

HIGHWAY RESEARCH CIRCULAR

102

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Progress Report of HRB-AASHO Joint Committee on Maintenance Personnel

Since its formation in 1944, the Joint Maintenance Committee on Maintenance Personnel has submitted twenty-five (25) annual reports. All state highway departments have cooperated in submitting information from which this and other reports were compiled.

During this twenty-five (25) year period the salaries of state maintenance engineers have increased 271%; common laborers, 265%; mechanics, 270%. These classifications selected at random give a reasonable cross-section of salary increases and/or 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 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, 1969.

Job Title	Average Salary (\$/mo.)			
	North Atlantic States	Southeastern States	Miss. Valley States	Western States
State Maint. Engr.	1476	1368	1537	1556
Division Engr.	1438	1313	1348	1473
Res. Maint. Engr.	936	841	872	958
Common Laborer	408	313	417	456
Mechanic	580	479	543	652
Equip. Oper. I	435	3354	465	515
Equip. Oper. II	497	395	501	599
Equip. Oper. III	602	470	496	665

These averages generally show an increase over 1968.

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

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

Southeastern States—Two states (Arkansas and Tennessee) of the 11 have no such plan.

Mississippi Valley States—Three states (North Dakota, South Dakota, and Illinois) of the 14 have no such plan.

Western States—Two states (Montana and Texas) of the 14 have no such plan.

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Most 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 28½ days and that they also grant sick leave to their personnel.

Twenty-three states report either partial, complete, or voluntary unionization of their maintenance employees.

Thirty-eight states award pins or tokens for years of service.

Working Hours and Conditions

Taking into consideration that all of the states did not indicate a preference in some categories, the following can be determined from the states that did indicate a preference.

Thirty-one states pay all employees on a salaried basis. Eight states pay office employees on a salaried basis. Four states pay only supervisory personnel on a salaried basis.

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

Thirty-one states prohibit nepotism.

Six states use convict labor.

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

Thirty-eight 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. Forty-three states allow either actual expenses or per diem allowances to employees on crews which are required to move frequently.

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

Nineteen states allow time and one-half to either all or certain classifications of employees. Eight states allow compensatory time. Twenty-one states allow straight time.

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

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.

Gang 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

Chief Engineer

One in an executive capacity who supervises all engineering activities of a state highway department.

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 Engineer

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.

Department of Maintenance

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MAINTENANCE AND OTHER KEY PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENTS

State	State Maintenance Engineer	Asst. State Maintenance Engineer	Division Maintenance Engineer	Division Maintenance Engineer	Asst. Division Maintenance Engineer	Resident Maintenance Engineer	Area Supervisor	Gang Foreman	Sectionman	Common Laborer	Skilled Laborer	Shop Superintendent	State
Alabama	State Maint. Engr.	Asst. St. Maint. Engr.	Div. Engr.	Asst. Div. Maint. Engr.	Res. Engr. Maint.	Hwy. Supt.	Hwy. Maint. Foreman III	Hwy. Foreman	Hwy. Camp Guard	Laborer	Carpenter, Plumber, Painter	Equip. Maint. Director	Alabama
Alaska	State Maint. Engr.	Asst. Hwy. Maint. Dr.	Dist. Engr.	Dist. Maint. Supt.	Hwy. Maint. Foreman III	Maint. Foreman		Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Laborer	Laborer	Auto. Equip. Supvr. III	Alaska
Arizona	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	Maint. Foreman					Hwy. Maint. I	Hwy. Maint. IV	Gen. Shop Foreman	Arizona
Arkansas	Hwy. C.E.V	Hwy. C.E., IIIA	C.E. V	Hwy. Maint. Supt. II	Hwy. Spec. Maint. Supt.	Hwy. Area Maint. Supt.			Equip. Opr. II-III	Various Titles	Various Titles	Hwy. Dist. Equip. Supt.	Arkansas
California	Maint. Engr.	Asst. Maint. Engr.	Pr. Hy. Eng. Metr. Dist. Eng. Assl. St. Hwy. Engr.	Dist. Maint. Engr.	Hwy. Supt.	Asst. Hwy. Supt.	Hwy. Bri. Mt. Fr. & Hwy. Tr. Mt.	Hwy. Foreman	Hwy. Maint. Mao III	Laborer	Skilled Laborer	Hwy. Eq. Supt. II Hwy. Eq. Supt. I	California
Colorado	Prin. Hwy. Engr.	Asst. State Maint. Engr.	Prin. Hwy. Engr.	Hwy. Maint. Supt.	Asst. Hwy. Maint. Supt.	Sr. Hwy. Foreman	Hwy. Foreman	Hwy. Foreman	Sr. Hwy. Maint. Crew Leader	Utility Worker	Carpenter, Plumber, etc.	Sr. Auto Shop Foreman	Colorado
Connecticut	State Maint. Engr.	Asst. State Maint. Engr.	Hwy. Dist. Engr.	Hwy. Dist. Maint. Supt., Planner	Hwy. General Foreman	Hwy. Maint. Supt. I		Hwy. Foreman		Hwy. Maintainer II	Trades Journeyman		Connecticut
Delaware	St. Maint. Engr.	P.E. III	Div. Engr.	Asst. Div. Engr.	Hwy. Maint. Supt.	Hwy. Maint. Supt. I	Labor Fore. I, II, III			Laborer I	Laborer II	Auto. Super.	Delaware
Florida	Asst. State Hwy. Engr.	P.E. III	SRD Dist. Engr.	Asst. Div. Engr. Maint.	P.E. I	Hwy. Maint. Supt. I	Hwy. Maint. Foreman II		Hwy. Maint. Foreman I	Laborer	Trades on Journeyman level		Florida
Georgia	Civil Engr. VII	Civil Engr. V	Civil Engr. VI	Civil Engr. II	Hwy. Maint. Engr.	Hwy. Maint. Supt.	Hwy. Maint. Foreman II		Hwy. Maint. Foreman I	Laborer I & Utility Worker I	Skilled Laborer Hwy Maint.	Div. Mech.	Georgia
Hawaii	Chief Hwy. Div. Engr. VIII	Asst. Chief-Const. Mnnc. Engr. VII	Dist. Engr. Engr. VII	Maint. Engr. Engr. VI	Hwy. Constr. & Mnnc. Supt.	Various	Br. Mnncman II Gen. Lab F'man			Gen. Laborer Trade Helpers	Various Painters, Carp. Mason, etc.	Auto. Mech. F'man	Hawaii
Idaho	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr. Supt.	Dist. Maint. Engr. Supt.	Sr. Maint. Foreman				Maint. Helper	Maint. Man		Idaho
Illinois	Engr. of Maint.	Asst. Engr. of Maint.	Dist. Engr.	Asst. Dist. Maint. Engr.	Field Engr.	Hwy. Maint. Sect. Superv.	Hwy. Maint. Labor Foreman		Hwy. Maint. Man	Hwy. Maint. Labor			Illinois
Indiana	Ch., Div. of Maint.	Asst. Ch., Div. of Maint.	Dist. Engr.	Dist. Maint. Engr.	Sub-Dist. Supt.	General Foreman	Unit Foreman			Laborer	Sign & Equip. Painter	Shop Foreman	Indiana
Iowa	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Res. (Maint. Engr.)	Dist. & Co. Foreman	Crew Supvr.				Bldg. Maint. Rep. Heating Mech.	Auto. Shop Supvr.	Iowa
Kansas	Engr. of Maint.	Asst. Engr. of Maint.	Div. Engr.	Hwy. Div. Supt.	Hwy. Dist. Supt.	Hwy. Dist. Supt.	HM III			Laborer		Hwy. Shop Supt.	Kansas
Kentucky	Dir. of Maint.	Asst. Dir. of Maint.	Dist. Engr.	Operations Engr.	Asst. D. E. for Maint.	Hwy. Foreman IV	Maint. Supt. II	Co. Foreman	Asst. Co. Foreman	Laborer B	Laborer A	Garage Mngt. Supvr.	Kentucky
Louisiana	Ch. Maint. & Oper. Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dist. Maint. Engr.	Res. Maint. Engr.	Hwy. Maint. Supt. I II	Gang Foreman		Leaderman	Laborer Utility	Carpenter, Blacksmith, Br. Tender	Auto. Shop Supt. II	Louisiana
Maine	C.E. V	Civil Engr. IV	Civil Engr. IV	Hwy. Maint. Supt.	Hwy. Maint. Supt. III	Hwy. Dist. Supt.	Hwy. Foreman			Hwy. Maint. I	Painter-Carp. Welder	Hwy. Equip. Engr.	Maine
Maryland	Asst. Chief Engr. Maint.	Ch. Bureau of Hwy. Maint. Div. P. Bridge Maint.	Dist. Engr.	Asst. Dist. Engr.	Res. Maint. Engr.	Hwy. Maint. Supt.	Road Foreman			Hwy. Maint. Man Laborer	Hwy. Maint. SS & Laborer, SS, SRC	Dist. Equip. Supvr.	Maryland
Massachusetts	Maint. Engr.	Asst. Maint. Engr.	Dist. Hwy. Engr.	Dist. Maint. Engr.	Asst. Dist. Maint. Engr.	Hwy. Maint. Foreman	Hwy. Repair Foreman		Hwy. Repair Work Foreman	Laborer	Skill. Laborer	Supt. Shops & Equip.	Massachusetts
Michigan	Engr. of Maint.	Engr. of Maint. Operations	Dist. Maint. Engr.	Dist. Maint. Engr.	Dist. Maint. Supt. & Bridge Insp. Engr.	Area/County Maint. Supt.	Area/Cty. Mnt. Fore.			Man'l Wkr. Of Hwy Lab. & Br. Opr. & 03 Wkr. 05	Electrician 07 & 09 Welder-07		Michigan
Minnesota	Asst. Comm. for Maint.	Dist. Engr.	Dist. Engr.	Area Maint. Engr.	Maint. Oper. Engr. Maint. Pre Oper. Engr.	Hwy. Maint. Supt. Foreman	Freeway Maint. Landscape & Hwy. Maint. Man			Laborer I	Laborer II Mason, Carpenter, Br. Wkr.	Hwy. Equip. Supvr.	Minnesota
Mississippi	Maint. Engr.	Engr. III	Dist. Engr.	Dist. Maint. Engr.	Supt. II	Supt. I	Foreman		Gen. Lab. II	Gen. Lab. I	Skilled Laborer	Dist. Equip. Supt.	Mississippi
Missouri	Div. of Engr. Maint. & Traffic	Asst. Div. Maint. Engr. Traffic	Dist. Engr.	Dist. Maint. & Traffic Engr.	Maint. Supt.	Maint. Area Supervisor	Spec. Maint. Foreman		Hwy. Maint. Foreman	Laborer	Headquarters Garage Supt.		Missouri

