

HIGHWAY RESEARCH CIRCULAR

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Progress Report of HRB-AASHO Joint Committee on Maintenance Personnel

To date the Joint Committee on Maintenance Personnel has submitted 21 annual reports since 1944. All state highway departments have cooperated in submitting information from which this and other annual reports were compiled.

During this 21-year period the salaries of state maintenance engineers have increased 157 percent; common laborers, 157 percent; mechanics, 155 percent. These classifications were selected to give a reasonable cross-section of salary adjustments.

This report, for comparative purposes, has been broken down into four regions, as follows:

1. The North Atlantic States (New Hampshire, Maine, Vermont, Connecticut, Massachusetts, Rhode Island, New York, New Jersey, Pennsylvania, Maryland and Delaware).
2. The Southeastern States (Louisiana, West Virginia, Virginia, Tennessee, North Carolina, South Carolina, Georgia, Alabama, Mississippi, Florida and Arkansas).
3. The Mississippi Valley States (North Dakota, South Dakota, Nebraska, Minnesota, Wisconsin, Michigan, Iowa, Illinois, Indiana, Ohio, Kentucky, Kansas, Missouri and Oklahoma).
4. The Western States (Montana, Wyoming, Colorado, New Mexico, Texas, Arizona, Utah, Idaho, Oregon, Washington, Nevada, California, Hawaii and Alaska).

The following are the average monthly salaries, by regions and groups, as of July 1, 1965:

Job Title	Average Salary (\$/mo)			
	North Atlantic States	South-eastern States	Miss. Valley States	Western States
State Maint. Engr.	1,260	1,074	1,164	1,231
Division Engr.	1,228	1,103	1,066	1,189
Res. Maint. Engr.	878	722	694	805
Common Laborer	316	234	311	380
Mechanic	458	357	428	532
Equip. Oper. I	351	280	376	439
Equip. Oper. II	381	300	417	481
Equip. Oper. III	444	347	408	553

These averages generally show an increase over 1964.

The following tabulation concerns Civil Service, a merit system or some other comparable plan.

North Atlantic States—One state (Delaware) of the 11 has no such plan.

Southeastern States—Three states (North Carolina, Arkansas and Mississippi) of 11 have no such plan.

Mississippi Valley States—Six states (North Dakota, South Dakota, Nebraska, Iowa, Indiana and Missouri) of the 14 have no such plan).

Western States—Three states (Montana, Wyoming and Colorado) of the 14 have no such plan.

All state highway departments indicate that some (if not all) of their employees are protected by some form of State-sponsored retirement plan or Federal Social Security.

All states reporting indicate that they grant vacation leave to all of their permanent employees, ranging from 5 to 30 days, and that they also grant sick leave to their personnel.

Fifteen states report either partial, complete or voluntary unionization of their maintenance employees. Thirty-nine states award pins or tokens for years of service.

Working Hours and Conditions

Twenty-eight states pay all employees on a salaried basis. Eighteen states pay office and supervisory employees on a salaried basis. Eight states pay temporary and some labor classification employees on a salaried basis. One state reports that none of its employees are paid on a salaried basis.

Forty-four states have an 8-hour day, 40 hours per week as the standard work week.

Thirty-five states prohibit nepotism.

Seven states use convict labor.

Six states require classification of highway employees by a point system.

Thirty-two states report that they have automatic or automatically recommended salary advances.

Thirty-six states allow either total or partial reimbursement when an employee is required to change his residence; of this total 14 states pay either per diem allowances dollar-wise or reimburse employees for packing, moving and subsistence cost incidental to a change of work assignment.

Thirty-three states report that they furnish some sort of protective clothing to their maintenance employees.

Six states allow time and a half either to all or certain classifications of employees. Nine states allow compensatory time. Seventeen states allow straight time. Two states allow no adjustment or allowances for overtime work. Two states report the rate of overtime pay as hourly.

Forty-five states require their employees to report to an assembly point preparatory to their day's work. Four states do not require their maintenance employees to report to an assembly point preparatory to their day's work. Thirty-five states pay all employees portal to portal. Nine states pay employees travel time one way. Two states report that they do not allow any travel pay.

In-Service Training Programs

The following analysis reflects the apparent interest and participation of most states in an in-service training program, either wholly or in part.

Nine states conduct an in-service formal training program, 23 states conduct an in-service practical training program and 16 states report or did not indicate that they do not participate in either type of program.

The use of materials and training aids are the most widely used forms of instructional materials used. Some departments furnish text books or manuals and in some cases they are specially prepared for the course of instruction. Many states use charts, graphs, films, film strips, slides and other forms of visual aid material. Mimeographed pamphlets, directives and technical material furnished by equipment manufacturers are used by some states.

Twenty-seven states conduct their in-service training programs during the normal workday and 3 states after the normal workday on the employee's own time. Nine states use the combination of both normal hours and after work hours (on the employee's own time) to conduct their programs.

Twenty-eight states have compulsory overall attendance, 4 states do not. Attendance varies from 5 to 75 as a cross-section of interest. Three states present programs on a daily basis, 7 on a weekly basis and 8 on a monthly basis. Other states vary in frequency of presentation; either quarterly, semi-annually or annually and some present their training on an "as needed" or as required, and in one instance "when the occasion requires."

Thirty-one states disseminate current information to their maintenance personnel. Official memorandums, manuals, industrial and departmental pamphlets; interoffice mail, seminars, lectures, bulletin boards; selected articles from trade periodicals, oral discussions, staff meetings, training manuals and official directives are the most widely used methods to disseminate information to its maintenance employees. Twenty-seven states distribute current maintenance obtained through research sources to all personnel engaged in their training programs.

Thirty-four states use their engineering staff personnel as training instructors. University personnel conduct the courses in 9 states. Some states employ consultants; allow manufacturer's representatives to present lectures and in one instance a vocational trade school faculty member presented the course.

Twelve states indicate their interest in establishing an in-service training program for their maintenance employees.

Definitions of Maintenance and Operations Personnel Titles

State Maintenance Engineer

One in an executive capacity who supervises all activities of maintenance and operations of the state highway department.

Assistant State Maintenance Engineer

One who assists the state maintenance engineer in the work of supervising the activities of maintenance and operations.

Division Engineer (In some states called District Engineer)

One in an executive capacity who supervises highway activities within a major geographical area.

Division Maintenance Engineer

One in an executive capacity who supervises maintenance and operations of highways within a major geographical area.

Assistant Division Maintenance Engineer

One who assists the division engineer and/or the division maintenance engineer in supervising maintenance and operations in the division within a major geographical area.

Resident Maintenance Engineer

One who directs the activities of all maintenance employees and equipment. Oversees the maintenance of highways within a minor geographical area.

Area Supervisor (In some states called Superintendent)

One who directs the activities of all maintenance employees and equipment. Oversees the maintenance of highways within a minor geographical area, excluding engineering requirements.

Gang Foreman

One who directs the activities of a group of men engaged in maintenance and operations and betterment work, such as a grading crew, bituminous repair crew, concrete pavement patching crew, bridge repair crew, centerline marking crew, roadside maintenance crew, etc.

Sectionman

One who in reality is a working foreman or who can and does perform any of the work necessary to properly maintain the highways within a specified territory. In addition, supervises the work of operators and laborers when necessary. A highly skilled and trained man.

Common Laborer

One who performs manual labor.

Skilled Laborer

One who, through special training or experience, has become proficient in such a trade as carpenter, painter, mason, plumber, etc.

Shop Superintendent

One who is responsible for the operation of a central garage and the supervision of major overhaul and repair of equipment.

Garage or Shop Foreman

One who is responsible for the operation of a garage and the supervision of the maintenance and repair of equipment.

Mechanic

One who, under direct supervision, maintains and repairs all types of automotive equipment.

Mechanic Helper

One who assists the mechanic in the maintenance and repair of all automotive equipment.

Equipment Operator I

Operators of light trucks, mowers, patching rollers, etc.

Equipment Operator II

Operators of heavy trucks, light graders and rollers used on resurfacing projects.

Equipment Operator III

Operators of specialized equipment such as cranes, shovels, heavy graders, paving machines, etc.

Clerk or Timekeeper

One who keeps the time records of employees, hours of equipment usage, quantities of materials received, used and on hand, maintenance cost records, etc.

Note: In the foregoing definitions of titles of maintenance personnel the first subdivision in the state for supervision purposes is called a division or district. The first subdivision in a division or district is called a residency.

Definitions of Titles of Other Key Personnel

Project Engineer

One who has charge in the field of one or more highway construction projects under the general supervision of a division construction engineer or a division engineer.

Chief of Survey Party

One who has charge in the field of a highway survey party with some latitude for exercising individual judgment but under the general supervision of an assistant division engineer or a division engineer.

Plans Designer

One who designs highway construction plans, such as laying grade line, preparing intersection layouts, determining sizes and lengths of drainage structures except bridges, preparing construction estimates, etc., all under the direct supervision of a chief designer.

Bridge Designer

One who designs highway bridges under the direct supervision of a chief bridge designer.

Chief Clerk

One who has a knowledge of modern office methods, procedures and equipment, business arithmetic and business English, and supervises a large group of clerical employees engaged in performing important clerical work.

Definitions:

Physical Maintenance—The preservation and upkeep of a highway including all of its elements, in as nearly as practicable its original as constructed condition or its subsequently improved condition.

Traffic Service—"Operations"—The operation of a highway facility, and services incidental thereto, to provide safe, convenient, and economical highway transportation.

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MAINTENANCE AND OTHER KEY PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENTS

