential for dual compensation through consulting work or other activity for other state agencies, please seek assistance from the Human Resources Office.