Montana	Sr. Asst. Maint. Engr.	Dist. Engr.	Div. Maint. Supervisor	Maint. Foreman	Maint. Suprv. I	Maint. Man I	Maint. Man V	Shop Foreman	Montana
Nebraska	Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Maint. Supt.	Asst. Maint. Supt.	Maint. Foreman	Parol Foreman	Dist. Mech.	Nebraska
Nevada	Maint. Engr.	Dist. Engr.	Hwy. Engr. VI (Dist. Engr.)	Hwy. Engr. V (Asst. Dist. Engr.)	Hwy. Maint. Supt.	Hwy. Maint. Foreman I & II	Hwy. Maint. Foreman I	Carpenter, Painter, Electrician	Nevada
New Hampshire	Maint. Engr.	Div. Engr.	Asst. Maint. Engr.	Asst. Div. Engr.	Maint. Suprv.	Const. Foreman	Patrolman	Helper	New Hampshire
New Jersey	Director	Asst. Director	Dist. Supt.	Asst. Dist. Supt.	Dist. Suprv.	Hwy. Maint. Foreman	Asst. Foreman	Bridge Repairman I & II	New Jersey
New Mexico	Maint. Engr.	Dist. Engr.	Asst. Dist. Hwy. Engr. CE IV	Hwy. Maint. Supt.	Asst. Hwy. Maint. Supt.	Patrol Foreman	Labor Foreman	Utility Worker	New Mexico
New York	Asst. Com. for Maint.	Dist. Engr.	Dist. Maint. Engr.	Res. Engr.	Hwy. Gen. Maint. Foreman	Hwy. Light Maint. Foreman	Laborer	Various	New York
North Carolina	State Maint. Engr.	Div. Engr.	Dist. Engr.	Asst. Dist. Engr.	Rd. Maint. Suprv.	Maint. Foreman II	Berman-Semi Skilled Gen. Util. Man Laborer	Bridgeman Skilled Maint. Mech.	North Carolina
North Dakota	Admin. Engr.	Admin. Engr.	Exec. Engr.	Exec. Engr.	Maint. Supt.	Foreman	Leadman	Tradesman	North Dakota
Ohio	Deputy Dir. Div. Opers.	Div. Deputy Director	Div. Oper. Engr.	Maint. & Traffic Engr.	County Supt.	Traffic-Bridge Carpenter Painter	Hwy. Supt. Laborer Foreman	Skilled Laborer	Ohio
Oklahoma	St. Maint. Engr.	Div. Engr.	Asst. State Maint. Engr.	Asst. Div. Maint. Engr.	Area Maint. Engr.	Maint. Dist. Foreman	Hwy. Maint. II	Concrete & Bridge Repairman II	Oklahoma
Oregon	Maint. Engr. H.E. 6	Div. Engr. H.E. 7	Asst. Div. Engr. H.E. 6	Dist. Maint. Supt. H.E. 4	Dist. Maint. Supt. H.E. 4	Hwy. Maint. Foreman I	Asst. Hwy. Maint. Foreman I	Electrician	Oregon
Pennsylvania	C. E. VI	Hwy. Dist. Engr. II & III	Hwy. Maint. Supt. V	Hwy. Maint. Supt. IV	Hwy. Maint. Supt. II, III, IV	Hwy. Maint. Supt. I	Hwy. Foreman I Worker	Carp. Welder, Mason, Blacksmith, Painter	Pennsylvania
Rhode Island	Prin. Civil Engr.	Sr. Engr. Tech.	Ch. Hwy. Suprv.	Pr. Engr. Aide	Supt. of Rd. Maint.	Labor Foreman	Rd. Maint. Foreman	Semi Skilled Lab.	Rhode Island
South Carolina	Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Res. Maint. Engr. Res. Asst. Maint. Engr.	Maint. Foreman I, II & III	Maint. Foreman	Maint. Man I	Maint. Man II, III, IV	South Carolina
South Dakota	Maint. Engr.	Dist. Engr.	Asst. Maint. Engr.	Asst. Dist. Engr.	Maint. Supt.	Gen. Foreman	Trades Helper	Skilled Tradesman	South Dakota
Tennessee	Maint. Engr.	Regional Engr.	Regional Maint. Engr.	Asst. Reg. Maint. Engr.	Dist. Maint. Engr.	Maint. Foreman	Foreman	Utility Man	Tennessee
Texas	Ch. Eng. Maint. Opers.	Dist. Engr.	Dist. Maint. Engr. & Suprv. Maint. Engr.	Sr. Maint. Engr. Maint. Engr.	Maint. Const. Supt.	Maint. Const. Maint. Const. Fore. II	Maint. Const. Foreman I	Shop Foreman IV	Texas
Utah	Engr. for Maint. 31	Dist. Engr. 29	Dist. Maint. Engr. 25	Eng. A	Maint. Suprv. 19	Shed Foreman 15	Hwy. Foreman 13-15	Painter, Plumber, Carp. Electric II	Utah
Vermont	State Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	Eng. A	General Foreman	Maint. Foreman	Maint. Patrol	Skilled Laborer	Vermont
Virginia	State Hwy. Maint. Engr. Asst.	Hwy. Dist. Engr.	Hwy. Asst. Dist. Engr.	Hwy. Res. Engr.	Hwy. Maint. Supt. B	Hwy. Foreman	Hwy. Maint. Helper	Skilled Laborer	Virginia
Washington	Asst. Dir. Hwy. for Maint.	Dist. Engr.	Dist. Maint. Engr.	Asst. Dist. Maint. Engr.	Hwy. Maint. Supt.	Hwy. Maint. Foreman Spec. Hwy. Maint. Foreman	Hwy. Maint. Man I & II, Hwy. Leadman	Hwy. Maint. Spec.	Washington
West Virginia	Chief Engr. Maint.	Dist. Engr.	Asst. Dist. Engr.	Area Maint. Suprv.	Co. Maint. Supt.	Sr. Asst. Co. Maint. Supt.	Laborer	Welders, Carpenters, Stonemasons, etc.	West Virginia
Wisconsin	Ch. Maint. Engr.	Dist. Engr.	Dist. Ch. Maint. Engr.	Area Maint. Suprv.	Area Maint. Supt.	Maint. Foreman I	Maintainer IV	Shop Foreman III	Wisconsin
Wyoming	State Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Area Maint. Suprv.	Maint. Foreman II	Maint. Foreman I	Maintainer IV	Shop Foreman III	Wyoming