State	State Maintenance Engineer	Asst. State Maintenance Engineer	Division Engineer	Division Maintenance Engineer	Asst. Div. Maintenance Engineer	Resident Maintenance Engineer	Area Supervisor	Gang Foreman	Sectionman	Common Laborer	Skilled Laborer	Shop Superintendent	State
Alabama	State Maint. Engr.	Asst. State Maint. Engr.	Div. Engr.	Div. Maint. Engr.	--	Res. Engr.	Hwy. Supts. I & II	Hwy. Foreman	Hwy. Camp Guard Hwy. Camp Steward	Common Laborer	Utility Laborer	Equip. Maint. Supt.	Alabama
Alaska	State Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr. I, II, III	Dist. Maint. Super.	--	--	Hwy. Maint. Fore III	Hwy. Maint. Fore II	Hwy. Maint. Fore I	Laborer	Maint. Mech. Carpenter, Painter	Auto Equip. Supr.	Alaska
Arizona	Asst. State Engr. Oper. Maint. Engr.	Asst. Maint. Suprv.	Dist. Engr.	Asst. Dist. Engr.	Asst. Dist. Engr.	--	Maint. Foreman	--	--	Maint. Man I	Maint. Man 4	General Shop Foreman	Arizona
Arkansas	State Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr.	Heavy Bridge Maint. Engr.	--	Dist. Maint. Supt.	Asst. Dist. Maint. Supt.	Job Supt. Area Fore	Crew Leader	Various	Various	--	Arkansas
California	Maint. Engr.	Asst. Maint. Engr.	Prin. Engr.	Asst. Dist. Maint. Engr.	Hwy. Supt.	Hwy. Supt.	Sr. Hwy. Foreman	Hwy. Br. Mt. Hwy. & Hwy. Tree Mt. Fore.	Hwy. Maint. Man III	Laborer	Skilled Laborer	Hwy. Equip. Supts. I & II	California
Colorado	Prin. Hwy. Engr.	--	Prin. Hwy. Engr.	Maint. Supt.	Asst. Maint. Supt. II	--	Sr. Hwy. Foreman	Hwy. Foreman	Sr. Hwy. Maint. Man	Laborer	Skilled Laborer	--	Colorado
Connecticut	Chief Maint.	--	Dist. Engr.	Hwy. Div. Engr. Maint.	Planning Engr. & Operations Engr.	--	Hwy. General Foreman	Hwy. Foreman	Crew Leader	Hwy. Maint. Gr. II	Trades Journeyman	--	Connecticut
Delaware	Maint. & Equip. Supv.	--	Div. Engr.	Asst. Div. Engr.	--	--	Area Supervisor	Maint. Foreman	--	Laborer I & II	Skilled Laborer I & II	Shop Supervisor	Delaware
Florida	Asst. State Hwy. Maint.	Civil Engr. V	Civil Engr. VI	Civil Engr. IV	Civil Engr. III	Civil Engr. III	Maint. Supt. II	Maint. Supt. I	Hwy. Foreman II	Laborer	Carpenter Plumber	Equip. Repair Supt.	Florida
Georgia	State Hwy. Maint. Engr.	Asst. State Hwy. Maint. Engr.	Hwy. Maint. Div. Engr.	Asst. Field Div. Engr. (Maint.)	Hwy. Maint. Asst.	--	Spec. Maint. Fore Supt.	Foreman	Patrolman	Common Laborer	Skilled Laborer	Div. Mech. Supt.	Georgia
Hawaii	Chief Engr.	Const. & Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Hwy. Const. & Maint. Supt. I, II & III	--	--	Various	Various	Gen. Lab. I & II	Various	--	Hawaii
Idaho	Maint. Engr.	--	Dist. Engr.	Dist. Maint. Supt.	--	--	Spec. Maint. Fore.	Spec. Maint. Fore.	Maint. Foreman	Maint. Helper	Maint. Man	--	Idaho
Illinois	Engr. of Maint.	Asst. Engr. of Maint.	Dist. Engr.	Dist. Maint. Engr.	Asst. Dist. Maint. Engr.	Field Engr.	Hwy. Maint. Supervisor	Hwy. Labor Fore.	Hwy. Section Man	Laborer Maint.	Hwy. Sec. Help. Maint. Worker	Garage Supt.	Illinois
Indiana	Chief Div. of Maint.	Asst. Chief Div. of Maint.	Dist. Engr.	Dist. Maint. Engr.	Asst. Dist. Maint. Engr.	--	Sub. Dist. Supt.	Hwy. Fore. II (Gen. Foreman)	Foreman	Laborer Helper	--	Adm. Officer II	Indiana
Iowa	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	--	Res. Maint. Engr.	Foreman	Sub-Foreman	Road Equip. Oper. II	Laborer	--	Shop Supt.	Iowa
Kansas	Engr. of Maint.	Asst. Engr. of Maint.	Div. Engr.	Div. Maint. Engr.	Hwy. Div. Supt.	--	Hwy. Dist. Supv.	Hwy. Maint. Fore.	Hwy. Maint. Man III	Laborer	--	Hwy. Shop Supt.	Kansas
Kentucky	Asst. State Hwy. Engr.	Dir., Div. of Maint.	Dist. Engr.	Pr. Asst. Dist. Engr. (Maint.)	Asst. Dist. Engr.	Maint. Engr.	Maint. & Const. Aides	Special Crew 4-Man	County Foreman	Laborer B	Laborer A	Equip. Supervisor	Kentucky
Louisiana	Chief Maint. & Oper. Engr.	Asst. Maint. Engr.	Dist. Engr.	Br. Maint. Engr., Asst. Dist. Engr.	--	Res. Maint. Engr.	Hwy. Maint. Supt. I & II	Gang Foreman III (Dist. local)	Gang Foreman I & II	Laborer Utility	Trades Helper	Hwy. Equip. Supt. I & II	Louisiana
Maine	Civil Engr. 4	Civil Engr. 3	Civil Engr. 3	Hwy. Maint. Supt.	Civil Engr. 2	--	Hwy. Dist. Supervisor	Hwy. Foreman I	Hwy. Maint. 2	Hwy. Maint. 1	Painter, Carpenter, Welders	Hwy. Equip. Engr.	Maine
Maryland	Hwy. Engr. VII	Hwy. Engr. VI	Hwy. Engr. VI	Hwy. Engr. V	--	Engr. Assoc. VI	Hwy. Maint. Supv.	Road Foreman	--	Hwy. Maint. Man, Laborer SRC	Hwy. Maint. Man, S. S. & Laborer, SS, SRC	Dist. Equip. Supv.	Maryland
Massachusetts	Maint. Engr.	Asst. Maint. Engr.	Dist. Hwy. Engr.	Dist. Maint. Engr.	Asst. Dist. Maint. Engr.	Asst. to the Dist. Maint. Engr.	Hwy. Maint. Foreman	Hwy. Repair Foreman	Hwy. Repair Working Fore.	Laborer	Construction Handyman	Supt. Shop & Equip.	Massachusetts
Michigan	Chief Maint. Engr.	Maint. Oper. Engr.	--	Dist. Maint. Engr.	Asst. to Dist. Maint. Engr.	Dist. Maint. Supt.	Area or County Maint. Supt.	(Area-County) Hwy. Maint. Foreman	--	Hwy. Laborer C-B Tree Trim. B-AI	Sign. Mech. Welder, Elec. Bridgr. Wkr.	Traffic Sign & Signal Supt. & Supr.	Michigan
Minnesota	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Area Maint. Engr.	Hwy. Dist. Foreman	--	Hwy. Maint. Fore. II	Hwy. Maint. Fore. I	Hwy. Maint. Man I, II	Laborer I & 2	Mason, Carp. Welder, Upholster, Elect.	Hwy. Equip. Supervisor	Minnesota
Mississippi	Engr. of Maint.	--	Dist. Engr.	Dist. Maint. Engr.	Asst. Dist. Maint. Engr.	--	Supt.	Foreman	Truck Patrolman	Helper	Electrician Painter, Carp.	--	Mississippi

State	Job Title	Education	Experience	Skills	Responsibilities	Location
Missouri	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dv. Engr.	Maint. Supr. II	Missouri
Montana	State Maint. Engr.	Asst. State Maint. Engr.	Dv. Engr.	Dv. Maint. Engr.	Maint. Man I Laborer	Montana
Nebraska	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dv. Maint. Engr.	Maint. Employee I	Nebraska
Nevada	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dv. Maint. Engr.	Foreman I	Nevada
New Hampshire	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dv. Engr.	Foreman II & III	New Hampshire
New Jersey	Dir. & Chief Engr., Dv. Maint. & Oper.	Asst. Dv. Maint. & Oper.	Dist. Engr.	Dist. Supr. Maint. & Oper.	Asst. Foreman, Hwy. Maint.	New Jersey
New Mexico	Maint. Engr.	Asst. Maint. Engr.	Dist. Hvy. Engr.	Asst. Dist. Hvy. Engr.	Patrol Foreman	New Mexico
New York	Supt. of Oper. & Maint.	Gen. Supv. of Oper. & Maint.	Dist. Engr.	Assoc. Civ. Engr.	Hwy. Gen. Maint. Fore.	New York
North Carolina	State Maint. Engr.	Area Maint. Engr.	Dv. Engr.	Asst. Dv. Engr.	Truck Fore. Gang. Fore.	North Carolina
North Dakota	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Specialist	North Dakota
Ohio	Dep. Dir. Dv. of Oper.	Engr. of Maint.	Dv. Dep. Dir.	Dv. Oper. Engr.	Labor Foreman	Ohio
Oklahoma	Maint. Engr.	Asst. Maint. Engr.	Dv. Engr.	Asst. Dv. Engr. (Maint.)	County Foreman	Oklahoma
Oregon	State Maint. Engr.	Asst. State Maint. Engr.	Dv. Engr.	Asst. Dv. Engr.	Section Foreman 1 & 2	Oregon
Pennsylvania	Asst. Chief Engr.	Asst. Chief Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Hwy. Foreman	Pennsylvania
Rhode Island	Prin. Civil Engr.	Sr. Civil Engr.	Assoc. Civil Engr.	Chief Hvy. Maint. Supv.	Laborer	Rhode Island
South Carolina	State Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Common Laborer	South Carolina
South Dakota	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	Working Foreman	South Dakota
Tennessee	State Maint. Engr.	Asst. State Maint. Engr.	Dv. Engr.	Dv. Maint. Engr.	Floating & Labor. Fore.	Tennessee
Texas	Chief Engr. of Maint. Oper.	Asst. Chief Maint. Engr.	Dist. Engr.	Dist. Maint. Engr. Mt. Engr.	Maint. Const. Foreman I	Texas
Utah	Chief Maint. Engr.	Asst. Chief Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Hwy. Foreman	Utah
Vermont	State Hvy. Maint. Engr.	State Hvy. Maint. Engr.	H. E. Exec. A	Asst. Dist. Engr.	Maint. Patrol	Vermont
Virginia	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Hwy. Asst. Dist. Engr.	Hwy. Area Maint. Supt.	Virginia
Washington	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Hwy. Maint. Man. & Hwy. Leadman	Washington
West Virginia	Dir. of Maint. Dv.	Asst. Dir. Maint. Dv.	Dist. Engr.	Asst. Dist. Engr.	Foreman	West Virginia
Wisconsin	Dir. of Maint. Dv.	Civil Eng. V (Hwy.)	Dist. Engr.	Dist. Chief Maint. Supv.	Hwy. Maint. Foreman	Wisconsin
Wyoming	State Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Maint. Helper	Wyoming

MAINTENANCE AND OTHER KEY PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENTS (Cont'd.)