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

State	Garage or Shop Foreman	Mechanic	Mechanic Helper	Equipment Operator I	Equipment Operator II	Equipment Operator III	Clerk or Timekeeper	Chief Engineer	Project Engineer	Chief of Survey Party	Plans Designer	Bridge Designer	Chief Clerk	State
Alabama	Mech. Foreman	Hwy. Equip. Mech. Auto. Mech.	Auto. Serviceman Asst. Mech.	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk	Chief Engineer	Project Eng. CE I & II	Ch. of Survey Party	Hwy. Design Eng.	Bridge Design Eng.	Office Mgr.	Alabama
Alaska	Shop Foreman	Auto. Mech. II	Auto. Mech. Ass't. Mech.	Equip. Operator I	Equip. Operator II	Equip. Operator III	Equip. Operator III	Hwy. Engr.	Hwy. Engr. Asst. III	Hwy. Engr. Asst. II	Hwy. Engr.	Bridge Des.	Admin. Officer	Alaska
Arizona	Shop Foreman	Equipment III	Equipman I	Hwy. Maint. II	Hwy. Maint. III	Hwy. Maint. IV	Maint. Clerk I & II	State Hwy. Engr.	Res. Engr.	Sr. & Ch. Proj. Supr.	Hwy. Des. I & II	Bridge Des. 1-2	Chief Clerk	Arizona
Arkansas		Auto/Diesel Mech.	Maint. Repairman I	Equip. Operator I	Equip. Operator II	Equip. Operator III	Clerk	Chief Hwy. Engr.	Hwy. C. E. III	Hwy. Engr. Aide V	Hwy. Civil Engr. III, IV, V	Hwy. Civil Engr. II, III, IV, V		Arkansas
California	Hwy. Mech. Foreman	Heavy Equip. Mech.	Mech. Helper	Hwy. Maint. Man I	Hwy. Maint. Man II	Lt. & Hwy. Pwr. Svlt. Oper.	Hwy. Fid. Off. Asst.	Sr. Hwy. Engr.	Assoc. Hwy. & Bridge Engr.	Asst. Hwy. Engr.	Assoc. Hwy. Engr.	Assoc. Br. Engr.	Acct. Off. III & IV	California
Colorado	Auto Shop Foreman	Auto. Mech. & Equip. Mech.	Auto. Maint. Man	Hwy. Maint. Man	Equip. Oper.	Hwy. Equip. Oper.	Hwy. Equip. Oper.	Exec. Dir. Dept. of Hwy.	Assoc. Hwy. Engr.	Asst. Hwy. Engr.			Chief Clerk	Colorado
Connecticut	Hwy. Garage Foreman	Trades Journeyman	Hwy. Maint. III & IV	Hwy. Maint. II	Hwy. Maint. III	Hwy. Maint. IV & V	Hwy. Mnt. II, III, IV			Hwy. Jr. Engr.			Clerk Gr. IV Hwy. Maint. Gr. IV	Connecticut
Delaware	Auto. Mech. Foreman I	Auto. Mech.	Auto. Serviceman	Equip. Op. I	Equip. Op. II	Equip. Op. III	Clerk I, II	Chief Engr. Deputy Dir.		Ch. of Survey Party	Designer I, II, III	Designer I, II, III	Clerk III	Delaware
Florida	Auto. Equip. Rep. Foreman I	Auto. Equip. Mech. I & II	Automotive Serviceman	Motor Veh. Oper. I	Motor Veh. Oper. II	Hwy. Equip. Oper.	Clerk V	State Hwy. Engr.	Engr. I & II	Engr. I	Engr. I & II	Engr. I & II	Adm. Asst.	Florida
Georgia	Asst. Div. Mech. II	Hwy. Maint. Mech. I & II	Utility Worker II	Laborer II	Equip. Oper. I	Hwy. Maint. Equip. Oper.	Clerk I, II, III							Georgia
Hawaii	Auto. Mech. II	Auto. Mech. I Machinist & Welder	Auto. Mech. Helper	Various	Various	Various	Clerk Acc. Clerk	Ch. Engr.	Asst. D. E. Engr. VI	Const. Sec.-All Isles Engr. IV & V	Hwy. Design Engr. IV & V	Br. Design Engr. IV & V	Office Mgr.	Hawaii
Idaho	Shop Foreman	Mech.	Mech. Helper	Equip. Oper. I	Equip. Oper. II	Hwy. Equip. Operator	Maint. Clerk	State Hwy. Engr.	Res. Engr.	Engr. Tech. VII	Hwy. Des. III	Bridge Des.	Dist. Off. Mgr.	Idaho
Illinois				Hwy. Maint. Equip. Oper.	Hwy. Const. Equip. Oper.		Maint. Worker	Ch. Hwy. Engr.	C. E. IV	C. E. III, II, I, III, IV	C. E. II, III, IV	C. E. I, II, III, IV, V, VI, VII, VIII	Account. Tech. II	Illinois
Indiana	General Mechanic	Mechanic	Mechanic's Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Stock Room Clerk	Chief Hwy. Engr.	Project Engr.	Survey Party Chief	Engr. of Road Design	Engr. of Br. Design	Clerk V	Indiana
Iowa	Auto. Mech. Foreman	Auto. Mech.	Auto. Mech. Helper	Equip. Oper.	Equip. Oper. Specialist	Equip. Oper. Specialist	Equip. Oper. Specialist	Ch. Hwy. Engr.	Res. Contr. Engr.	Survey Party Chief	Roadway Des. Engr.	Bridge Des. Engr.	Clerk 3	Iowa
Kansas	AM II	AM I	AM Helper	HM I	HM II	Hwy. Equip. Oper.	Hwy. Dist. Clerk	State Hwy. Engr.	Res. Engr.	Party Ch. Local	Squad. Ch. Rd. Design	Sr. Chief Bridge Des.	Hwy. Div. Auditor II	Kansas
Kentucky	Garage Foreman	Auto. Mechanic	Auto. Mech. Help.	Lt. Equip. Oper.	Hwy. Equip. Oper.	Spec. Equip. Oper.	Timekeeper	State Hwy. Engr.	Res. Engr. Sr.	Res. Engr.	Civil Engr. Design	Civil Engr. Br.	Chief Clerk	Kentucky
Louisiana	Auto. Shop Supr. I	Mechanic I, II, III	Trades Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk II, III, & IV	Ch. Engr.	Proj. Engr.	Ch. of Survey Party	Road Squad Leader, Jr.	Sr. Bridge Designer	Adm. Asst.	Louisiana
Maine	Equip. Supvr.	Auto. Elec. & Mech.	Laborer II	Hwy. MM II & II A	Hwy. MM III	Hwy. MM IV	Clerk III	Ch. Engr.	Asst. Engr. C. E. I & II	Asst. Engr. C. E. I	Asst. Engr. C. E. I & II	Asst. Engr. C. E. I & II	Clerk III	Maine
Maryland	Shop Foreman	Auto. Mech. I & II	Motor Equip. Oper. I	Motor Equip. Oper. I	Motor Equip. Oper. II	Motor Equip. Oper. III	Shop Clerk	Ch. Engr.	Hwy. Engr. II & III Engr. Assoc. V, VI (Design & Opt.)	Engr. Assoc. V, VI (Loc. Opt.)	Engr. Assoc. V, VI (Design & Opt.)	Hwy. Engr. III, IV, V		Maryland
Massachusetts	Dist. Hwy. Equip. Foreman	Motor Equip. Repair.	Skilled Laborer (Mech. H.M.)	Equip. Oper. I	Equip. Oper. II	Maint. Equip. Oper.	Clerk Tallyman	Ch. Engr.	Sr. C. E.	Jr. C. E. to Asst. C. E.	Asst. C. E. to Princ. C. E.	Asst. St. Engr. to Pr. St. Engr.	Chief Admin. Clerk	Massachusetts
Michigan	Br. Maint. F'Man (7/6/09, Tree Trmr F'Man '08)			Equip. Oper. 04	Equip. Oper. 06	Account Clk. 05								Michigan
Minnesota	Hwy. Equip. Mech. Foreman	Hwy. Equip. Mech. Hwy. Equip. Fld. Mech.	Hwy. Equip. Mech. Auto. Serviceman	Hwy. Equip. Oper.	Int. Hwy. Equip. Oper.	Intermittent Svlt. Operator	Cks. Clk. Typist Etc.	Dep. Com.	Proj. & Res. Engr.	Sr. Hwy. Tech.	Sr. Hwy. Tech. to Sr. C. E.	Engr. in Trng. to Sr. C. E.	Hwy. Dist. Clerk (Hwy. Dist. off Mgr. I)	Minnesota
Mississippi		Auto. Mech.		Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk I, II, III, IV	Chief Engr.	Engr. II	Engr. Aide III	E. A. IV, Jr. Engr., Engr. I	Jr. Engr., Engr. I	Dist. Office Supv.	Mississippi

State	Position	Job Title	Grade	Supervisor	Subordinate	Other	Notes
Missouri	Missouri	Missouri	Missouri	Missouri	Missouri	Missouri	Missouri
Montana	Maint. Suprv. I	Maint. Man III	Maint. Man V	Maint. Man III	Maint. Man III	Maint. Man III	Chief Acct'
Nebraska	Shop Foreman	Mech.	Equip. Mech. II	Equip. Mech. I	Trades Helper	Trades Helper	Office Mgr.
Nevada	Supvr. Equip. Mech. II	Equip. Mech. II	Equip. Mech. II	Equip. Mech. I	Trades Helper	Trades Helper	Hwy. Engr. III
New Hampshire	Garage Foreman	Auto. Mech.	Auto. Mech.	Truck Driver & Lt. Equip. Oper.	Truck Driver	Truck Driver	Ch. Accountant
New Jersey	Foreman Mech.	Mech.	Mech.	Mech. Helper	Mech. Helper	Mech. Helper	Supvr. Engr. II
New Mexico	Shop Foreman I	Auto. Mech.	Auto. Mech.	Equip. Oper. I	Equip. Oper. I	Equip. Oper. I	Bridge Des. Engr. CE I
New York	Motor Equip. Repair.	Motor Equip. Repair.	Motor Equip. Repair.	Motor Equip. Oper.	Motor Equip. Oper.	Motor Equip. Oper.	Asst. C. E.
North Carolina	Mech. Foreman I & II	Mech. II	Mech. II	Machine Oper. I	Machine Oper. I	Machine Oper. I	Prin. Acct. Clerk
North Dakota	Shop Foreman	Mech. A & B	Mech. A & B	Equip. Oper.	Equip. Oper.	Equip. Oper.	Asst. C. E.
Ohio	Equip. Supt. I	Auto. Mech. II, III, IV	Auto. Mech. I	Equip. Oper. I	Equip. Oper. I	Equip. Oper. I	Prin. Acct. Exct. I, 2, 3, 4
Oklahoma	Shop Foreman	Auto. Mech. III	Auto. Mech. III	Equip. Oper. I	Equip. Oper. I	Equip. Oper. I	Br. Engr.
Oregon	Hwy. Shop Foreman	Auto. Mech.	Auto. Mech.	Mech. Trade Helper	Mech. Trade Helper	Mech. Trade Helper	Hwy. Engr. 4
Pennsylvania	Auto. Equip. Foreman	Auto. Mech. I & II	Auto. Mech. I & II	Tradesman Helper	Tradesman Helper	Tradesman Helper	Br. Des. Engr. II, C. E. III
Rhode Island							Chief Clerk
South Carolina	Equip. Maint. Foreman	Mech. I, II	Mech. I, II	Auto. Maint. Helper	Auto. Maint. Helper	Auto. Maint. Helper	Chief Clerk
South Dakota	Master Mech.	Mech.	Mech.	Mech. Helper	Mech. Helper	Mech. Helper	Proj. Engr.
Tennessee	Foreman	Mech. Dist. Mech.	Mech. Dist. Mech.	Utilityman	Utilityman	Utilityman	Sr. Bridge Design Engr. Br. Design Engr.
Texas	Shop Foreman III	Skilled Laborer	Skilled Laborer	Semi. Skilled Lab.	Semi. Skilled Lab.	Semi. Skilled Lab.	Sr. Des. Engr. Des. Engr.
Utah	Track Shop Foreman I & II	Auto. Mech. & Hwy. Equip. Mech. I & II	Auto. Mech. & Hwy. Equip. Mech. I & II	Mech. 11	Mech. 11	Mech. 11	Chief of Party 19-21
Vermont	Garage Shop Foreman	Mechanic	Mechanic	Mechanic Helper	Mechanic Helper	Mechanic Helper	Des. Engr. 19
Virginia	Hwy. Equip. Rep. Foreman A	Hwy. Equip. Mech. A	Hwy. Equip. Mech. A	Mech. Helper Hwy. Equip.	Mech. Helper Hwy. Equip.	Mech. Helper Hwy. Equip.	Struct. Engr. 19
Washington	Hwy. Equip. Foreman	Hwy. Equip. Mech. I, II	Hwy. Equip. Mech. I, II	Shop Asst. Eght. Serviceman	Shop Asst. Eght. Serviceman	Shop Asst. Eght. Serviceman	Chief Account. I
West Virginia	Dist. Shop Foreman	Mech.	Mech.	Equip. Oper.	Equip. Oper.	Equip. Oper.	Dist. Admin. Mgr. 19
Wisconsin							Ch. Clerk
Wyoming	Shop Foreman II	Mech. II	Mech. II	Serviceman	Serviceman	Serviceman	Acct. A

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 a combination State-sponsored and Federal social security retirement plan?
 - a. All
 - b. Salaried only
 - c. All but temporary
 - d. None
- 2C. Are copies of the retirement plan, now in effect in your state, available upon request?
- 2D. Do you consider the retirement plan in effect in your state to be advantageous to the operation of your department?
- 2E. How long has the retirement plan for maintenance employees been in effect in your state?
3. Do maintenance employees receive an annual vacation on full pay?
 - a. All
 - b. Salaried only
 - c. All but temporary
 - d. None

STATE HIGHWAY DEPARTMENTS POLICIES AFFECTING MAINTENANCE PERSONNEL (As of July 1, 1969)

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	3b	3c
Alabama	-	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	30	-	Yes	-
Alaska	-	-	Yes	-	-	-	-	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	9	-	-	Yes
Arizona	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	16	-	-	Yes
Arkansas	-	-	-	Yes	Yes	-	-	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	19	Yes	-	-
California	Yes	-	-	Yes	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	37	Yes	-	-
Colorado	-	-	Yes	-	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	No	Yes	37	-	-	Yes
Connecticut	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	30	-	-	Yes
Delaware	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	24	-	-	Yes
Florida	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	24	Yes	-	-
Georgia	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	16	Yes	-	-
Hawaii	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	43	Yes	-	-
Idaho	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	4	-	Yes	-
Illinois	-	-	-	Yes	-	-	Yes	-	-	-	Yes	Yes	-	-	Yes	-	Yes	Yes	25	-	-	Yes
Indiana	-	Yes	-	Yes	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	23	-	-	-
Iowa	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	16	-	-	Yes
Kansas	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	7	-	Yes	-
Kentucky	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	13	-	-	Yes
Louisiana	Yes	-	-	-	Yes	-	-	-	-	-	-	Yes	-	-	-	Yes	Yes	Yes	20	Yes	-	-
Maine	Yes	-	-	-	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	Yes	27	-	-	Yes
Maryland	-	Yes	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	-	Yes	Yes	28	-	-	Yes
Massachusetts	Yes	-	-	-	Yes	-	-	-	-	-	-	Yes	-	-	-	Yes	Yes	Yes	28	Yes	-	-
Michigan	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	26	Yes	-	-
Minnesota	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	40	-	Yes	-
Mississippi	-	Yes	-	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	18	-	Yes	-
Missouri	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	14	-	Yes	-
Montana	-	-	-	Yes	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	24	Yes	-	-
Nebraska	Yes	-	-	-	Yes	-	Yes	-	Yes	-	-	-	No	-	-	-	Yes	Yes	5	-	-	Yes
Nevada	Yes	-	-	-	Yes	-	-	-	-	-	-	Yes	-	-	-	Yes	Yes	Yes	21	Yes	-	-
New Hampshire	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	14	Yes	-	-
New Jersey	Yes	-	-	-	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	Yes	Yes	48	Yes	-	-
New Mexico	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	22	-	-	Yes
New York	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	49	Yes	-	-
North Carolina	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	28	-	-	Yes
North Dakota	-	-	-	Yes	Yes	-	-	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	3	-	-	Yes
Ohio	-	-	Yes	-	Yes	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	Yes	34	-	-	Yes
Oklahoma	Yes	-	-	-	Yes	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	5½	Yes	-	-
Oregon	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	23	-	-	Yes
Pennsylvania	-	-	-	Yes	-	-	Yes	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	13	Yes	-	-
Rhode Island	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	33	Yes	-	-
South Carolina	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	24	-	-	Yes
South Dakota	-	-	-	Yes	-	-	Yes	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	2	Yes	-	Yes
Tennessee	-	-	-	Yes	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	-	Yes	Yes	22	-	-	Yes
Texas	-	-	-	Yes	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	22	-	-	Yes
Utah	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	8	Yes	-	-
Vermont	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	25	-	-	Yes
Virginia	-	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	Yes	Yes	27	-	Yes	-
Washington	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	22	-	-	Yes
West Virginia	-	Yes	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	8	-	-	Yes
Wisconsin	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	26	Yes	-	-
Wyoming	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	-	-	-	Yes	Yes	Yes	16	-	-	Yes

- 3A. What is the length of your annual vacation? (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?
- 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
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.?

Vacation			Sick Leave				Hospitalization and Insurance						Unionized				Clubs	State	
3d	3A	3B	4a	4b	4c	4d	4A	5a	5b	6a	6b	7a	7b	8a	8b	8c	8d	9	
-	12-15	30	-	12	-	-	105	Yes	-	No	-	No	-	No	-	-	-	-	Alabama
-	15-24	60	-	-	15	-	No Limit	-	Yes	-	Yes	Yes	-	-	-	-	Yes	Yes	Alaska
-	18	30	-	-	12	-	90	No	-	No	-	Yes	-	-	-	-	Yes	Yes	Arizona
-	12-18	17-23	12	-	-	-	90	No	-	No	-	No	-	-	-	-	Yes	Yes	Arkansas
-	10-20	30-40	12	-	-	-	No Limit	-	Yes	No	-	No	-	-	-	-	Yes	Yes	California
-	12-21	24-42	-	-	Yes	-	No Limit	-	Yes	No	-	Yes	-	-	-	-	Yes	Yes	Colorado
-	15-20	120	-	-	15	-	120	-	Yes	-	Yes	-	Yes	-	-	Part	-	Yes	Connecticut
-	15-21	30-42	15	-	-	-	60	No	-	No	-	Yes	-	-	-	Yes	-	Yes	Delaware
-	12-18	30	12	-	-	-	No Limit	No	-	No	-	-	Yes	Yes	-	-	-	No	Florida
-	15	45	15	-	-	-	90	Yes	-	Yes	-	No	No	-	-	-	-	Yes	Georgia
-	21	90	21	-	-	-	No Limit	-	Yes	Yes	Yes	-	-	Opt.	-	-	-	Yes	Hawaii
-	12-18	30	-	Yes	-	-	60	Yes	-	Yes	-	Yes	-	-	-	-	Yes	Yes	Idaho
-	10-20	2 Yr.	-	-	12	-	-	Yes	-	No	-	Yes	-	Yes	-	-	-	Yes	Illinois
-	12	30	12	-	-	-	No Limit	No	-	No	-	No	-	Part	-	-	-	Yes	Indiana
-	5-20	2 Yr.	-	-	30	-	90	-	Yes	No	-	Yes	-	Part	-	-	-	No	Iowa
-	12-18	24	-	-	12	-	No Limit	-	Yes	-	Yes	Yes	-	-	-	-	Yes	No	Kansas
-	12	24	12	-	-	-	120	No	-	No	-	Yes	-	-	-	-	Yes	Yes	Kentucky
-	12-18	No Limit	12-18	-	-	-	No Limit	-	Yes	-	Yes	No	No	Part	-	-	-	Yes	Louisiana
-	12-24	24	-	-	Yes	-	90	No	-	No	-	-	Yes	Vol.	-	-	-	No	Maine
-	10-20	30	-	-	30	-	100	-	Yes	No	-	-	Yes	-	-	-	Yes	Yes	Maryland
-	10-20	40	15	-	-	-	No Limit	-	Yes	Yes	Yes	No	-	Voluntary	-	-	-	No	Massachusetts
-	13	30	13	-	-	-	No Limit	-	Yes	-	Yes	Yes	-	Part	-	-	-	Yes	Michigan
-	13-26	24-26	-	13	-	-	100	Yes	-	Yes	-	Yes	-	Voluntary	-	-	-	Yes	Minnesota
-	12	37	-	Yes	-	-	No Limit	-	Yes	-	Yes	No	No	-	-	-	Yes	Yes	Mississippi
-	15-21	15-42	-	15	-	-	120	No	-	No	-	No	-	-	-	-	-	Yes	Missouri
-	15-24	30	Yes	-	-	-	No Limit	-	Yes	-	Yes	Yes	-	Yes	-	-	-	Yes	Montana
-	10-20	No	Yes	-	-	-	120	No	No	No	No	-	Yes	Vol.	-	-	-	Yes	Nebraska
-	15	30	Yes	-	-	-	90	Yes	-	No	-	Yes	-	-	-	-	Yes	Yes	Nevada
-	15	30	Yes	-	-	-	90	No	-	No	-	No	-	Part	-	-	-	Yes	New Hampshire
-	12-20	2 Yr.	12-15	-	-	-	No Limit	Yes	-	Yes	-	Yes	-	Part	-	-	-	Yes	New Jersey
-	13	30	12	-	-	-	60	-	Yes	Yes	-	-	Yes	-	-	-	Yes	Yes	New Mexico
-	13-20	30	13	-	-	-	150	-	Yes	-	Yes	Yes	-	Voluntary	-	-	-	No	New York
-	15	30	-	-	10	-	No Limit	No	-	No	-	Yes	-	-	-	-	Yes	Yes	North Carolina
-	15-28½	30	-	-	15	-	No Limit	-	Yes	-	Yes	-	Yes	Yes	-	-	-	Yes	North Dakota
-	10-20	2 Yr.	15	-	-	-	120	No	-	No	-	Yes	-	Some	-	-	-	No	Ohio
-	15	45	15	-	-	-	45	Yes	-	Yes	-	Yes	-	-	-	-	Yes	-	Oklahoma
-	10-20	25	12	-	-	-	No Limit	No	No	No	No	Yes	-	-	-	-	Yes	Yes	Oregon
-	15	30	Yes	-	-	-	90	-	Yes	-	Yes	Yes	-	-	-	-	-	Yes	Pennsylvania
-	15-22	13	15	-	-	-	120	-	Yes	-	Yes	-	Yes	Part	-	-	-	Yes	Rhode Island
-	15	45	-	-	12	-	90	No	-	No	-	No	-	-	-	-	Yes	Yes	South Carolina
-	15-20	30	Yes	-	-	-	No	No	-	No	-	No	-	-	-	-	Yes	No	South Dakota
-	12-24	30	-	-	Yes	-	120	-	Yes	-	Yes	No	-	Opt.	-	-	-	-	Tennessee
-	10	2 Yr.	12	-	-	-	3 Yr.	Yes	-	Yes	-	No	No	-	-	-	-	Yes	Texas
-	12-18	30	12	-	-	-	No Limit	-	Vol	Yes	-	No	-	-	-	-	-	Yes	Utah
-	12-18	25-35	-	-	12-18	-	No Limit	-	Yes	-	Yes	Yes	-	-	-	-	-	Yes	Vermont
-	12-18	24-36	-	15	-	-	No Limit	No	No	-	-	Yes	-	-	-	-	Yes	Yes	Virginia
-	12-15	30	-	-	12	-	120	Yes	-	-	No	Yes	-	Yes	-	-	-	Yes	Washington
-	-	30	-	-	18	-	-	-	-	No	-	Yes	-	Part	-	-	-	No	West Virginia
-	10-20	10-20	12	-	-	-	60	-	Yes	-	-	Yes	-	-	-	-	Yes	No	Wisconsin
-	12-18	30	-	-	-	-	90	Yes	-	No	No	Yes	-	-	-	-	Yes	Yes	Wyoming