State	Grade or Shop Foreman	Mechanic	Mechanic Helper	Equipment Operator I	Equipment Operator II	Equipment Operator III	Clerk or Timekeeper	Project Engineer	Chief of Survey Party	Plans Designer	Bridge Designer	Chief Clerk	State
Alabama	Mech. Foreman	**	Asst. Mech.	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk II	Engr. Asst. II & III	**	**	**	Clerk III	Alabama
Alaska	Auto. Shop Foreman	Auto. Mech. I, II, & III	Mechanic Helper	Auto. Equip. Oper. I	Auto. Equip. Oper. II	Auto. Equip. Oper. III	Clk. Typist I & II	**	**	**	**	**	Alaska
Arizona	Shop Foreman	Equip. Man 2	Equip. Man 1	Hwy. Maint. Man 2	Hwy. Maint. Man 3	Hwy. Maint. Man 4	Maint. Clerk I & 2	Resident Engr.	Chief of Party 1 & 2	Hwy. Designer 1 & 2	Bridge Designer 1 & 2	**	Arizona
Arkansas	**	Mechanic I & II	Mechanic II	Various	Various	**	Clerk	Res. Engr., Act. Res. Engr. & Res. Inspector	Party Chief	Designer	Designer	**	Arkansas
California	Hwy. Mech. Foreman	Heavy Eq. Mech. Auto. Mech.	Mech. Helper	Hwy. Maint. Man I	Hwy. Maint. Man II	Lt. & Hwy. Pwr. Shovel Oper.	Hwy. Field Office Asst.	Assoc. Hwy. & Bldg. Engr.	Asst. Hwy. Engr.	Assoc. Hwy. Engr.	Assoc. Bldg. Engr.	Various	California
Colorado	SF. Shop Foreman	Auto. Mechanic	Auto. Mech. Helper	Hwy. Maint. Man	Equip. Oper.	Heavy Equip. Oper.	Prin. Clerk	Assoc. Engr.	Asst. Engr.	Assoc. Engr.	Senior Engr.	**	Colorado
Connecticut	Hwy. Garage Foreman	Trades Journeyman	Hwy. Maint. III & IV	Hwy. Maint. II	Hwy. Maint. III	Hwy. Maint. IV	Hwy. Maint. II, III, & IV	**	Hwy. Jr. Engr.	**	**	Clerk IV Hwy. Maint. IV	Connecticut
Delaware	Garage or Shop Foreman	Mechanic	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk I, II & III	Hwy. Engr. I Const. Supr.	Chief of Survey Party	Jr., Sr., Prin. Designer	Jr., Sr., Prin. Designer	Clerk IV	Delaware
Florida	Equip. Repair Fore. II	Equip. Mech. II	Equip. Mech. I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Adm. Asst. I	Civil Engr. I & II	Civil Engr. I	Civil Engr. I & II	Civil Engr. I & II	Clerk V	Florida
Georgia	Asst. Dv. Mech. or Shop Fore.	Mechanic	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Various	**	**	**	**	**	Georgia
Hawaii	Auto. Mech. Fore. I	Auto. Mech. I & II	Auto. Mech. Helper	Various	Various	Various	Clk. II & III Acct. Clk. I & III	Proj. Engr.	Supv. Engr. Aide	Civil Engr. I - V	Civil Engr. I - VI	Office Mgr.	Hawaii
Idaho	Shop Fore.	Mechanic	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Maint. Clerk	Res. Engr.	Instrumentman II Engr. Tech. VII	Hwy. Des. III	Bldg. Designer	Dist. Off. Mgr.	Idaho
Illinois	Auto. Shop Foreman	Automotive Mech.	Automotive Mech. Helper	Hwy. Equip. Oper.	Hwy. Const. Equip. Oper.	**	**	Various	Various	Various	Various	Various	Illinois
Indiana	Shop Foreman	Mechanic	Helper	Lt. Equip. Oper.	Intermediate Equip. Oper.	Hwy. Equip. Oper. Spec. Equip. Oper.	Clerk-Typist II	Proj. Engr.	Party Chief	Designer	Designer	**	Indiana
Iowa	**	Mechanic III	Mechanic II	**	Rd. Equip. Oper. I	Rd. Equip. Oper. III	**	Res. Const. Engr.	Chief of Survey Party, Pres.	Engr. III	Engr. III	**	Iowa
Kansas	Hwy. Shop Foreman	Auto. Mech. I	Auto. Mech. Helper	Hwy. Maint. Man I	Hwy. Maint. Man II	Hwy. Equip. Oper.	Hwy. Dist. Clerk	CE II or CE IIS Res. Engr.	CE II Party Chief	CE II or CE IIS Designer (Road)	CE II or CE IIS Designer (Bldg.)	Hwy. Div. Clerk	Kansas
Kentucky	Garage Foreman	Mechanic	Mechanic Helper	Lt. Equip. Oper.	Hwy. Equip. Oper.	Special Equip. Oper.	Timekeeper	**	**	**	**	Chief Clerk	Kentucky
Louisiana	Auto. Shop Supt. I, II	Auto. Mech. II & III	Auto. Mech. I v Trades Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk II	Proj. Engr. Sr. Proj. Engr.	Chief of Party	Rd. Supt. Ldr. Sr. Rd. Supt. Leader	Sr. Bldg. Designer Sr. Bldg. Detailer	Clerk IV	Louisiana
Maine	Equip. Supt.	Auto. Mech.	Laborer II	Hwy. Maint. Man II	Hwy. Maint. Man III	Hwy. Maint. Man IV	Clerk II	Civil Engr. I & II	Civil Engr. I	Civil Engr. I & II	Civil Engr. III	Clerk III	Maine
Maryland	Shop Foreman	Auto. Mech.	**	Motor Equip. Oper. I	Motor Equip. Oper. II	Motor Equip. Oper. III	Shop Clerk	Engr. Assoc. V, VI (Const. Option)	Engr. Assoc. V, VI (Loc. Option)	Engr. Assoc. V, VI (Des. Option)	Engr. Assoc. V, VI (Bldg. Option)	Asst. Comptroller	Maryland
Massachusetts	Dist. Hwy. Equip. Fore.	Motor Equip. Repairman	Skilled Lab. Mech. Htyman	Skilled Laborer	Chauffeur Laborer	Maint. Equip. Oper.	Clerk Tallyman	Various	Various	Various	Various	Various	Massachusetts
Michigan	Various	**	**	Equip. Oper. A-2	Equip. Oper. A-1	**	Stores Clerk B Act. Clerk A	**	**	**	**	**	Michigan
Minnesota	Auto. Mech. Foreman	Auto. Field Mech. Auto. Mech.	Auto. Mech. Supt., Auto. Svt. Men	Sign Man I & II	Bp. Maint. Fore. Br. Worker	Hvy. Equip. Oper.	Various	Resident Engr., Proj. Engr.	Hwy. Tech. III C, E, I to III	Hwy. Tech. III C, E, I to III	Hwy. Tech. III C, E, I to III	Hwy. Dist. Clerk I, II	Minnesota
Mississippi	**	Mechanic	Helper Mechanic	Equip. Oper. I	Equip. Oper. II	**	Clerk	**	**	**	**	**	Mississippi

State	Occupation	Maint. Man I	Maint. Man II	Maint. Man III, II, I	Maint. Man IV	Maint. Man V	Maint. Man IV III	Maint. Man IV II	Maint. Man IV I	Proj. Engr.	Instrumentman	Designer	Designer III	Office Manager	Missouri
Montana	Maint. Man V Working Shop Foreman	Mechanic	Mechanic Helper	Various	Various	Various	Various	Various	Various	Engr.	Engr. Aide	Designer II	Designer III	Office Manager	Missouri
Nebraska	Shop Foreman, Div. Mech.	Mechanic	Mechanic	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III, IV	Equip. Oper. III, IV	Equip. Oper. III, IV	Equip. Oper. III, IV	Proj. Engr.	Engr. Aide	Designer	Bridge Designer	Office Manager	Nebraska
Nevada	Supv. Equip. Mech. I & II	Journeyman Equip. Mech. II	Garage Serviceman	Hwy. Maintainer	Hwy. Equip. Oper. I	Motor Equip. Oper. II	Motor Equip. Oper. II	Motor Equip. Oper. II	Motor Equip. Oper. II	Res. Engr. Jr. Res. Engr.	Hwy. Engr. II	Hwy. Engr. II	Hwy. Engr. III	**	Nevada
New Hampshire	Garage Foreman, Gar. Sub-Fore.	Mechanic	Mechanic Helper	**	Truck Driver Lt. Equip. Oper.	Motor Equip. Oper. II	Motor Equip. Oper. II	Motor Equip. Oper. II	Motor Equip. Oper. II	Res. Engr.	Chief of Party	Designer	Sr. Designer	Chief Acct.	New Hampshire
New Jersey	Garage Foreman	Mechanic	Mechanic Helper	Truck Driver	Equip. Oper.	Hwy. Equip. Oper.	Hwy. Equip. Oper.	Hwy. Equip. Oper.	Hwy. Equip. Oper.	**	**	**	**	Head Clerk	New Jersey
New Mexico	Shop Foreman I	Auto. Mech.	Serviceman	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Equip. Oper. III	Equip. Oper. III	Equip. Oper. III	Hwy. Engr. I	Hwy. Asst. II	Hwy. Des. I	Bridge Des. Engr.	Chief Clerk	New Mexico
New York	Asst. Mot. Equip. Maint. Supv.	Motor Equip. Repairman	Maint. Helper	Hwy. Equip. Oper. I	Const. Equip. Oper.	Crane & Shovel Oper. III	Crane & Shovel Oper. III	Crane & Shovel Oper. III	Crane & Shovel Oper. III	Asst. Civil Engr.	Asst. Civil Engr.	Asst. Civil Engr.	Asst. Civil Engr.	Head P. H. Acct. Clerk	New York
North Carolina	Mech. Foreman	Mechanic	Mechanic	Machine Oper. I	Machine Oper. II	Mechanic Oper. III	Mechanic Oper. III	Mechanic Oper. III	Mechanic Oper. III	Resident Engr.	Party Chief	Roadway Design Engr.	Bridge Design Engr.	Division Office Acct.	North Carolina
North Dakota	Shop Foreman	Mechanic	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Equip. Oper. III	Equip. Oper. III	Equip. Oper. III	Res. Engr. Proj. Engr.	Location Engr.	Road Designer	Struct. Designer	Finance	North Dakota
Ohio	Equip. Supv. I	Auto. Mech. I	Auto. Mech. I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III, IV	Equip. Oper. III, IV	Equip. Oper. III, IV	Equip. Oper. III, IV	Proj. Engr. Proj. Supv.	Chief of Survey Party	Plans Designer	Bridge Designer	Personnel Off. Exec. I, II, III, IV	Ohio
Oklahoma	Shop Foreman	Mechanic III	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Equip. Oper. III	Equip. Oper. III	Equip. Oper. III	Resident Engr.	Chief of Party	Asst. Chief Draftsman	Asst. Bri. Engr.	Office Engr. IV	Oklahoma
Oregon	Shop Supv.	Mechanic I & II	Mech. Trades Helper	Hwy. Maint. Man II thru VI	**	**	**	**	**	Resident Engr. Locating Engr.	**	Engr. Des. CEI & II, Engr. Tech. II - IV	Asst. II	Adm. Asst. II	Oregon
Pennsylvania	Automotive Equip. Fore.	Automotive Mechanic	Automotive Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Equip. Oper. III	Equip. Oper. III	Equip. Oper. III	Proj. Engr.	Chief of Surveys	Hwy. Design Engr.	Bridge Design Engr.	Bureau of Dist. Clerk	Pennsylvania
Rhode Island	Labor Foreman	Auto. Mechanic	**	Motor Equip. Oper.	Hwy. Motor Equip. Oper.	Skilled Laborer	Skilled Laborer	Skilled Laborer	Skilled Laborer	**	**	**	**	Chief Clerk	Rhode Island
South Carolina	Shop Supervisor	Mechanic	Skilled Laborer	Skilled Laborer	Skilled Laborer	Skilled Laborer	Skilled Laborer	Skilled Laborer	Skilled Laborer	Maint. Clerk	Maint. Clerk	Maint. Clerk	Maint. Clerk	**	South Carolina
South Dakota	Shop Foreman	Shop Mechanic	Mech. Helper	Lt. Equip. Oper.	Heavy Equip. Oper.	Heavy Equip. Oper.	Heavy Equip. Oper.	Heavy Equip. Oper.	Heavy Equip. Oper.	Res. Engr.	**	Plans Designer	Bridge Designer	Chief Clerk	South Dakota
Tennessee	Div. Shop Foreman	Div. Mechanic	Div. Helper	Tt. Driver Utility Oper.	Various	Various	Various	Various	Various	Jr. Acct. Clerk	Proj. Manager	Road & Sr. Road Designer	Bri. & Sr. Bri. Designer	Chief Clerk	Tennessee
Texas	Shop Foreman III	Skilled Laborer	Semi-Skilled Laborer	**	Semi-Skilled Laborer	Skilled Laborer	Skilled Laborer	Skilled Laborer	Skilled Laborer	St. Res. Engr. Res. Engr.	Field Survey Workman III	Sr. Design & Design Engr.	Sr. Design & Design Engr.	Asst. Fiscal Officer	Texas
Utah	Truck Shop Foreman	Mechanic	Mechanic Helper	Oper. Lt. Equip.	Oper. Med. Equip.	Oper. Hwy. Equip.	Oper. Hwy. Equip.	Oper. Hwy. Equip.	Oper. Hwy. Equip.	Proj. Engr.	Chief of Party	Des. Engr.	Struct. Engr.	Dist. Office Mgr.	Utah
Vermont	Shop Foreman	Maint. Mech. A Equip. Rep. C	Equip. Rep. A-B	Equip. Oper. A	Equip. Oper. B	Equip. Oper. C	Equip. Oper. C	Equip. Oper. C	Equip. Oper. C	Proj. Engr.	Chief of Survey Party	Plans Des.	Bri. Designer	Adm. Asst. C	Vermont
Virginia	Hwy. Equip. Repair Fore. B	Hwy. Equip. Mech. Helper	Hwy. Equip. Mech. Helper	Hwy. Equip. Oper. A	Hwy. Equip. Oper. B	Hwy. Equip. Oper. C	Hwy. Equip. Oper. C	Hwy. Equip. Oper. C	Hwy. Equip. Oper. C	Hwy. Const. Proj. Engr.	Survey Party Chief	Rd. Design Engr. A & B	Hwy. Bridge Design Engr. A & B	Acct. A	Virginia
Washington	Hwy. Equip. Foreman	Hwy. Equip. Mech. & Hwy. Eq. Field Mech.	Equip. Serviceman & Shop Asst.	Hwy. Equip. Oper. I	Hwy. Equip. Oper. II	Hwy. Equip. Oper. III	Hwy. Equip. Oper. III	Hwy. Equip. Oper. III	Hwy. Equip. Oper. III	Proj. Engr.	Asst. Hwy. Engr. II, Engr. Tech. VI	Asst. Hwy. Engr. Tech. II & VI	Various	Prin. Clerk I, II, III	Washington
West Virginia	Dist. Shop Foreman	Mechanic	Mechanic Helper	**	Equip. Oper.	Equip. Oper.	Equip. Oper.	Equip. Oper.	Equip. Oper.	**	Hwy. Survey Tech. I	**	**	Adm. Asst. III	West Virginia
Wisconsin	**	**	**	**	**	**	**	**	**	Civil Engr. III (Hwy.)	Civil Engr. II (Hwy.)	Civil Engr. III (Hwy.)	Civil Engr. III-IV (Hwy.)	Dist. Off. Supv.	Wisconsin
Wyoming	Shop Foreman I, II	Mechanic II, III	Mechanic I	Maintainer I	Maintainer II	Maintainer III	Maintainer III	Maintainer III	Maintainer III	Proj. Engr. Res. Engr.	Engr. Tech. IV	Designer	Designer	Director Acct. Div.	Wyoming