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 the answer to this question is "YES", please state rate of pay for regular or scheduled working time.

11. Are your maintenance employees required to report at an assembly point, such as a headquarters garage or shop, preparatory to their day's work?
 11A. If answer to question 11 is "YES", are they paid from the time they leave this assembly point until they return at the close of the day's work? (portal to portal)
 a. Foreman
 b. Operators
 c. Laborers

STATE HIGHWAY DEPARTMENTS POLICIES AFFECTING MAINTENANCE PERSONNEL (As of July 1, 1969) (continued)

State	Working Hours										
	10a	10b	10c	10d	10e	10A	10B	11	11Aa	11Ab	11Ac
Alabama	-	-	-	Yes	-	8-40	Compensatory	Varies	Yes	Yes	Yes
Alaska	Yes	-	-	-	-	7½-37½	Straight time	Yes	Yes	Yes	Yes
Arizona	Yes	-	-	-	-	8-40	Time and one-half	Yes	No	Yes	Yes
Arkansas	-	Yes	Yes	-	-	8-40	Straight time	Yes	1 Way	1 Way	No
California	Yes	-	-	-	-	8-40	Straight time	Glen	Yes	Yes	Yes
Colorado	-	-	-	Yes	-	8-40	Compensatory	Yes	-	Yes	Yes
Connecticut	-	-	Yes	-	-	7-35	Time and one-half	Yes	Yes	Yes	Yes
Delaware	Yes	-	-	-	-	8-40	Depends on salary	Yes	Yes	Yes	Yes
Florida	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Georgia	Yes	-	-	-	-	8-40	Straight time	Yes	1 Way	1 Way	1 Way
Hawaii	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Idaho	-	-	-	Yes	-	8-40	Straight time	Yes	1 Way	1 Way	1 Way
Illinois	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Indiana	-	-	Yes	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Iowa	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Kansas	Yes	-	-	-	-	8-40	Yes	Yes	Yes	Yes	Yes
Kentucky	-	-	Yes	-	-	8-40	Compensatory	Yes	No	No	No
Louisiana	Yes	-	-	-	-	7½-37½ SL					
						8-40	Time and one-half	Yes	Yes	Yes	Yes
Maine	-	Yes	Yes	-	-	9-45	Straight time	Yes	Yes	Yes	Yes
Maryland	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Massachusetts	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
						7½-37½					
Michigan	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Minnesota	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Mississippi	Yes	-	-	-	-	8-40	Compensatory	Yes	1 Way	1 Way	1 Way
Missouri	-	-	-	Yes	-	8-40	Compensatory	Yes	Yes	Yes	Yes
Montana	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Nebraska	No	Yes	Yes	No	No	8-40	Straight time	Yes	Yes	Yes	Yes
Nevada	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
New Hampshire	-	Yes	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
						7-35					
New Jersey	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
New Mexico	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
New York	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
North Carolina	Yes	-	-	-	-	8-40	Compensatory	Yes	Yes	Yes	Yes
North Dakota	-	Yes	Yes	-	-	10-48	Straight time	Yes	Yes	Yes	Yes
Ohio	-	-	-	Yes	-	8-40	Time and one-half	Yes	1 Way	1 Way	1 Way
Oklahoma	Yes	-	-	-	-	8-40	Compensatory	Yes	No	No	No
Oregon	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Pennsylvania	-	-	-	Yes	-	7½-37½	Straight time	Yes	Yes	Yes	Yes
Rhode Island	-	Yes	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
South Carolina	Yes	-	-	-	-	9-45	Straight time	Yes	Yes	Yes	Yes
South Dakota	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Tennessee	Yes	-	-	-	-	8-40	Straight time	Yes	1 Way	-	-
Texas	-	-	Yes	-	-	9-45	Straight time	Yes	Yes	Yes	Yes
Utah	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Vermont	-	Yes	-	-	-	9-45	Straight time	Yes	Yes	Yes	Yes
Virginia	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Washington	-	-	-	Yes	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
West Virginia	-	Yes	Yes	-	-	8-40		No	-	-	-
Wisconsin	Yes	-	-	-	-	8-40	Straight time	No	-	-	-
Wyoming	Yes	-	-	-	-	8-40	Compensatory	Yes	Yes	Yes	Yes

12. Are maintenance employees furnished protective clothing?

* Specialized operations

** Normal operations

NOTE: * Bituminous work, shop mechanics, etc.

** Rain outfits, insulated undergarments, etc.

13. Do you have automatic or automatic recommended, salary advancements?

14. Do you use convict labor?

15. Do your rules of employment prohibit nepotism?

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

a. Actual expenses

b. Per diem allowances

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

and Conditions

12*	12**	13	14	15	16a	16b	16c	16d	17	18a	18b	18c	State
No	No	Yes	Yes	Yes	-	Yes	-	-	Yes	-	-	Yes	Alabama
Yes	No	Yes	No	Yes	-	Yes	-	-	Yes	Yes	-	-	Alaska
Yes	No	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Arizona
No	No	No	No	Yes	-	Yes	-	-	No	-	Yes	-	Arkansas
Yes	No	Yes	No	No	-	Yes	-	-	No	Yes	-	-	California
Yes	-	Yes	No	No	-	Yes	-	-	No	-	No	Yes	Colorado
Yes	Yes	Yes	No	No	-	-	-	Yes	No	-	-	-	Connecticut
Yes	Yes	Yes	No	No	-	-	-	Yes	No	-	-	Yes	Delaware
Yes	-	No	Yes	Yes	-	Yes	-	-	No	Yes	-	-	Florida
Yes	No	Yes	Yes	No	No	No	No	Yes	No	-	-	Yes	Georgia
Yes	Yes	Yes	Yes	No	Yes	-	Yes	-	No	-	-	Yes	Hawaii
Yes	No	Yes	No	Yes	-	Yes	-	-	No	Yes	-	-	Idaho
Yes	No	Yes	No	No	Yes	-	-	-	No	-	Yes	-	Illinois
No	No	Yes	No	No	-	Yes	-	-	No	-	Yes	-	Indiana
No	No	Yes	No	Yes	Yes	-	-	-	No	-	Yes	-	Iowa
Yes	No	No	No	No	-	Yes	-	-	No	Yes	-	-	Kansas
No	No	Yes	No	Yes	Yes	-	-	-	Yes	-	-	Yes	Kentucky
Yes	Yes	Yes	No	No	\$16	\$5	-	-	Yes	Yes	-	-	Louisiana
Yes	-	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Maine
No	Yes	Yes	Yes	Yes	Yes	-	-	-	No	-	Yes	-	Maryland
Yes	Yes	Yes	No	No	-	-	-	Yes	No	No	No	Yes	Massachusetts
Yes	Yes	Yes	No	Yes	-	Yes	-	-	No	Yes	-	-	Michigan
Yes	No	Yes	No	Yes	Yes	-	-	-	No	Yes	-	-	Minnesota
No	No	Yes	No	Yes	First 5 Days	After 5 days	-	-	No	-	-	Yes	Mississippi
Yes	Yes	Yes	No	Yes	Yes	-	-	-	No	Yes	-	-	Missouri
No	No	No	No	Yes	-	Yes	-	-	No	-	Yes	-	Montana
1 Way	No	Yes	No	No	-	Yes	-	-	No	Yes	Yes	-	Nebraska
Yes	-	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Nevada
No	Yes	Yes	No	No	-	Yes	-	-	No	-	-	Yes	New Hampshire
Yes	Part	Yes	No	Yes	-	Yes	-	-	Yes	-	-	Yes	New Jersey
Yes	-	Yes	No	No	-	Yes	-	-	No	-	Yes	-	New Mexico
Some	Limited	Yes	No	No	-	Yes	-	-	No	-	Yes	-	New York
Yes	Yes	Yes	Yes	Yes	Yes	-	-	-	No	Yes	-	-	North Carolina
No	No	No	No	No	-	Yes	-	-	No	-	-	Yes	North Dakota
Yes	-	Yes	No	Yes	-	Yes	-	-	No	-	-	Yes	Ohio
-	-	Yes	No	Yes	-	Yes	-	-	No	Yes	-	-	Oklahoma
Yes	Yes	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Oregon
Yes	Yes	Yes	No	No	Yes	-	-	-	No	Yes	-	-	Pennsylvania
Yes	Yes	Yes	No	Yes	-	-	-	Yes	No	-	-	Yes	Rhode Island
-	Yes	No	No	Yes	-	Yes	-	-	No	Yes	-	-	South Carolina
No	No	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	South Dakota
No	No	No	No	No	No	-	-	-	No	Yes	-	-	Tennessee
Yes	Yes	No	No	Yes	-	Yes	-	-	No	Yes	-	-	Texas
Yes	-	No	No	Yes	-	Yes	-	-	No	-	Yes	-	Utah
Yes	Yes	Yes	No	Yes	Yes	-	-	-	Yes	Yes	-	-	Vermont
Yes	Yes	Yes	Yes	No	Yes	-	-	-	No	-	Yes	-	Virginia
Yes	No	Yes	No	-	-	Yes	-	-	No	Yes	-	-	Washington
Yes	Yes	No	No	Yes	Yes	-	-	-	No	Yes	-	-	West Virginia
Yes	-	Yes	No	Yes	-	-	-	Yes	No	-	Yes	-	Wisconsin
Yes	-	Yes	No	Yes	Yes	-	-	-	Yes	Yes	-	-	Wyoming

MINIMUM-MAXIMUM MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1969)

State	State Maint. Engineer			Asst. State Maint. Engr.			Division Engineer			Division Maint. Engr.			Asst. Division Maint. Engr.			Resident Maint. Engr.		
	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.
Alabama	1	942	1100	2	884	1100	8	942	1100	8	884	1100	-	-	-	43	827	912
Alaska	1	1754	2108	1	1473	1770	5	1754	2108	5	1390	1770	-	-	-	-	-	-
Arizona	1	1262	1611	1	1151	1470	7	1262	1611	-	-	-	8	1151	1470	-	-	-
Arkansas	1	1058	1335	1	821	1100	10	1058	1335	10	698	936	12	643	820	43	593	795
California	1	1626	1976	10	1405	1708	11	1703	2062	11	1309	1592	16	1131	1374	91	998	1213
Colorado	1	1185	1588	-	-	-	6	1185	1588	9	928	1244	4	842	1128	-	-	-
Connecticut	1	1162	1431	1	1049	1298	4	1104	1363	4	960	1159	12	862	1051	-	-	-
Delaware	1	787	1060	-	-	-	3	960	1280	-	-	-	3	868	1160	3	712	960
Florida	1	1245	1765	2	1045	1460	5	1245	1765	5	945	1330	5	845	1175	17	800	1110
Georgia	1	1342	1799	3	1104	1479	6	1217	1631	6	1001	1342	41	824	1104	13	678	908
Hawaii	1	1547	1880	1	1473	1790	4	1473	1790	0	1336	1624	-	-	-	-	-	-
Idaho	1	1094	1477	0	901	1206	6	1042	1406	6	742	1094	-	-	-	-	-	-
Illinois	1	1630	2260	1	1400	1940	-	-	-	10	1210	1670	10	1055	1455	-	920	1455
Indiana	1	1310	1600	1	1160	1420	6	1310	1600	6	900	1115	-	-	-	-	-	-
Iowa	1	1151	1619	1	1044	1469	6	1096	1542	6	947	1269	-	-	-	24	859	1151
Kansas	1	854	1435	1	777	1304	6	777	1304	6	707	1185	6	532	895	-	-	-
Kentucky	1	1155	1475	5	1048	1475	12	1155	1475	12	951	1338	24	862	1213	12	480	676
Louisiana	1	1040	1440	1	960	1360	9	960	1360	9	880	1280	5	780	1080	1	720	1020
Maine	1	1181	1571	1	1075	1428	7	1075	1428	7	737	977	7	977	1298	-	-	-
Maryland	1	1345	1767	2	1223	1606	7	1223	1606	7	1630	1353	-	-	-	24	936	1230
Massachusetts	1	1350	1658	2	1216	1572	8	1350	1658	8	1118	1423	8	1006	1274	-	-	-
Michigan	1	2062	2062	4	1710	1710	-	-	-	10	1439	1606	4	1221	1354	14	1046	1173
Minnesota	1	1710	1710	-	-	-	9	1300	1710	16	1156	1520	4	988	1300	-	-	-
Mississippi	1	1065	1488	1	967	1348	6	1065	1488	6	967	1348	4	877	1223	30	538	757
Missouri	1	-	1375	2	1222	1300	10	1325	1350	10	1081	1298	18	942	1132	-	-	-
Montana	1	1092	1309	0	908	1092	6	998	1197	11	908	1092	-	-	-	-	-	-
Nebraska	1	1330	1330	1	980	980	8	1105	1240	1	920	920	-	-	-	28	666	889
Nevada	-	-	-	1	1234	1501	6	1234	1501	-	-	-	9	1118	1361	-	-	-
New Hampshire	1	1025	1268	1	919	1136	7	880	1083	-	-	-	7	783	965	7	550	692
New Jersey	1	1478	1921	1	1340	1743	2	1478	1921	4	1050	1365	13	953	1239	-	-	-
New Mexico	1	940	1250	-	-	-	5	1025	1350	12	940	1250	6	630	860	11	525	720
New York	1	2550	2550	1	1845	1845	10	2190	2665	10	1300	1640	-	-	-	63	1050	1340
North Carolina	1	1237	1573	3	1020	1297	14	1237	1573	35	925	1177	35	805	1020	79	612	768
North Dakota	1	1500	1500	2	1260	1225	8	1350	1450	-	-	-	6	1050	1300	-	-	-
Ohio	1	1560	2071	1	1300	1760	12	1421	1915	12	1092	1465	19	997	1348	91	598	815
Oklahoma	1	1310	1995	1	1175	1800	8	1310	1995	-	-	-	8	1175	1800	-	-	-
Oregon	1	1373	1753	2	1245	1589	5	1245	1589	6	1075	1373	-	-	-	17	928	1186
Pennsylvania	1	1333	1787	1	1108	1487	11	1333	1972	11	999	1282	11	860	1108	-	-	-
Rhode Island	1	875	1055	2	795	962	2	617	750	2	617	750	1	475	590	-	-	-
South Carolina	1	1060	1460	1	985	1348	7	985	1348	7	915	1245	-	-	-	48	682	1065
South Dakota	1	1274	1406	1	1050	1277	5	1103	1341	-	-	-	7	945	1277	-	-	-
Tennessee	1	1145	1420	2	1060	1235	4	1145	1420	4	980	1145	8	900	1060	18	825	980
Texas	1	1500	1500	-	-	-	25	1479	1479	22	1068	1391	4	1000	1219	-	-	-
Utah	1	1228	1566	1	690	965	6	1114	1420	1	919	1170	-	-	-	-	-	-
Vermont	1	1053	1473	2	918	1275	9	1053	1473	9	800	1100	9	605	820	-	-	-
Virginia	1	1144	1429	2	1000	1250	8	1144	1429	8	1000	1250	-	-	-	46	876	1094
Washington	1	1553	1983	-	-	-	7	1479	1889	6	1217	1553	6	1104	1409	25	908	1159
West Virginia	1	1165	1415	1	1065	1315	10	1065	1315	10	965	1215	-	-	-	-	-	-
Wisconsin	1	1367	1777	3	1163	1514	9	1367	1777	9	1163	1514	26	899	1278	-	-	-
Wyoming	1	1325	1484	1	1137	1409	5	1325	1421	5	1137	1330	-	-	-	27	665	887
District of Columbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1969 Average	-	-	1609	-	-	1416	-	-	1543	-	-	1298	-	-	1181	-	-	998
1944 Average	-	-	434	-	-	341	-	-	-	-	-	292	-	-	264	-	-	-
% Increase 1969/1944	-	-	271	-	-	315	-	-	-	-	-	345	-	-	347	-	-	-
% Increase 1969/1968	-	-	7.1	-	-	9.4	-	-	6.4	-	-	5.4	-	-	6.3	-	-	5.9