Maintenance Questionnaire

Questions asked the various state highway departments are answered in the table below. The numbers at the head of each column of the table refer to the question numbers below:

1. Are your maintenance employees under a civil service plan, merit system or some other comparable plan?
 - a. All
 - b. Salaried only
 - c. All but temporary
 - d. None
2. Are your maintenance employees included in any State-sponsored or controlled retirement plan?
 - a. All
 - b. Salaried only
 - c. All but temporary
 - d. None
- 2A. Are your maintenance employees included in a Federal social security retirement plan?
 - a. All
 - b. Salaried only
 - c. All but temporary
 - d. None

- 2B. Are your maintenance employees included in social security retirement plan?
 - a. All
 - b. Salaried only
 - c. All but temporary
 - d. None
- 2C. Are copies of the retirement plan, or
- 2D. Do you consider the retirement plan operation of your department?
- 2E. How long has the retirement plan for
3. Do maintenance employees receive a
 - a. All
 - b. Salaried only
 - c. All but temporary
 - d. None
- 3A. What is the length of your annual vac

STATE HIGHWAY DEPARTMENTS POLICIES AFFECTED

State	Civil Service				Retirement Plan															
	1a	1b	1c	1d	2a	2b	2c	2d	2Aa	2Ab	2Ac	2Ad	2Ba	2Bb	2Bc	2Bd	2C	2D	2E	3a
Alabama	-	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	-	-	No	Yes	Yes	20	-
Alaska	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	-	No	Yes	Yes	4	-
Arizona	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	12	Yes
Arkansas	-	-	-	No	Yes	-	-	-	Yes	-	-	-	-	-	No	Yes	Yes	16	Yes	
California	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	33	Yes
Colorado	-	Yes	-	-	-	Yes	-	-	-	-	-	No	-	-	-	No	Yes	Yes	34	-
Connecticut	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	26	-
Delaware	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	20	-
Florida	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	20	Yes
Georgia	-	Yes	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	12	Yes
Hawaii	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	41	Yes
Idaho	-	Yes	Yes	-	-	Yes	-	-	Yes	-	-	-	-	-	-	No	No	Yes	Effective 7-1-65	-
Illinois	-	-	-	-	Yes	-	-	-	-	-	-	No	-	-	-	No	Yes	Yes	21	-
Indiana	-	-	-	No	-	-	Yes	-	-	-	Yes	-	-	-	-	No	Yes	Yes	19	-
Iowa	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	12	-
Kansas	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	No	Yes	Yes	3	-
Kentucky	Except Laborers & Tr. Drivers	-	-	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	9	-
Louisiana	Yes	-	-	-	-	-	Yes	-	-	-	-	-	-	-	-	No	Yes	Yes	18	-
Maine	-	Yes	-	-	-	-	Yes	-	-	-	No	-	-	-	-	-	Yes Available 10/1/65	Yes	9	-
Maryland	Except Laborers	-	-	-	Yes	-	-	-	Yes	-	-	-	-	-	-	-	Yes	Yes	24	Yes
Massachusetts	Yes	-	-	-	Yes	-	-	-	-	-	No	-	-	-	-	No	Yes	Yes	71	Yes
Michigan	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	22	Yes
Minnesota	Except hrly. lab.	-	-	-	Except hrly. lab.	-	-	-	Yes	-	-	-	Except hrly. lab.	-	-	-	Yes	Yes	36	Except hrly. lab.
Mississippi	-	-	-	No	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	14	-
Missouri	-	-	-	No	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	Yes	Yes	10	-
Montana	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	20	-
Nebraska	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	1	-
Nevada	Yes	-	-	-	Yes	-	-	-	-	-	No	-	-	-	-	No	Yes	Yes	17	Yes
New Hampshire	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	20	-
New Jersey	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	44	Yes
New Mexico	-	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	No	Yes	Yes	18	-
New York	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	44	Yes
North Carolina	-	-	-	No	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	Yes	Yes	24	-
North Dakota	-	-	-	No	-	-	-	No	Yes	-	-	-	-	-	-	No	-	-	-	Yes
Ohio	Except Laborers	-	-	-	Yes	-	-	-	-	-	No	-	-	-	-	No	Yes	Yes	30	Yes
Oklahoma	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	1	-
Oregon	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	19	-
Pennsylvania	-	Yes	-	-	Yes	-	-	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	41	Yes
Rhode Island	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	29	Yes
South Carolina	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	-	-	-	No	Yes	Yes	20	-
South Dakota	-	-	-	No	-	-	-	No	Yes	-	-	-	-	-	-	No	-	-	-	-
Tennessee	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	Yes	Yes	18	-
Texas	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	18	Yes
Utah	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	No	Yes	Yes	4	-
Vermont	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	21	-
Virginia	-	Yes	-	-	-	-	Yes	-	Yes	-	-	-	-	Yes	-	-	Yes	Yes	23	-
Washington	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	18	-
West Virginia	-	Engrs. only	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	No	Yes	Yes	4	-
Wisconsin	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	22	Yes
Wyoming	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	16	-

cluded in a combination State-sponsored and Federal

now in effect in your state, available upon request?
 in effect in your state to be advantageous to the

maintenance employees been in effect in your state?
 1 annual vacation on full pay?

ation? (Working days per year)

- 3B. Are your annual vacations cumulative? If so, to what extent?
 4. Do you grant sick leave with pay to maintenance employees? (Working days per year)
 a. All
 b. Salaried only
 c. All but temporary
 d. None
 4A. Is your sick leave cumulative? If so, to what extent?
 5. Are your maintenance employees protected by a state financed hospitalization plan?
 a. Whole
 b. Part
 6. Are your maintenance employees protected by a state financed life insurance plan?
 a. Whole
 b. Part
 7. Are your maintenance employees protected by a state financed public liability plan?
 a. Whole
 b. Part

MAINTENANCE PERSONNEL (As of July 1, 1965)

Vacation					Sick Leave					Hospitalization and Insurance							State
3b	3c	3d	3A	3B	4a	4b	4c	4d	4A	5a	5b	6a	6b	7a	7b		
Yes	-	-	12	Yes, 30	-	Yes	-	-	Yes, 90	No	-	No	-	No	-	Alabama	
-	Yes	-	15-30	Yes, 60	-	-	15	-	Yes, no limit	Yes	-	No	-	Yes	-	Alaska	
-	-	-	18	Yes, 21	-	-	-	-	Yes, 60	No	-	No	-	Yes	-	Arizona	
-	-	-	10	Yes, 15	Yes	-	-	-	Yes, 90	No	-	No	-	No	-	Arkansas	
-	-	-	10-20	Yes, 30	12	-	-	-	Yes, no limit	-	Yes	No	-	No	-	California	
Yes	-	-	15	Yes, 30	-	Yes	-	-	Yes, 180	No	-	No	-	No	-	Colorado	
-	Yes	-	15-20	No	-	-	Yes	-	Yes, 120	-	Yes	-	Yes	-	-	Connecticut	
-	Yes	-	12-20	Yes, 1 yr	-	-	15	-	Yes, 90	No	-	No	-	Yes	-	Delaware	
-	-	-	12-15	Yes, 30	12	-	-	-	Yes, no limit	No	-	No	-	Yes	-	Florida	
-	-	-	15	Yes, 45	15	-	-	-	Yes, 90	Yes	-	-	Yes	No	-	Georgia	
-	-	-	21	Yes, 90	21	-	-	-	Yes, no limit	-	Yes	No	-	Motor veh. operation	-	Hawaii	
Yes	-	-	12	Yes, 24	-	12	-	-	Yes, 60	Yes	-	Yes	-	Yes	-	Idaho	
Yes	-	-	10-15	Yes, 30	-	Yes	-	-	Yes, no limit	No	-	No	-	No	-	Illinois	
-	Yes	-	10-15	Yes, 20	-	10	-	-	Yes, 30	No	-	No	-	-	Yes	Indiana	
-	Yes	-	5-15	Yes, 30	-	-	30	-	Yes, 90	No	-	No	-	Yes	-	Iowa	
-	Yes	-	12	Yes, 18	Yes	-	-	-	Yes, 90	No	-	No	-	Equip. oper.	-	Kansas	
-	Yes	-	12	Yes, 24	12	-	-	-	Yes, 120	No	-	No	-	Workmen's Comp.	-	Kentucky	
-	Yes	-	12-18	Yes, 45	-	-	12-18	-	Yes, no limit	-	Yes	-	Yes	-	-	Louisiana	
-	Yes	-	12-24	Yes, 24-30	-	-	Yes	-	Yes, 90	No	-	-	Yes	No	-	Maine	
-	-	-	15	Yes, 30	30	-	-	-	Yes, 100	No	-	No	-	-	Yes	Maryland	
-	-	-	10-20	Yes, 2 yr	15	-	-	-	Yes, no limit	-	Yes	-	Yes	No	-	Massachusetts	
-	-	-	13	Yes, 30	13	-	-	-	Yes, no limit	-	Yes	-	Yes	Yes	-	Michigan	
-	-	-	13-16	Yes, 24	13	-	-	-	Yes, 100	No	-	No	-	Yes	-	Minnesota	
Yes	-	-	12	Yes, 30	-	12	-	-	Yes, no limit	-	Yes	-	Yes	No	-	Mississippi	
Yes	-	-	15	Yes, 30	-	15	-	-	Yes, 100	No	-	No	-	No	-	Missouri	
-	Yes	-	15	Yes, 30	12	-	-	-	Yes, no limit	No	-	No	-	No	-	Montana	
-	Yes	-	10-20	No	-	-	Yes	-	Yes, 60	No	-	No	-	No	-	Nebraska	
-	-	-	15-18	Yes, 45	15	-	-	-	Yes, 90	-	Yes	-	Yes	Yes	-	Nevada	
-	Yes	-	15	Yes, 30	15	-	-	-	Yes, 90	-	Yes	-	Yes	No	-	New Hampshire	
-	-	-	12-20	Yes, 12-20	15	-	-	-	Yes, no limit	Yes	Yes	Yes	-	Yes	-	New Jersey	
Yes	-	-	13	Yes, 24	-	13	-	-	Yes, 60	-	Yes	-	Yes	Yes	-	New Mexico	
-	Yes	-	13-20	Yes, 30	13	-	-	-	Yes, 120	-	Yes	-	Yes	Yes	-	New York	
-	Yes	-	15	Yes, 30	-	-	10	-	Yes, no limit	No	-	No	-	Yes	-	North Carolina	
-	-	-	12-21	Yes, 30	12	-	-	-	Yes, no limit	-	Yes	-	Yes	Yes	-	North Dakota	
-	-	-	10-15	No	15	-	-	-	Yes, 90	No	-	No	-	No	-	Ohio	
-	Yes	-	15	Yes, 30	-	-	15	-	Yes, 45	No	-	No	-	-	Workmen's Comp.	Oklahoma	
-	Yes	-	10-15	Yes, 25	12	-	-	-	Yes, 120	No	-	No	-	Yes	-	Oregon	
-	-	-	15	Yes, 30	Yes	-	-	-	Yes, 90	No	-	No	-	Yes	-	Pennsylvania	
-	-	-	13-20	Yes, 13	18	-	-	-	Yes, 120	Yes	Yes	-	Yes	-	Yes	Rhode Island	
-	Yes	-	12	Yes, 45	-	-	Yes	-	Yes, 90	No	-	No	-	No	-	South Carolina	
-	Yes	-	15-20	Yes, 30-40	-	-	14	-	Yes, 14	-	-	-	-	Yes	-	South Dakota	
-	Yes	-	12	Yes, 24	-	-	Yes	-	Yes, 120	-	Yes	-	Yes	No	-	Tennessee	
-	-	-	10-13	Yes, 12	12	-	-	-	Yes, 3 yr	Workmen's Comp.	Workmen's Comp.	Workmen's Comp.	-	No	-	Texas	
-	Yes	-	12-15	Yes, 30	-	-	Yes	-	Yes, 90	Yes	-	-	Yes	No	-	Utah	
-	Yes	-	12-18	Yes, 25-35	-	-	12-18	-	Yes, no limit	-	Yes	-	Yes	Yes	-	Vermont	
Yes	-	-	12-18	Yes, 24-36	-	15	-	-	Yes, 90	No	-	-	Yes	Yes	-	Virginia	
-	Yes	-	12-15	-	-	-	12	-	Yes, 120	Yes	-	-	-	Yes	-	Washington	
-	Yes	-	15	Yes, 30	-	-	18	-	Yes, 60	No	-	No	-	Workmen's Comp.	-	West Virginia	
-	-	-	10-20	No	12	-	-	-	Yes, 60	-	Yes	-	Yes	Workmen's Comp.	-	Wisconsin	
-	Yes	-	12	Yes, 20	-	-	12	-	Yes, 90	-	-	-	-	Yes	-	Wyoming	