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.	
92	441	689	159	326	441	160	292	397	2239	230	359	40	397	529	1	827	1024	Alabama
6	1133	1361	27	983	1175	30	913	1092	-	-	-	17	631	759	2	1312	1576	Alaska
40	688	858	-	-	-	-	-	-	70	379	483	-	-	-	1	959	1224	Arizona
98	508	680	-	-	-	66	326	539	425	286	406	92	374	582	13	593	721	Arkansas
63	830	1007	370	719	873	394	683	791	44	535	589	27	619	683	17	1034	1257	California
34	628	842	19	570	764	364	517	693	22	317	425	14	517	693	8	628	842	Colorado
18	695	864	70	625	784	224	516	631	270	390	460	114	497	607	-	-	-	Connecticut
7	584	787	115	395	678	-	-	-	86	295	376	69	310	395	4	584	787	Delaware
95	535	730	66	375	500	357	345	460	736	279	315	98	465	680	-	-	-	Florida
26	506	678	97	459	615	265	377	506	1257	285	305	109	342	459	7	615	824	Georgia
4	744	1473	17	556	1021	14	466	828	65	381	533	27	567	794	3	712	938	Hawaii
-	-	-	6	581	779	47	527	706	74	413	553	180	434	581	-	-	-	Idaho
102	-	-	313	-	-	2161	-	-	-	-	-	-	-	-	-	-	-	Illinois
37	600	750	37	480	550	135	440	500	398	355	410	61	385	445	45	460	525	Indiana
142	527	947	106	455	581	-	-	-	-	-	-	10	502	641	1	873	902	Iowa
27	532	895	47	422	707	101	403	674	17	282	463	-	-	-	6	532	895	Kansas
41	480	676	120	415	583	120	395	556	80	285	402	1563	308	556	1	782	1100	Kentucky
81	400	660	234	340	540	46	305	455	700	272	425	260	340	620	9	500	750	Louisiana
42	641	874	230	559	737	-	-	-	574	366	473	20	483	629	1	808	1075	Maine
30	703	924	186	538	707	-	-	-	4	340	393	950	370	428	7	639	840	Maryland
30	703	851	93	616	756	93	552	676	595	457	548	859	477	575	1	1181	1495	Massachusetts
14	957	1067	43	814	901	-	-	-	169	482	661	5	687	901	-	-	-	Michigan
92	582	843	-	-	-	1464	494	649	41	433	547	69	616	781	2	812	988	Minnesota
11	443	623	121	402	565	497	272	383	46	247	348	23	331	465	3	443	623	Mississippi
94	721	865	43	634	760	372	558	670	28	347	385	-	-	-	1	834	1000	Missouri
21	612	730	-	-	-	138	696	696	60	568	568	83	669	669	11	612	730	Montana
2	575	770	26	497	666	60	473	634	205	336	450	-	-	-	8	605	808	Nebraska
6	794	1015	40	594	757	32	566	687	6	403	403	18	654	794	-	-	-	Nevada
6	525	663	14	391	471	109	422	524	271	308	356	129	347	420	1	752	928	New Hampshire
4	823	1070	112	645	838	118	585	760	721	427	554	47	519	675	1	822	1069	New Jersey
19	500	690	79	420	575	8	360	500	57	276	380	126	315	440	5	525	720	New Mexico
-	-	-	324	500	880	636	500	650	3091	455	560	415	480	760	10	815	970	New York
146	465	585	601	424	534	-	-	-	916	317	395	179	446	561	16	843	1070	North Carolina
8	700	815	8	645	707	78	447	645	-	-	-	11	500	593	-	-	-	North Dakota
143	659	893	150	458	702	245	416	893	1907	319	433	176	347	518	12	572	780	Ohio
16	855	1310	85	520	810	-	-	-	309	310	490	15	390	615	1	685	1055	Oklahoma
-	-	-	161	660	802	138	629	693	27	447	492	10	693	764	4	693	884	Oregon
67	707	1108	201	611	788	1042	478	617	6602	357	439	196	456	588	-	-	-	Pennsylvania
8	475	580	2	407	450	30	448	495	291	320	355	15	354	392	-	-	-	Rhode Island
-	-	-	235	410	680	-	-	-	455	332	420	1813	345	525	-	-	-	South Carolina
10	700	895	16	550	734	94	500	638	10	350	450	20	400	510	9	550	699	South Dakota
12	650	900	36	395	500	302	360	445	2251	275	370	165	330	420	4	590	710	Tennessee
32	794	968	280	590	848	1	552	552	989	232	336	-	-	-	27	743	906	Texas
6	627	877	64	518	725	15	471	725	11	322	494	11	428	600	1	627	877	Utah
12	573	736	38	475	650	102	392	520	272	335	440	11	420	556	1	750	1033	Vermont
275	512	670	590	430	536	-	-	-	776	288	328	100	392	470	8	800	1000	Virginia
-	-	-	83	712	1001	766	615	785	2	531	586	47	678	748	6	908	1159	Washington
55	-	-	67	-	-	255	366	403	818	303	303	175	317	432	10	485	670	West Virginia
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Wisconsin
12	616	822	17	571	762	15	529	706	-	-	-	-	-	-	3	665	887	Wyoming
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	District of Columbia
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Puerto Rico
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1969 Average
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1944 Average
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	% Increase 1969/1944
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	% Increase 1969/1968
-	10.6	-	-	7.3	-	-	-	7.9	-	5.0	-	-	8.2	-	9.1	-	-	

MINIMUM-MAXIMUM MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1969) (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	15	529	889	207	408	540	35	276	378	165	276	377	286	326	441	352	397	529
Alaska	8	1053	1265	86	848	1020	18	680	817	88	680	817	188	787	947	63	848	1020
Arizona	15	636	774	117	533	722	19	368	594	328	445	612	141	554	675	179	554	723
Arkansas	-	-	-	48	374	504	4	292	407	67	292	407	1125	326	437	105	404	539
California	21	863	998	279	746	821	19	584	644	679	562	619	1372	651	717	11	693	842
Colorado	11	570	764	64	570	693	8	447	598	631	447	598	7	517	693	31	543	727
Connecticut	14	625	784	119	497	607	42	437	543	406	390	460	802	437	528	299	453	607
Delaware	2	530	678	37	480	613	7	376	480	155	341	435	37	395	504	61	458	584
Florida	25	535	730	105	345	585	51	291	360	926	291	360	195	320	425	89	375	500
Georgia	9	506	678	131	379	506	38	305	334	943	305	334	318	305	334	205	377	506
Hawaii	3	653	794	13	593	754	6	439	533	65	388	564	33	489	690	12	593	754
Idaho	6	610	817	55	502	673	8	413	553	1	357	478	71	434	581	34	478	641
Illinois	-	-	-	-	-	-	-	-	-	683	-	-	80	-	-	-	-	-
Indiana	41	440	500	80	420	480	33	385	445	1093	385	445	236	420	480	84	440	500
Iowa	2	581	742	148	502	641	23	412	527	1207	412	527	-	-	-	85	455	581
Kansas	13	485	615	97	422	707	23	351	584	851	321	532	409	351	584	174	385	643
Kentucky	27	415	583	87	340	480	30	308	436	1715	306	436	983	376	530	64	395	556
Louisiana	13	460	660	187	340	620	198	290	440	1442	290	440	681	320	470	254	360	560
Maine	6	641	874	139	483	629	23	421	551	745	396	534	190	440	575	115	505	659
Maryland	25	581	764	69	445	707	-	-	-	334	404	561	157	445	584	27	489	643
Massachusetts	8	661	809	18	523	639	83	477	575	-	-	-	-	-	-	70	552	676
Michigan	22	710	901	-	-	-	-	-	-	142	534	621	360	571	661	-	-	-
Minnesota	16	761	950	164	700	788	86	515	620	43	667	751	-	-	-	-	-	-
Mississippi	-	-	-	66	365	512	-	-	-	410	300	422	138	331	465	39	365	512
Missouri	9	769	921	188	522	670	19	431	518	246	368	408	1624	405	486	897	459	550
Montana	11	696	896	47	669	669	9	612	612	212	585	585	54	612	612	48	641	641
Nebraska	6	473	634	56	430	575	-	-	-	716	371	497	217	409	548	43	430	575
Nevada	8	757	920	44	623	757	7	566	687	238	513	623	40	539	654	15	594	721
New Hampshire	12	478	603	18	406	497	3	331	394	90	331	394	47	362	435	-	-	-
New Jersey	7	645	838	82	587	724	42	317	490	432	458	596	169	505	657	40	557	724
New Mexico	6	480	660	22	420	575	13	330	460	331	315	440	305	360	500	83	420	575
New York	-	-	-	154	560	700	55	460	600	1293	460	600	399	485	625	110	540	715
North Carolina	142	585	734	437	510	640	-	-	-	965	340	424	630	371	465	1166	415	522
North Dakota	8	645	707	31	416	603	6	364	437	-	-	-	228	364	603	-	-	-
Ohio	24	520	702	321	437	702	36	399	539	4	347	468	348	381	560	145	416	615
Oklahoma	8	615	950	47	490	765	3	350	550	599	350	550	257	415	650	98	465	725
Oregon	4	728	802	23	570	660	5	543	599	222	517	570	924	570	764	38	599	660
Pennsylvania	66	611	788	178	456	648	91	375	484	708	375	508	1130	439	588	132	484	648
Rhode Island	-	-	-	-	-	-	-	-	-	126	353	391	17	388	432	-	-	-
South Carolina	15	548	733	178	410	634	134	370	487	-	-	-	-	-	-	-	-	-
South Dakota	13	475	608	19	400	510	12	310	400	89	325	395	311	358	476	90	475	576
Tennessee	6	370	470	165	310	420	-	-	-	-	-	-	147	310	395	88	350	445
Texas	33	651	794	516	420	564	241	308	455	-	-	-	3446	308	455	2662	420	564
Utah	12	518	725	58	471	658	4	428	600	106	389	544	107	428	600	95	471	658
Vermont	2	573	736	10	450	604	1	325	440	0	305	400	18	368	488	36	495	588
Virginia	72	512	670	230	410	536	85	328	430	2200	344	430	740	376	470	40	410	536
Washington	7	748	953	124	712	865	43	558	678	-	-	-	83	712	785	19	785	908
West Virginia	10	410	570	430	317	432	-	-	-	-	-	-	641	336	393	-	-	-
Wisconsin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wyoming	6	616	822	14	490	653	3	421	561	39	421	561	112	454	603	84	490	653
District of Columbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1969 Average	-	-	764	-	-	637	-	-	521	-	-	505	-	-	558	-	-	632
1944 Average	-	-	206	-	-	172	-	-	136	-	-	-	-	-	-	-	-	-
‡ Increase 1969/1944	-	-	271	-	-	270	-	-	283	-	-	-	-	-	-	-	-	-
§ Increase 1969/1968	-	-	7.9	-	-	6.5	-	-	7.6	-	-	6.5	-	-	7.5	-	-	5.7

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1969)

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	Shop Superintendent	State
Alabama	1100	912	1100	1056	-	904	568	425	379	230	478	1024	Alabama
Alaska	1931	1622	1580	-	-	-	1247	1679	1003	-	695	1444	Alaska
Arizona	1426	1383	1325	-	1160	-	744	-	-	428	-	1083	Arizona
Arkansas	1260	1044	1259	917	781	659	553	-	393	380	503	654	Arkansas
California	1976	1548	1878	1443	1246	1100	1443	793	753	562	651	1140	California
Colorado	1588	-	1550	1185	1080	-	825	751	640	358	628	832	Colorado
Connecticut	1342	1132	1331	1076	991	-	830	741	626	403	593	-	Connecticut
Delaware	960	-	1160	-	1010	840	715	462	-	313	336	723	Delaware
Florida	1408	1237	1354	1094	1040	968	568	459	409	283	535	-	Florida
Georgia	1799	1479	1531	1254	867	740	601	514	432	292	375	715	Georgia
Hawaii	1624	1547	1567	-	-	-	1027	766	619	416	710	801	Hawaii
Idaho	1340	-	1257	880	-	-	-	696	625	513	532	-	Idaho
Illinois	2000	1700	1500	1500	1350	1125	772	638	653	598	-	-	Illinois
Indiana	1360	1260	1193	1019	-	-	660	497	454	365	399	477	Indiana
Iowa	1469	1269	1285	1151	-	1006	722	566	-	587	707	-	Iowa
Kansas	1341	1103	1206	1103	827	-	803	617	618	324	-	755	Kansas
Kentucky	1405	1274	1405	1155	998	530	530	457	436	315	340	862	Kentucky
Louisiana	1360	1240	1267	1103	1002	1020	580	470	433	337	470	622	Louisiana
Maine	1428	1428	1409	964	1234	-	830	666	-	398	581	1025	Maine
Maryland	1747	1510	1531	1301	-	1071	809	675	-	366	403	826	Maryland
Massachusetts	1658	1572	1658	1523	1274	1274	851	733	635	503	543	1495	Massachusetts
Michigan	2062	1710	-	1288	1250	1108	1011	858	-	646	858	-	Michigan
Minnesota	1710	1118	1555	1364	1118	692	774	470	579	490	704	950	Minnesota
Mississippi	1284	1338	1338	1147	1078	-	584	709	330	289	399	585	Mississippi
Missouri	1375	1300	1375	1234	1078	-	826	-	636	356	399	1000	Missouri
Montana	1309	-	1197	1092	-	-	730	-	696	568	669	730	Montana
Nebraska	1330	980	1206	920	-	733	666	514	487	349	658	658	Nebraska
Nevada	-	1501	1429	-	1295	-	966	685	621	403	729	-	Nevada
New Hampshire	1268	1136	1083	-	965	692	663	471	524	349	420	928	New Hampshire
New Jersey	1700	1541	1700	1207	1096	-	947	742	673	490	597	946	New Jersey
New Mexico	1205	-	1223	1112	846	700	625	539	451	297	376	757	New Mexico
New York	2550	1845	2400	1500	-	1140	-	750	550	500	620	905	New York
North Carolina	1573	1297	1491	1148	936	722	534	522	576	369	510	967	North Carolina
North Dakota	1500	1212	1388	-	1184	-	780	678	-	555	555	-	North Dakota
Ohio	1699	1421	1669	1300	1196	728	797	572	624	381	437	693	Ohio
Oklahoma	1310	1175	1310	-	1175	-	855	520	-	330	390	725	Oklahoma
Oregon	1753	1515	1555	1359	1175	1177	-	734	690	471	733	842	Oregon
Pennsylvania	1333	1269	1621	1152	995	-	860	707	554	439	527	-	Pennsylvania
Rhode Island	1055	962	725	750	580	-	580	450	465	330	375	-	Rhode Island
South Carolina	1325	1180	1300	-	1060	850	750	555	565	375	400	620	South Carolina
South Dakota	1338	1050	1165	-	911	850	698	438	383	321	460	642	South Dakota
Tennessee	1145	1080	1145	990	1051	-	919	697	552	306	404	817	Tennessee
Texas	1500	-	1479	1218	1051	-	733	596	627	344	505	725	Texas
Utah	1353	919	1190	965	-	-	680	480	480	500	830	830	Utah
Vermont	1200	1090	1200	950	680	-	680	512	512	312	450	956	Vermont
Virginia	1429	1250	1414	1224	-	1000	640	845	676	558	712	1051	Virginia
Washington	1889	-	1713	1409	1217	1051	-	470	389	303	393	613	Washington
West Virginia	1365	1265	1649	1012	1175	-	609	-	-	-	-	-	West Virginia
Wisconsin	1621	1382	1649	1435	-	-	706	638	617	-	-	734	Wisconsin
Wyoming	1330	1240	1330	1226	-	761	-	-	-	-	-	-	Wyoming
1969 Average	1490	1302	1398	1180	1058	887	751	620	560	394	526	843	1969 Average

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1968) (cont'd)

State	Garage or Shop Foreman	Mechanic	Mechanic Helper	Equipment Operator I	Equipment Operator II	Equipment Operator III	Clerk or Timekeeper	Chief Engineer	Project Engineer	Chief of Survey Party	Plans Designer	Bridge Designer	Chief Clerk	State
Alabama	665	499	324	330	407	492	343	1100	759	831	746	774	714	Alabama
Alaska	1159	934	749	749	867	934	-	1622	1247	1079	1622	1604	1342	Alaska
Arizona	732	659	476	531	585	658	421	1821	1371	868	768	788	564	Arizona
Arkansas	-	459	329	329	364	468	358	1631	939	762	981	1030	-	Arkansas
California	950	783	614	589	683	772	635	2248	1155	950	1155	1155	1288	California
Colorado	748	665	517	539	665	698	494	2232	1002	891	-	-	727	Colorado
Connecticut	730	592	521	452	526	578	494	1750	-	878	670	730	544	Connecticut
Delaware	613	525	400	356	439	440	374	1720	759	744	771	755	480	Delaware
Florida	563	450	305	331	405	440	496	1720	-	744	-	-	631	Florida
Georgia	598	443	317	301	316	413	415	-	-	-	-	-	-	Georgia
Hawaii	720	662	454	472	579	700	564	1158	1387	1158	1186	1180	764	Hawaii
Idaho	707	582	451	357	500	583	483	1710	932	671	794	664	725	Idaho
Illinois	-	582	451	357	500	583	483	3000	1125	975	880	910	725	Illinois
Indiana	456	444	385	394	439	452	385	1880	926	793	1260	1260	497	Indiana
Iowa	719	597	499	494	-	541	541	1750	1020	793	1046	1046	552	Iowa
Kansas	667	580	469	408	487	549	553	1657	999	971	1046	1046	776	Kansas
Kentucky	457	376	340	340	415	436	376	1549	862	782	862	862	436	Kentucky
Louisiana	580	536	369	377	433	520	405	1500	947	700	930	930	610	Louisiana
Maine	787	603	469	450	509	622	533	1727	982	982	982	982	535	Maine
Maryland	758	652	493	493	562	626	529	2017	1009	993	1057	1175	-	Maryland
Massachusetts	809	639	543	-	-	676	548	2044	1036	983	1136	1136	922	Massachusetts
Michigan	858	-	-	606	696	-	579	-	-	-	-	-	-	Michigan
Minnesota	867	733	547	716	-	-	412	2000	1165	794	940	1040	838	Minnesota
Mississippi	-	455	-	399	458	458	-	1418	1083	564	772	1064	828	Mississippi
Missouri	886	629	485	398	453	537	-	1875	1099	852	921	889	945	Missouri
Montana	696	669	612	585	612	641	763	1517	795	709	785	859	1309	Montana
Nebraska	507	492	413	466	466	494	344	1667	816	569	767	793	514	Nebraska
Nevada	835	688	624	565	640	672	-	1576	1060	980	927	940	-	Nevada
New Hampshire	603	445	394	367	419	-	-	1375	1083	650	965	857	1136	New Hampshire
New Jersey	741	641	404	527	582	641	-	-	1043	902	1207	1272	670	New Jersey
New Mexico	630	483	382	349	445	515	307	1750	921	595	866	977	780	New Mexico
New York	660	660	540	540	560	690	550	2660	921	595	866	977	760	New York
North Carolina	710	626	425	389	425	496	444	1750	1297	550	-	-	-	North Carolina
North Dakota	676	551	408	416	466	520	-	1892	1032	645	842	925	491	North Dakota
Ohio	624	572	478	478	478	520	500	1692	1032	645	842	925	491	Ohio
Oklahoma	650	520	370	370	415	465	330	1993	1040	598	1040	1040	797	Oklahoma
Oregon	764	646	590	540	617	654	469	1620	1055	550	1310	1310	-	Oregon
Pennsylvania	707	527	434	434	502	554	393	2237	1177	784	1177	1177	639	Oregon
Rhode Island	-	-	-	380	432	-	350	1972	818	707	948	946	554	Pennsylvania
South Carolina	640	500	400	-	-	-	425	-	-	-	-	-	496	Rhode Island
South Dakota	535	480	400	365	430	500	425	-	-	-	1000	1020	-	South Carolina
Tennessee	441	390	384	365	430	500	425	-	-	-	1000	1020	-	South Dakota
Texas	726	474	388	384	384	433	478	1420	842	755	850	858	460	Tennessee
Utah	685	573	480	433	472	578	457	2187	1052	742	850	858	460	Texas
Vermont	680	520	390	350	502	540	525	1491	918	727	797	816	745	Utah
Virginia	640	512	410	440	440	540	525	1760	800	780	680	775	635	Vermont
Washington	865	758	607	410	450	512	430	1867	876	800	680	775	635	Virginia
West Virginia	531	396	-	-	748	865	615	1665	1159	865	865	992	558	Washington
Wisconsin	-	-	-	-	364	-	-	1665	994	921	1002	1052	1015	West Virginia
Wyoming	678	557	464	471	516	569	376	2044	1038	738	823	823	521	Wisconsin
1969 Average	695	569	458	451	507	572	466	1811	1006	798	954	985	731	1969 Average