8. Are your maintenance employees organized by a national union?
 a. All
 b. Salaried only
 c. All but temporary
 d. None
9. Does your maintenance department give pins or tokens to employees serving a certain length of time with the department or encourage the formation of clubs, such as 10 year clubs, etc.?
10. Are your regular or permanent employees paid on a salaried basis?
 a. All
 b. Office
 c. Supervisory only
 d. All but temporary
 e. None
- 10A. Standard number of hours worked per day, per week.
 10B. Is any allowance or adjustment made for overtime work? If answer to this question is "yes", please state rate of pay for regular or scheduled working time.
11. Are your maintenance employees required as a headquarters garage or shop, pre-assembly point until they return at the
 a. Foreman
 b. Operators
 c. Laborers
12. Are maintenance employees furnished
 * Specialized operations
 ** Normal operations
 Note: * Bituminous work, shop
 ** Rain outfits, insulated work
13. Do you have automatic or automatic
 14. Do you use convict labor?
 15. Do your rules of employment prohibit

STATE HIGHWAY DEPARTMENTS POLICIES AFFECTING

State	Unionized				Clubs						10A	10B	11	11Aa	11Ab
	8a	8b	8c	8d	9	10a	10b	10c	10d	10e					
Alabama	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Compensatory	Yes	Yes	Yes
Alaska	-	-	-	No	No	-	-	-	Yes	-	7½-37½	Straight time	Yes	Yes	Yes
Arizona	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Time & one-half	Yes	Yes	Yes
Arkansas	-	-	-	No	Yes	-	Yes	Yes	-	-	8-40	Hourly	Yes	Only one-way	Only one-way
California	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Hourly	Yes	Yes	Yes
Colorado	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Compensatory	No	No	No
Connecticut	-	-	Yes	-	Yes	-	-	Yes	-	-	8-40	Time & one-half	Yes	Yes	Yes
Delaware	Volunt.	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes	Yes	Yes	Yes
Florida	Volunt.	-	-	-	No	Yes	-	-	-	-	8-40	Reg. pay or compensatory	Yes	Only one-way	Only one-way
Georgia	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Straight time	Yes	Only one-way	Only one-way
Hawaii	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Comp. at time & one-half	Yes	Yes	Yes
Idaho	-	-	-	No	Yes	-	-	-	-	No	8-40	Straight time	Yes	Only one-way	Only one-way
Illinois	Field personnel	-	-	-	Yes	-	-	-	Yes	-	8-40	Compensatory	Yes	Yes	Yes
Indiana	-	-	-	No	Yes	-	Yes	Yes	-	-	7½-37½	Reg. rate	Yes	Yes	Yes
Iowa	-	-	-	No	No	-	-	-	Yes	-	8-40	Reg. rate	Yes	No	Yes
Kansas	-	-	-	No	No	Yes	-	-	-	-	8-40	No	Yes	Yes	Yes
Kentucky	-	-	-	No	Yes	Yes	-	-	-	-	7½-37½	Compensatory	Yes	Only one-way	Only one-way
Louisiana	Volunt.	-	-	-	Yes	Yes	-	-	-	-	8-40	Comp. reg. rate	Yes	Yes	Yes
Maine	-	-	-	No	No	Yes	-	-	-	-	9-45	Straight time	No	-	-
Maryland	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes
Massachusetts	Volunt.	-	-	-	No	Yes	-	-	-	-	7½-37½	Time & one-half over 40 hr	Yes	Yes	Yes
Michigan	16%	-	-	-	Yes	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes
Minnesota	Volunt.	-	-	-	Yes	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes
Mississippi	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Compensatory	Yes	Yes	Yes
Missouri	-	-	-	No	Yes	-	-	-	Yes	-	8-40	Compensatory	Yes	Yes	Yes
Montana	Yes	-	-	-	Yes	Yes	-	-	-	-	8-40	Time & one-half	Yes	Yes	Yes
Nebraska	Partial	-	-	-	Yes	-	-	Yes	-	-	8-40	Straight time	Yes	Yes	Yes
Nevada	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes
New Hampshire	Some	-	-	-	Yes	-	Yes	-	-	-	8-40	Time & one-half, Nov.-Apr.	Yes	Yes	Yes
New Jersey	-	-	-	No	No	Except laborers	-	-	-	-	7-35	Time & one-half of hrly. rate	Yes	Yes	Yes
New Mexico	-	-	-	No	Yes	-	-	-	Yes	-	8-40	Straight time	Yes	Yes	Yes
New York	Volunt.	-	-	-	No	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes
North Carolina	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Compensatory	Yes	Yes	Yes
North Dakota	-	-	-	No	Yes	-	Yes	Yes	-	-	Aprox. 55 hr	Straight time	Some	Yes	Yes
Ohio	-	-	-	No	Yes	Yes	-	-	-	-	8-40	100%	Yes	Only one-way	Only one-way
Oklahoma	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Equal time	Yes	No	No
Oregon	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Comp. & time & one-half	Yes	Yes	Yes
Pennsylvania	-	-	-	No	Yes	-	Yes	Yes	-	-	8-40	No	Yes	Yes	Yes
Rhode Island	Some	-	-	-	Yes	-	Yes	-	-	-	7-35	Time & one-half over 40 hr	Yes	Yes	Yes
South Carolina	-	-	-	No	Yes	-	-	-	Yes	-	8-40	No	Yes	Yes	Yes
South Dakota	-	-	-	No	No	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes
Tennessee	Volunt.	-	-	-	Yes	-	Yes	Yes	-	-	9-45	Straight time	Yes	Only one-way	Only one-way
Texas	-	-	-	No	Yes	-	-	Yes	-	-	9-45	100%	Yes	Yes	Yes
Utah	-	-	-	No	Yes	-	-	-	Yes	-	8-40	Straight time	Yes	Yes	Yes
Vermont	-	-	-	No	Yes	-	Yes	-	-	-	8-40	Reg. time	Yes	Yes	Yes
Virginia	-	-	-	No	Yes	Yes	-	-	-	-	9-45	-	-	-	-
Virginia	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes
Washington	Some	-	-	-	Yes	-	-	-	Yes	-	8-40	Time & one-half over 40 hr	Yes	Only one-way	Only one-way
West Virginia	Some	-	-	-	No	-	Yes	Yes	-	-	8-40	Straight time	No	-	-
Wisconsin	-	-	-	No	No	Yes	-	-	-	-	8-40	Reg. rate	No	-	-
Wyoming	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Compensatory	Yes	Only one-way	Only one-way

ired to report at an assembly point, such
paratory to their day's work?
they paid from the time they leave this
close of the day's work? (portal to portal)

protective clothing?

mechanics, etc.
idergarments, etc.
commended salary advancements?

epotism?

16. Do you pay men on crews which are required to move frequently?

- a. Actual expenses
- b. Per diem allowance
- c. Increase wage of stationary crews
- d. None

17. Does the law or policy require a classification of highway employees by a point system?

18. Does your policy provide for reimbursement of expenses incurred when an employee is required to change residence which necessitates his moving his family and furniture?

- a. Total
- b. Partial
- c. None

MAINTENANCE PERSONNEL (As of July 1, 1965) (cont'd.)

Working Hours and Conditions													State	
11Ac	12*	12**	13	14	15	16a	16b	16c	16d	17	18a	18b	18c	
Yes	-	-	Yes	Yes	Yes	-	Yes	-	-	No	-	Yes	-	Alabama
Yes	Yes	-	Yes	No	Yes	-	Yes	-	-	Yes	-	Limited	-	Alaska
Yes	Partially	Partially	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Arizona
No	No	No	No	No	Yes	\$10. per day	-	-	-	No	Up to \$120. day	-	-	Arkansas
Yes	Yes	No	Yes	No	Yes	-	Yes	-	-	No	Up to 8,000 lbs.	-	-	California
No	Yes	-	Yes	No	Yes	-	Yes	-	-	No	-	-	No	Colorado
Yes	Yes	Partially	Yes	No	No	-	-	-	No	No	-	-	No	Connecticut
Yes	No	No	No	No	No	-	-	-	No	No	Yes	-	-	Delaware
Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	-	-	No	Yes	-	-	Florida
Only one-way	Yes	Yes	No	Yes	No	-	-	-	No	No	-	-	No	Georgia
Yes	No	Yes	Yes	No	Yes	-	Yes	-	-	No	Yes	-	-	Hawaii
Only one-way	Yes	No	No	No	Yes	-	Yes	-	-	No	Up to 8,500 lbs. - \$50. for packing	-	-	Idaho
Yes	Yes	Yes	No	No	No	Yes	-	-	-	No	Yes	-	-	Illinois
Yes	Yes	-	No	No	Yes	-	Yes	-	-	No	-	-	No	Indiana
Yes	No	No	Yes	No	Yes	\$11. per day	-	-	-	No	Subsistence & furniture	-	-	Iowa
Yes	No	No	No	No	No	Yes	-	-	-	No	Yes	-	-	Kansas
Only one-way	No	No	Yes	No	Yes	Yes	-	Yes	-	Yes	-	-	No	Kentucky
Yes	Yes	No	No	No	Yes	-	Yes	-	-	No	Supervisory only	-	-	Louisiana
-	-	-	Yes	Yes	No	-	Some	-	-	No	-	-	No	Maine
Yes	No	Yes	Yes	Yes	Yes	Yes	-	-	-	No	-	Yes	-	Maryland
Yes	Yes	No	Yes	No	No	-	Room & meals	-	-	No	-	-	No	Massachusetts
Yes	Yes	Yes	Yes	No	Yes	-	Yes	-	-	No	Up to 6,500 lbs.	-	-	Michigan
Yes	Yes	-	Yes	No	No	Yes	-	-	-	No	Yes	-	-	Minnesota
Yes	No	No	No	No	Yes	First 5 days	Yes	-	-	No	-	-	No	Mississippi
Yes	Yes	No	Yes	No	Yes	Yes	-	-	-	No	Yes	-	-	Missouri
Yes	No	No	No	No	Yes	-	Yes	-	-	No	-	Yes	-	Montana
Yes	No	No	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Nebraska
Yes	Yes	No	Yes	No	Yes	-	Yes	-	-	Yes	-	Yes	-	Nevada
Yes	No	Yes	Yes	No	No	-	Yes	-	-	No	-	No	No	New Hampshire
Yes	Yes	Yes	Yes	No	Yes	-	Yes	-	-	Yes	-	No	No	New Jersey
Yes	Yes	limited	-	Yes	No	-	Yes	-	-	No	-	Yes	-	New Mexico
Yes	No	No	Yes	No	No	-	Yes	-	-	No	-	Yes	-	New York
Yes	Yes	-	Yes	Yes	Yes	-	Yes	-	-	No	Yes	-	No	North Carolina
Yes	No	No	No	Yes	Yes	\$8. per day	-	-	-	No	-	No	No	North Dakota
Only one-way	No	Yes	Yes	No	No	-	Yes	-	-	No	-	-	No	Ohio
No	-	-	No	No	-	-	Yes	-	-	No	Household goods & travel expenses	-	-	Oklahoma
Yes	Yes	Safety equip.	Yes	No	Yes	-	\$6.00 per day	-	-	Yes	Except packing expenses	-	-	Oregon
No	Yes	-	Yes	No	Yes	-	-	-	No	No	Supervisory only	-	-	Pennsylvania
Yes	Yes	No	Yes	No	Yes	-	-	-	No	No	-	-	No	Rhode Island
Yes	Yes	No	No	No	Yes	-	Yes	-	-	No	Household goods moved by State	-	-	South Carolina
Yes	No	No	Yes	No	Yes	-	Yes	-	-	No	\$200. maximum	-	-	South Dakota
Only one-way	No	No	No	No	No	-	-	Yes	-	No	Yes	-	-	Tennessee
Yes	Yes	Yes	No	No	Yes	Yes	-	-	-	No	Furniture moved in state equip.	-	-	Texas
Yes	Yes	-	No	No	Yes	-	-	-	No	No	-	-	No	Utah
Yes	Yes	Yes	Yes	No	Yes	Yes	-	-	-	Yes	Yes	-	-	Vermont
Yes	Yes	Yes	Merit ratings	Yes	No	Yes	-	-	-	No	Household goods & transportation	-	-	Virginia
Only one-way	Yes	No	Yes	No	Yes	\$12. per day room & trans.	-	-	-	No	Actual moving expenses	-	-	Washington
-	Yes	Yes	No	No	Yes	Yes	-	-	-	No	Yes	-	-	West Virginia
-	Yes	-	Yes	No	Yes	-	-	-	No	No	-	Yes	-	Wisconsin
Only one-way	-	-	Yes	No	Yes	Yes	-	-	-	No	Moving expenses	-	-	Wyoming

ing questions will apply only to the "Practical Type"
 rograms.

s?
 personnel (engineering or other) State
 nnel
 (essional engineers, architects, etc.)

re used?
 m notes with critique at end of discussion
 oup discussion
 (do-it-yourself by steps)
 ng films and training aids

22. What instructional material do they use?
 a. Department furnished textbooks or manuals
 b. Special textbooks (specially furnished for the course)
 c. Charts or graphs
 d. Pictures (still) or slides
 e. Films, film strips or graphic training-aids
 f. Other (specify)

FOR MAINTENANCE PERSONNEL

20				21					22						State
A	B	C	D	A	B	C	D	E	A	B	C	D	E	F	
Yes	No	Yes		Yes	Yes	Yes	Yes	Auto- Instructional Material	Yes	No	Yes	Yes	Yes		Alabama Alaska Arizona Arkansas California
Yes					Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes		Colorado Connecticut Delaware Florida Georgia Hawaii Idaho Illinois Indiana Iowa Kansas Kentucky Louisiana
Yes	No	Yes		Yes	Yes	Yes	Yes								Maine Maryland Massachusetts Michigan Minnesota Mississippi Missouri Montana Nebraska Nevada
Yes	No	No		Yes	Yes	Yes	Yes		Yes	No	Yes	Yes	Yes		New Hampshire New Jersey
Yes	Yes	No	Voc. Trd. School	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes		New Mexico New York North Carolina North Dakota Ohio
Yes	Yes	No		Yes	Yes	Yes	Yes	On-The-Job Instruction	Yes	Yes	Yes	Yes	Yes		Oklahoma Oregon Pennsylvania Rhode Island South Carolina
Yes	Yes	No		Yes	Yes	Yes	Yes		Yes	No	Yes	Yes	Yes		South Dakota Tennessee Texas Utah
Yes	Yes	No	Mfg'r's Repr'es	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes		Vermont Virginia Washington West Virginia Wisconsin Wyoming
Yes	Yes	Yes	Vendor Repr'es Suppliers	Yes	Yes	Yes	Yes		Yes		Yes	Yes	Yes		
Yes	No	No		Yes	Yes	Yes	Yes		No	No	Yes	Yes	Yes		
Yes	Yes	Yes		Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes		
Yes	Yes	No	Spec- ialists	Yes	No	Yes	No		Yes	Yes	No	No	Yes		
Yes	No	No	Industry Repr'es	Yes	Yes	Yes	Yes		No	No	Yes	Yes	Yes		
Yes	Yes	Yes		Yes	Yes	Yes	Yes		Yes		Yes	Yes	Yes		
Yes	No	No		No	Yes	Yes	No		Yes	No	No	No	No		
Yes	Yes	Yes		Yes	Yes	Yes	Yes		Yes		Yes	Yes	Yes		

23. What subjects are taught in your program of instruction?
- a. Leadership
 - b. Art of communicating ideas
 - c. Decision making
 - d. Responsibilities
 - e. Employee relations
 - f. Planning and management
 - g. Crew responsibility for specific items of work
 - h. How to perform each item of work
 - i. Operation of equipment
 - j. Maintenance of equipment
 - k. Safety practices
 - l. Other (specify)

Formal Practical
 Yes/No Yes/No

24. When does this traini
 a. During the nor
 b. After the nor
 c. A combinatio
 d. Other (specify
25. Where does this train
 a. Department fu
 b. Are classroo
 c. In division fac
 d. On the job (sit
 e. Other (specify
26. Is attendance at these
27. How many people rec

IN-SERVICE TRAINING PROGRAM

State	23											24					
	23a	23b	23c	23d	23e	23f	23g	23h	23i	23j	23k	23l	24a	24b	24c	24d	25a
Alabama																	
Alaska																	
Arizona																	
Arkansas																	
California	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Public Responsibility	Yes	Yes	Yes		Yes
Colorado				Yes	Yes		Yes	Yes	Yes	Yes	Yes		Yes		Yes		Yes
Connecticut																	
Delaware																	Yes
Florida																	
Georgia	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes				Yes
Hawaii	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	No	No		Yes
Idaho					Yes			Yes	Yes	Yes	Yes		Yes				Yes
Illinois	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Public Relations Teaching Methods	Yes		Yes		Yes
Indiana	No	No	No	No	No	No	Yes	Yes	Yes	Yes	Yes		Yes	No	No		Yes
Iowa	No	No	No	No	No	No	No	Yes	Yes	Yes	Yes		Yes	No	No		Yes
Kansas																	
Kentucky	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes		Yes
Louisiana	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes				Yes
Maine							Yes	Yes	Yes	Yes	Yes		Yes				
Maryland																	
Massachusetts	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	No	No		Yes
Michigan																	
Minnesota	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	No	No		Yes
Mississippi							Yes	Yes	Yes	Yes	Yes		Yes				Yes
Missouri	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes				Yes
Montana	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	No			Yes
Nebraska																	
Nevada							Yes	Yes	Yes	Yes	Yes		Yes	No			Yes
New Hampshire																	
New Jersey	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Civil Defense	Yes	Some	Yes		Yes
New Mexico							Yes	Yes	Yes	Yes	Yes			Yes			Yes
New York	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes		Yes
North Carolina																	
North Dakota																	
Ohio	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes				Yes
Oklahoma	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes		Yes	No	No		Yes
Oregon													Yes				Yes
Pennsylvania						Yes	Yes	Yes	Yes	Yes	Yes		Yes				Yes
Rhode Island	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes		Yes
South Carolina					Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes				Yes
South Dakota																	
Tennessee																	
Texas	No	No	No	No	No	No	Yes	Yes	Yes	Yes	Yes		Yes	No	No		Yes
Utah	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Weed Control Patching Flagging			Yes		Yes
Vermont						Yes	Yes	Yes	Yes	Yes	Yes		Yes				Yes
Virginia	Yes		Yes	Yes	Yes	Yes	Yes	Yes			Yes	Public Relations	Yes				Yes
Washington	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	No	No		Yes
West Virginia				Yes	Yes	Yes							Yes	No			Yes
Wisconsin																	
Wyoming				Yes	Yes	Yes	Yes		Yes	Yes	Yes				Yes		Yes

MINIMUM-MAXIMUM MONTHLY SALARIES (

MAINTENANC

State	State Maintenance Engineer			Asst. State Maintenance Engineer			Division Engineer			Division Maintenance Engineer			Assistant Division Maintenance Engineer			Resident Maintenance Engineer		
	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.
Alabama	1	800	916	1	700	890	8	800	916	8	700	825				44	550	675
Alaska	1	1,538	1,538	1	1,294	1,294	5	1,362	1,631	4	1,025	1,353						
Arizona	2	1,000	1,375	0	725	905	5	1,000	1,250				7	825	1,030			
Arkansas	1	925	1,000	1	775	850	10	875	950	1	775	850				10	625	750
California	1	1,351	1,642	9	1,008	1,419	11	1,564	1,901	11	1,166	1,419	17	1,008	1,225	97	829	1,008
Colorado	1	1,023	1,372				11	1,023	1,375	8	802	1,075	1	727	975			
Connecticut	1	983	1,251				4	934	1,189	4	804	993	8	732	922			
Delaware	-	670	840					867	955		715	867						
Florida	1	920	1,150	2	800	1,000	5	880	1,100	5	725	920	5	660	840	17	660	840
Georgia	1	1,001	1,409	1	824	1,159	12	908	1,278	6	748	1,051	28	558	785			
Hawaii	1	1,016	1,577	1	922	1,430	4	922	1,430	1	688	1,067	4	655	1,120			
Idaho	1	1,002	1,218				6	954	1,160	6	647	786						
Illinois	1	1,250	1,700	1	1,100	1,475	10	1,250	1,700	10	900	1,300	10	775	1,150	70	775	1,150
Indiana	1	1,115	1,360	1	980	1,210	6	980	1,210	6	750	940	6	660	820			
Iowa	1	1,000	1,150	1	850	925	6	900	975	6	800	875				24	700	775
Kansas	1	647	1,103	1	587	1,000	6	587	1,000	6	530	910	5	415	714			
Kentucky	1	1,213	1,213	1	1,155	1,155	12	951	1,155	12	745	906	23	676	821	4	556	612
Louisiana	1	915	1,235	1	840	1,160	9	840	1,160	11	780	1,020				4	600	800
Maine	1	892	1,198	1	808	1,087	7	808	1,087	7	546	732	7	665	893			
Maryland	1	1,122	1,403	2	1,000	1,250	7	1,000	1,250	7	885	1,106				23	713	891
Massachusetts	1			1			8	1,138	1,448	8	937	1,199	8	848	1,074	56	708	894
Michigan	1		1,632	3		1,508				10	1,146	1,278	5	951	1,056	9	866	960
Minnesota	1	1,028	1,300	1	950	1,202	9	1,028	1,300	16	878	1,112	16	526	667			
Mississippi	1		900				6		925	4	819	845	3	693	725			
Missouri																		
Montana	1	955	1,150	1	720	870	5	870	1,050	5	720	870						
Nebraska	1	1,000	1,175	6	570	890	8	900	1,050	1	740	890	10	740	890	4	660	800
Nevada	1	1,058	1,284		960	1,166	6	960	1,284				5	870	1,166			
New Hampshire	1	950	1,135	1	841	1,027	7	800	985	7	716	885	7	516	694			
New Jersey	1	1,173	1,526	1	1,064	1,384				4	794	1,032	1	720	936			
New Mexico	-						5	900	1,205	8	820	1,115	6	550	750	6	460	630
New York	1			1			10	1,670	2,030	10	1,040	1,315				63	840	1,075
North Carolina	1	894	1,138	3	737	938	14	894	1,138	14	737	938	14	580	737	34	670	852
North Dakota	1	900	975	1	800	875	7	900	975	9	800	875	1	700	775			
Ohio	1	1,200	1,380	1	1,020	1,200	12	1,060	1,260	12	980	1,150	23	900	1,060	94	460	550
Oklahoma	1	855	1,055	1	810	1,000	8	855	1,055				8	765	950			
Oregon	1	1,070	1,285	1	950	1,150	5	950	1,150				4	845	1,030	16	745	915
Pennsylvania	1	1,104	1,480	1	909	1,216	11	1,002	1,480	11	785	1,052	11	645	866	66	557	785
Rhode Island	1	646	824	1	586	746	1	484	555	1	586	746	1	400	506			
South Carolina	1	910	1,083				7	823	1,039				7	758	931	48	541	866
South Dakota	1	925	1,250	1	750	875	5	900	1,025				7	850	975			
Tennessee	1	900	1,060	1	825	980	4	860	1,020	4	755	900	3	720	860	23	590	720
Texas	-		1,125				25		1,041	18	719	876	8	673	820			
Utah	1	877	1,228				6	797	1,228									
Vermont	1	762	953	1	697	873	22	762	953				10	637	797			
Virginia	1	876	1,094	2	764	956	8	876	1,094	8	764	956				44	640	800
Washington	1			1			7	1,064	1,327	6	892	1,064	6	550	892	25	655	715
West Virginia	1	1,115	1,365	4	1,015	1,265	10	1,015	1,265	10	915	1,165				0	1,015	1,265
Wisconsin	1	1,142	1,482	3	967	1,257	9	1,142	1,482	9	967	1,257	18	487	1,057			
Wyoming	1	925	1,215	1	845	1,105	5	885	1,175	5	775	1,035						
District of Columbia																		
Puerto Rico																		
1965 Average		1,119			984			1,077			909			796			755	
1944 Average		434			341			--			292			264			--	
% Increase 1965/1944		157			188			--			211			201			--	
% Increase 1965/1964		2.2			0.6			0			0.5			0.2			0.5	

DF HIGHWAY PERSONNEL (as of July 1, 1965)

E PERSONNEL

Area Supervisor			Gang Foreman			Sectionman			Common Laborer			Skilled Laborer			Shop Superintendent			State
No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	
96	380	575	209	280	360	271	250	380	1,555	176	237	89	222	460	8	480	600	Alabama
6	895	1,181	27	781	1,031	30	727	959	9	514	679	18	583	1,031	5	1,025	1,261	Alaska
41	525	655							124	350	440		500	625	1	550	690	Arizona
10	575	700	118	380	540	83	238	308	356	220	308	13	308	404				Arkansas
59	683	829				341	562	650	60	440	486	45	510	562	12			California
27	543	727	13	492	660	306	447	598	150			50						Colorado
15	605	764	66	536	696	220	440	536	185	321		75	425	513				Connecticut
	400	640		261	321					225	251		243	269		400	640	Delaware
6	460	575	69	380	480	65	315	400	656	220	256	24	330	400	3	460	575	Florida
69	335	434	91	261	386	212	238	308	1,291	190	193	125	213	293	8	458	517	Georgia
			20	384	922	15	316	539	69	273	444	37	384	688				Hawaii
			6	559	679	48	483	587	52	360	438		187	397	483			Idaho
76			107			759			230			1,837			5	620	740	Illinois
36	550	690	40	378	458	210	328	346	540	285	311				1	600	750	Indiana
105	465	525	19	415	475	170	340	400	5	255	295				1	550	625	Iowa
27	415	714	44	324	557	78	309	530	52	210	358				6	415	714	Kansas
55	395	480	61	340	415	130	324	395	1,102	189	230	377	253	308	17	457	556	Kentucky
77	320	540	48	380	540	261	275	425	783	215	335	121	215	335	13	420	620	Louisiana
36	472	633	71	472	520	270	265	291	420	239	265	2	290	390				Maine
26	555	693	182	420	525				800	283	314		295	326	8	555	693	Maryland
28	533	676	87	428	542	77	378	475	619	321	400	61	337	423	1	911	1,154	Massachusetts
12	699	786	41	603	669				166	372	499	91	408	619	3	669	857	Michigan
59	487	616	11	433	547	1,006	370	468	694	292	370	24	468	592	2	569	722	Minnesota
39	468	600	128	248	440	91	257	275	356	225	252	58	225	357				Mississippi
																		Missouri
21	630	630				134	600	600	76	485	485	14	575	575	11	630	630	Montana
23	500	695	28	365	470	50	360	390	100	268	303				3	470	695	Nebraska
7	648	828	33	488	618	36	464	562				8	488	590				Nevada
2	466	594	14	351	444	126	351	444	269	290	331	145	319	377	1	691	852	New Hampshire
4	622	809	88	464	603	93	421	547	723	384	464	45	404	484	1	622	809	New Jersey
19	400	550	77	330	460	17	300	420	73	220	300	113	264	360	6	440	600	New Mexico
			151	486	610	574	365	486	2,519	309	396	413	345	572	19	538	836	New York
78	457	580	149	360	457	765	284	415	661	196	298	426	271	479	15	553	703	North Carolina
7	350	575	53	429	503				7	345								North Dakota
42	525	630	90	288	630	291	315	380	2,351	230	420	278	315	550	11	460	550	Ohio
			49	440	550	77	370	465	340	230	290	70	275	350	1	490	615	Oklahoma
			46	460	655	292	460	655	105	342	400				1	745	915	Oregon
	506	712	1,011	416	437				6,215	311	311	484	326	396	1	712	955	Pennsylvania
8	465	506	23	397	437				327	282	313	14	313	342				Rhode Island
			231	281	454				2,370	173	259	416	259	337				South Carolina
9	450	825	13	420	545	94	380	480	87	285	360							South Dakota
7	560	685	41	302	371	274	273	322	587	244	254	153	263	342	4	445	560	Tennessee
28	590	719	304	517	630	16	372	453	1,848	195	282				25	552	673	Texas
6	544	759	29	449	627	62	408	570	8	266	471	14	408	570				Utah
10	409	526	31	351	455	113	299	390	275	253	333	3	351	455	1	637	797	Vermont
200	344	450	526	300	392				3,200	210	300		210	300	10	512	670	Virginia
			52	527	781	598	390	527	7	342	407	35	424	504	6	655	781	Washington
56	435	900	80	285	530	342	306	341	1,706	260	260	128	289	375	10	460	600	West Virginia
32	545	715	10	475	645	13	440	610				1	370	540	5	570	740	Wyoming
	586			477		420			312				403			647		District of Columbia
	--			141		152			121				155			--		Puerto Rico
	--			238		176			157				160			--		1965 Average
	0.4			0.3		0.2			0.3				0.3			1.3		1944 Average
																		% Increase 1965/1944
																		% Increase 1965/1964

MINIMUM-MAXIMUM MONTHLY SALARIES OF HI

MAINTENANCE PERSONNEL (cont'd.)

State	Garage or Shop Foreman			Mechanic			Mechanic Helper			Equipment Operator I			Equipment Operator II			Equipment Operator III		
	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.
Alabama	14	420	525	195	326	440	26	222	326	129	222	295	245	280	360	258	342	440
Alaska	9	835	1,102	68	625	959	9	546	721	30	546	721	81	625	825	48	684	903
Arizona	13	525	655	101	500	625	47	350	440	391	410	515	106	455	570	163	500	625
Arkansas				162	238	404	0	220	238	154	308	404	762	238	308			
California	17	683	790	214	590	650	47	463	510	536	463	510	1,312	536	590	7	650	790
Colorado	8	543	727	51	447	598	9	386	517	509	386	517	4	447	598	32	469	628
Connecticut	14	536	696	112	425	513	34	407	497	347	355	425	673	390	478	283	407	497
Delaware		261	321		310	480		235	295		261	303		312	321		330	355
Florida	18	400	500	71	345	420	23	315	380	701	256	315	141	285	345	69	330	380
Georgia	10	364	434	103	244	367	14	224	264	976	210	289	50	224	306	16	261	356
Hawaii	3	466	722	16	403	655	7	316	489	62	287	513	31	316	594	23	366	722
Idaho	6	559	679	55	438	532	2	360	438	9	327	397	57	397	483	55	438	532
Illinois	16			193			17			495			65					
Indiana	37	354	441	141	328	397	280	294	311	1,079	311	354	33	328	397	195	328	570
Iowa				109	385	445	33	350	410				1,094	300	390	27	365	425
Kansas	7	376	647	90	324	557	28	267	458	858	242	415	369	267	458	147	294	505
Kentucky	27	395	480	107	279	340	46	230	279	1,412	253	308	835	293	358	51	358	436
Louisiana	16	380	580	119	305	500	73	215	395	1,286	230	350	648	260	380	236	290	410
Maine										260	265	291	83	305	336	111	370	409
Maryland	27	445	557	68	420	525				303	320	400	150	357	447	16	399	499
Massachusetts	8	497	626	15	378	475	61	337	423	744	337	423		337	423	28	402	510
Michigan	29	579	669							188	408	475	247	435	499			
Minnesota	16	526	667	122	487	616	83	370	468	55	468	592	50	506	641	43	468	592
Mississippi				86	247	393	16	225	265	378	225	294	221	225	350			
Missouri																		
Montana	11	575	575	50	550	550	7	500	500	283	485	525	50	525	550	43	575	575
Nebraska	13	435	540	70	330	365	38	303	389	107	268	303	669	303	337	266	329	389
Nevada	7	590	750	37	512	618	12	422	512	197	422	512	30	442	536	16	488	590
New Hampshire	12	441	569	15	366	469	4	309	356				72	309	356	39	325	398
New Jersey	8	464	603	82	401	521	57	285	370	423	330	429	165	363	473	41	401	521
New Mexico	4	400	550	19	330	460	13	264	360	369	252	345	264	300	420	88	330	460
New York				171	453	572	39	323	396	1,038	326	438	350	378	461	101	473	572
North Carolina	105	377	527	437	284	435	116	327	415	552	259	327	378	284	360	1,012	312	396
North Dakota	8	425	575	35	429	503	5	358	428	148	345	381	149	381	428			
Ohio	23	400	480	304	330	480	46	300	360	4	264	315	666	288	345	196	315	420
Oklahoma	8	440	550	68	350	440	20	230	290	701	260	330	323	290	370	102	330	415
Oregon	6	525	655	62	460	525	19	400	460	1,093	380	525						
Pennsylvania	66	506	615	236	378	459	68	326	378	892	342	342	833	378	396	188	416	416
Rhode Island	5	359	397	4	376	416				124	313	342	17	342	376			
South Carolina	14	261	541	172	246	498		541	878		541	878		541	878		541	878
South Dakota	9	410	510	22	360	460	10	310	385	410	320	395	65	350	450			
Tennessee	5	302	371	86	283	342	31	254	283	1,036	254	273	305	263	303	94	283	361
Texas	22	484	590	447	376	458	201	284	374				3,257	284	374	2,296	376	458
Utah	11	449	627	73	408	627	6	371	518	189	338	471	171	371	518	89	408	570
Vermont	3	478	608	7	333	502	14	283	455	3	253	333	16	299	390	40	333	431
Virginia	12	392	512	218	300	392	64	252	328	1,630	252	312	570	288	360	48	328	430
Washington	7	550	655	100	483	601	40	390	483	142	407	483	73	443	527	12	483	575
West Virginia	10	390	510	367	272	375	42	280	315				607	280	341			
Wisconsin																		
Wyoming	11	440	645	28	370	575	9	345	515	5	320	490	152	370	540	90	405	575
District of Columbia																		
Puerto Rico																		
1965 Average		523			439			366			366			399			455	
1944 Average		206			172			136			--			--			--	
% Increase 1965/1944		153			155			169			--			--			--	
% Increase 1965/1964		0.3			0.7			0.3			0.5			0.6			0.8	

HWY PERSONNEL (as of July 1, 1965) (cont'd.)

OTHER KEY PERSONNEL

Clerk or Timekeeper			Project Engineer			Chief of Survey Party			Plans Designer			Bridge Designer			Chief Clerk			State
No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	
44	250	326	44	295	460										1	440	550	Alabama
8	389	548																Alaska
17	305	400	16	725	905	7	575	815	13	525	720	3	550	750				Arizona
136	195	400	46	525	825	11	525	700	9	650	735	9	670	750				Arkansas
137	463	562	204	870	1,058	101	717	870	173	870	1,058	57	870	1,058	25	829	1,008	California
12	386	517	50	660	884	167	570	764	29	660	884	74	727	975				Colorado
34	407	497				4	536	696							4	425	513	Connecticut
	235	480		590	715		500	840		400	840		400	840		500	640	Delaware
14	345	440	196	600	760	28	550	690	72	600	760	10	600	760	6	380	480	Florida
36	243	330																Georgia
6	316	624	19	624	1,067	15	566	878	30	513	1,176	15	513	1,176	4	466	722	Hawaii
5	397	483	11	713	866	39	532	647	6	616	749	3	559	679	6	559	679	Idaho
			350	500	1,000	12	465	800	359	420	1,000	70	500	1,000	13	610	785	Illinois
36	330	360	86	660	820	13	500	820	18	660	940	27	660	940				Indiana
			23	700	775	7	550	625	8	700	775	15	700	775				Iowa
27	309	530	60	458	868	4	458	788	25	458	868	15	458	868	6	376	647	Kansas
80	209	253													11	376	457	Kentucky
107	245	365	78	550	800	14	500	660	13	550	800	11	500	800	13	340	500	Louisiana
												1	808	1,087	1	290	390	Maine
40	378	557	120	713	891	41	713	891	38	713	891	3	618	773	2	1,000	1,250	Maryland
1	320	400	108	755	958	69	668	848	104	937	1,199	40	941	1,199				Massachusetts
22	388	462																Michigan
151	240	547	88	781	988		569	878		569	988		569	988	16	526	667	Minnesota
27	226	357																Mississippi
			76	575	690	94	525	630	13	575	690	4	630	755	14	525	630	Missouri
35	300	440	91	500	800	71	435	540	27	500	800	20	600	800	7	305	420	Montana
			27	680	960	2	680	828	28	680	828	6	788	960				Nebraska
			56	566	885	26	566	694	12	716	885	13	641	985	1	766	952	Nevada
															2	442	575	New Hampshire
26	252	345	31	720	980	96	440	600	20	600	820	2	660	900	4	460	630	New Jersey
63	345	461				700	680	880							30	515	835	New Mexico
86	247	360	57	670	852	128	580	737	71	527	938	39	527	938	14	502	638	New York
14	200	500	56	500	775	3	450	725	15	550	725	10	550	725	1	675	800	North Carolina
261	210	600	450	460	980	87	500	785	175	660	980	51	720	1,060	94	460	820	North Dakota
118	275	350	28	650	810	53	440	550	4	650	810	1	810	1,000	26	650	810	Ohio
6	360	440	97	625	915				64	525	810	42	525	810	8	525	655	Oklahoma
210	232	437	414	712	1,160	168	437	824	126	586	1,342	78	586	1,342	26	459	615	Oregon
															1	345	441	Pennsylvania
43	216	498																Rhode Island
			30	675	875				2	575	825	1	750	875	5	285	400	South Carolina
33	290	370	165	560	825	17	530	650	32	560	825	22	560	825	16	290	370	South Dakota
			480	673	820	137	517	630		673	820		673	820	23	590	719	Tennessee
10	338	471	35	658	919	49	544	835	26	544	835	14	544	835	6	494	690	Texas
20	253	370	71	526	797	5	526	797	25	455	697	22	455	797	1	478	608	Utah
110	230	300	40	536	670	72	512	640	73	490	764	45	586	836	23	328	430	Vermont
26	373	443	81	747	892	263	575	685	36	575	685	54	527	892	21	373	550	Virginia
						0	435	570							1	600	785	Washington
			175	747	972	90	692	897	125	747	972	12	747	1,057	9	587	767	West Virginia
6	320	490	41	740	1,000	54	545	715	22	570	840	11	570	840	1	845	1,105	Wisconsin
																		Wyoming
																		District of Columbia
																		Puerto Rico
	369			749			642			734			764			583		1965 Average
	142			--			241			243			267			233		1944 Average
	159			--			166			202			186			150		% Increase 1965/1944
	0.3			0.3			0.3			0.3			0.2			0.4		% Increase 1965/1964

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (as of July 1, 1965)

State	State Maintenance Engineer	Asst. State Maintenance Engineer	Division Engineer	Division Maintenance Engineer	Asst. Division Maintenance Engineer	Resident Maintenance Engineer	Area Supervisor	Gang Foreman	Sectionman	Common Laborer	Skilled Laborer	State
Alabama	916	825	916	815		661	475	345	325	197	316	Alabama
Alaska	1,538	1,294	1,452	1,189			1,038	906	823	596	807	Alaska
Arizona	1,233		1,110		950		635			376		Arizona
Arkansas	1,000	850	950	850		750	670	475	280	240	352	Arkansas
California	1,642	1,225	1,901	1,225	1,111	960	753	753	619	463	536	California
Colorado	1,306		1,270	1,110	928		688	624	570	300	350	Colorado
Connecticut	1,162		1,009	938	795		684	630	527	321	486	Connecticut
Delaware	790		910	787			458	305		238	260	Delaware
Florida	1,150	1,125	1,140	857	705	731	575	465	395	240	397	Florida
Georgia	1,409	1,104	1,229	936	695		382	321	280	191	245	Georgia
Hawaii	1,067	1,235	1,220	878	837		609	609	427	341	534	Hawaii
Idaho	1,105		1,035	731			612		558	411	453	Idaho
Illinois	1,375	1,200	1,260	1,025	1,000		568	548	513	428	483	Illinois
Indiana	1,210	1,115	1,040	925	780		598	389	330	302		Indiana
Iowa	1,150	925	975	863		768	521	466	393	289		Iowa
Kansas	1,050	1,000	985	889	611		612	474	460	218		Kansas
Kentucky	1,213	1,155	1,048	821	782	583	436	376	358	209	279	Kentucky
Louisiana	1,235	1,080	1,035	930		763	500	482	355	275	275	Louisiana
Maine	1,198		1,087	639	779		533	496	278	252	340	Maine
Maryland	1,403	1,100	1,240	986		927	724	523	265	311	721	Maryland
Massachusetts	1,545	1,411	1,448	1,156	1,074	837	676	542	461	360	423	Massachusetts
Michigan	1,300		1,225	1,212	1,003	913	742	636	442	447	499	Michigan
Minnesota	900	1,156	925	1,091	656		569	540	442	366	532	Minnesota
Mississippi	1,100		1,050	832	705		516	339	272	236	257	Mississippi
Missouri	1,100	830	1,050	860		710	630		600	485	575	Missouri
Montana	1,105	702	971	790	848		600	409	380	272		Montana
Nebraska	1,284		1,245		1,144		805	588	557		572	Nebraska
Nevada	1,135	1,027	985	855	644		539	444	421	311	377	Nevada
New Hampshire	1,331	1,118	1,135	913	828		715	534	484	424	444	New Hampshire
New Jersey	1,331	1,118	985	895	749		489	415	336	240	290	New Jersey
New Mexico	2,110	1,985	1,025	895		577	518	590	457	362	452	New Mexico
North Carolina	1,016	837	1,016	1,200	658	1,000	408	408	349	247	375	North Carolina
North Dakota	975	900	910	835	720	761	565	459	345	345		North Dakota
Ohio	1,380	1,200	1,260	1,150	980	500	545	426	378	305	396	Ohio
Oklahoma	950	900	950	855			490	260	415	260	310	Oklahoma
Oregon	1,195	1,150	1,128	960	1,012	904	560	583	546	363		Oregon
Pennsylvania	1,370	1,160	1,240	750	750	660	504	420	311	311	370	Pennsylvania
Rhode Island	824	746	555	616	506	693	504	437	465	309	337	Rhode Island
South Carolina	996	800	831	844	844		615	368	199	199	277	South Carolina
South Dakota	1,000	825	940	825	860	700	560	361	317	254	303	South Dakota
Tennessee	980	825	1,250	828	758		677	573	416	257	303	Tennessee
Texas	1,125		1,125	828			572	489	463	356	415	Texas
Utah	877		828				502	431	351	283	431	Utah
Vermont	996	873	912	730			430	376	240	240	431	Vermont
Virginia	1,000	876	1,044	916	770	732	430	376	462	373	462	Virginia
Washington	1,327	1,064	1,215	974		781	654	406	333	260	348	Washington
West Virginia	1,215	1,065	1,035	849	858		515	406	462	260	348	West Virginia
Wisconsin	1,262	1,055	1,233	1,093			670	583	550	430	430	Wisconsin
Wyoming	1,215	1,105	1,052	992			594	496	430	312	413	Wyoming
1965 Average	1,184	1,056	1,103	928	819	757	594	496	430	312	413	1965 Average

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1965) (cont'd.)

State	Shop Superintendent	Garage or Shop Foreman	Mechanic	Mechanic Helper	Equipment Operator I	Equipment Operator II	Equipment Operator III	Clerk or Timekeeper	Project Engineer	Chief of Survey Party	Plans Designer	Bridge Designer	Chief Clerk	State
Alabama	597	516	415	275	291	341	420	290	370				460	Alabama
Alaska	1,143	968	792	633	725	793	793	468						Alaska
Arizona	662	603	558	400	446	480	536	344	781	675	608	641		Arizona
Arkansas			295		330	258		286	755	660	700	715		Arkansas
California	1,008	753	619	486	486	562	753	510	960	790	960	960	914	California
Colorado		710	576	445	453	537	600	477	836	712	836	940		Colorado
Connecticut		643	485	461	400	444	476	477		610			513	Connecticut
Delaware	457	305	368	270	290	315	348	380	687	635	600	600	550	Delaware
Florida	600	480	410	360	300	335	380	429	663	636	671	679	481	Florida
Georgia	486	393	306	240	223	249	304	286						Georgia
Hawaii		614	534	386	389	465	515	438	805	668	782	777	602	Hawaii
Idaho		622	514	379	362	433	517	465	742	575	691	647	632	Idaho
Illinois	678	602	542	412	513	675			700	593	700	722	639	Illinois
Indiana	660	357	354	295	312	355	354	350	763	610	843	752		Indiana
Iowa	600	558	439	392	313	339	421	433	749	625	775	715	561	Iowa
Kansas	595	504	438	397	384	384	410	433	732	600	684	648	415	Kansas
Kentucky	504	436	308	253	279	324	395	230	868	838	843	692	421	Kentucky
Louisiana	546	500	400	311	280	335	355	295	924	810	1,528	1,449	390	Louisiana
Maine					278	320	390							Maine
Maryland	721	523	511		379	391	504	462						Maryland
Massachusetts	1,154	626	475	423	409	409	511	400					1,300	Massachusetts
Michigan	709	619			461	487		448						Michigan
Minnesota	722	646	595	389	571	625	587	387	936	806	781	781	656	Minnesota
Mississippi			317	241	249	282		281						Mississippi
Missouri														Missouri
Montana	630	575	550	500	506	540	575		786	626	676	713	660	Montana
Nebraska	597	476	355	335	272	316	350	330	623	472	627	690	393	Nebraska
Nevada		739	583	475	479	521	585		887	828	798	897		Nevada
New Hampshire	852	569	469	356	379	356	398		751	694	885	985	952	New Hampshire
New Jersey	684	534	461	328	418	418	461						508	New Jersey
New Mexico	598	515	390	309	275	340	402	291	765	507	687	660	590	New Mexico
New York	675	452	539	367	410	439	550	433		800			750	New York
North Carolina	628	533	359		293	322	354	303	761	658	732	732	570	North Carolina
North Dakota		440	464	376	360	406	389	358	638	650	647	646	775	North Dakota
Ohio	533	655	397	337	315	340	370	345	750	690	800	1,000	622	Ohio
Oklahoma	915	655	525	451	290	330	370	370	725	490	725	900	735	Oklahoma
Oregon	800	540	410	340	476	330		406	904		741	741	618	Oregon
Pennsylvania		397	416	340	342	384	416	320	840	530	800	820	510	Pennsylvania
Rhode Island		433	389	277	333	372							441	Rhode Island
South Carolina		500	435	360	370	430	277	346						South Carolina
South Dakota	525	371	371	281	272	300	346	352	755	560	665	850	345	South Dakota
Tennessee	619	541	436	331	329	329	417	329	767	567	750	750	648	Tennessee
Texas		516	456	383	362	389	435	363	671	557	601	597	528	Texas
Utah		580	455	409	299	351	289	289	671	557	601	597	528	Utah
Vermont	730	490	360	300	288	288	340	276	687	608	580	665	608	Vermont
Virginia	640	601	550	443	443	483	527	407	640	612	586	670	410	Virginia
Washington	715	477	356	302	318	318			816	627	627	715	462	Washington
West Virginia	574												745	West Virginia
Wisconsin		589	501	422	376	446	534	408	867	762	867	869	737	Wisconsin
Wyoming		546	452	366	365	399	453	370	903	645	657	699	965	Wyoming
1965 Average	663								767	653	747	783	606	1965 Average