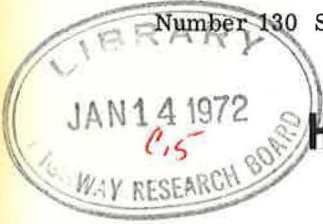


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HIGHWAY RESEARCH CIRCULAR

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PROGRESS REPORT OF HRB-AASHO JOINT COMMITTEE ON MAINTENANCE AND OPERATIONS PERSONNEL

Since its formation in 1944, the Committee on Maintenance and Operations Personnel (formerly the Joint Maintenance Committee on Maintenance Personnel) has submitted 27 annual reports. All state highway departments have cooperated in submitting information from which this and the other reports were compiled. Most of the information included here is as of July 1, 1971.

SALARIES

During this 27-year period the average maximum salaries of state maintenance engineers have increased 325 percent; common laborers, 320 percent; mechanics, 328 percent. 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 (Maine, New Hampshire, 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, 1971:

Job Title	Average Salary (\$/month)			
	North Atlantic States	Southeastern States	Mississippi Valley States	Western States
State Maintenance Engineer	1725	1583	1688	1752
District Engineer	1736	1523	1580	1687
Area Supervisor	847	699	867	1046
Common Laborer	457	347	484	512
Mechanic	653	525	668	768
Equipment Operator I	497	394	524	589
Equipment Operator II	546	460	577	678
Equipment Operator III	670	536	592	769

These averages generally show an increase over 1970.

PERSONNEL POLICIES

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

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Civil Service or Merit System

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

North Atlantic States—1 state (Pennsylvania) out of the 11 has no such plan.

Southeastern States—2 states (Arkansas and Tennessee) out of the 11 have no such plan.

Mississippi Valley States—4 states (Illinois, Missouri, North Dakota, and South Dakota) out of the 14 have no such plan.

Western States—2 states (Montana and Wyoming) out of the 14 have no such plan.

Retirement Plan

All state highway departments indicate that some or all of their employees are protected by some form of state-sponsored retirement plan or federal Social Security.

Only four states do not have a compulsory retirement age; the compulsory retirement age is 65 in 12 states, between 65 and 70 in 6 states, 70 in 27 states, and 72 in one state.

Vacations and Sick Leave

All states indicated that they grant vacation leave to all their permanent employees, with the minimum or starting basis ranging from 40 to 168 hours per year, and the maximum ranging from 96 to 240 hours per year. Two states do not allow vacation to be carried over into the ensuing year; of the 48 states where vacation time is cumulative, the maximum that may be carried over into a new year varies from 30 hours to unlimited.

All states also grant sick leave to all their permanent employees, with the minimum or starting basis ranging from 52 to 240 hours per year, and the maximum ranging from 80 to 240 hours per year. All states allow sick leave to be carried over into the ensuing year, with the maximum that may be accumulated ranging from 192 hours to unlimited, and with 23 states having no limit to the amount that may be accumulated.

Insurance

Thirty-four states have a partially or wholly state-financed hospitalization plan for employees.

Twenty-five states have a partially or wholly state-financed life insurance plan for employees.

In 30 states maintenance and operations personnel are protected against lawsuit by a state-financed liability plan, while 20 states do not have this protection for their employees.

Unionization

Forty states report partial, complete, or voluntary organization of their maintenance employees in either national unions, local unions, or employee associations, with 10 states indicating no union or employee association organization. In only one state is membership mandatory in a national union; no states have membership mandatory in a local union or employees' association.

Service Awards

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

Working Hours and Conditions

Sixteen states pay all employees on a salaried basis, and 4 states pay all employees on an hourly basis. In 30 states, all permanent field employees and supervisory employees are paid on a salaried basis. In 19 states either all or part of the permanent field employees are paid on an hourly basis.

Forty-two states have an 8-hour day, with 40 hours per week as the standard workweek; five states have a less than 40-hour week (four 37½ and one 35), and three states have a more than 40-hour week (45 hours).

Only one state does not make some allowance or adjustment for overtime work. Twenty-seven states allow time and one-half to either all or certain classifications of employees. One state gives 2½ time for holiday work. Twenty-two states allow straight time or compensatory time.

Three states do not require their maintenance employees to report to an assembly point preparatory to their day's work. Of the 47 states that do require their employees to report to an assembly point preparatory to their day's work, 43 states pay these employees portal to portal, 2 states pay travel time one-way, and 2 states report that they do not allow any travel pay.

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

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

Forty-seven states have a formalized job classification plan.

Six states use convict labor.

All states allow either actual expenses or per diem allowances to employees when they are away from their home station. In 23 states actual expenses are paid, and in 24 states payment is on a per diem basis, with the basis partial or optional in 3 states.

Thirty-eight states allow either total or partial reimbursement when an employee is required to change his residence.

Maintenance Responsibility

In 47 states garage or shop operations for vehicle maintenance are under the jurisdiction of the highway department; in 35 states this is limited to highway department vehicles only, while in 8 states servicing is performed for some other state agencies and in 4 states for all state agencies.

Lane Miles

The average lane miles per man varies from 3.1 to 37.4.

Basis of Operations

Thirty-one states either contemplate or have changed to a unit-cost basis rather than a per-mile cost basis.

Twenty-one states have combined their field personnel into larger permanent crews, and 12 states contemplate this change.

DEFINITIONS OF TERMS AND TITLES

GENERAL DEFINITIONS

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

Traffic Operations—The operation of a highway facility, and services incidental thereto, to provide safe, convenient, and economic highway transportation. (Note: The word "Operations" in the Committee's title indicates "Traffic Operations.")

DEFINITIONS OF PERSONNEL TITLES

Note: In the following definitions, the first subdivision in the state for supervision purposes is called a "district" or "division." The first subdivision in a district or division is called a "residency."

Maintenance Personnel

State Maintenance Engineer—One in an executive capacity who supervises all activities of maintenance for the State Highway Department.

Assistant State Maintenance Engineer—One who assists the State Maintenance Engineer in the work of supervising the activities of maintenance.

District Engineer (in some states called Division Engineer)—One in an executive capacity who supervises highway activities within a district.

District Maintenance Engineer—One in an executive capacity who supervises maintenance activities of highways within a district.

Assistant District Maintenance Engineer—One who assists the District Engineer and/or the District Maintenance Engineer in supervising maintenance within a district.

Resident Maintenance Engineer—One who directs the activities of all maintenance employees and equipment, and oversees the maintenance of highways, within a residency.

Area Supervisor (in some states called Superintendent)—One who directs the activities of all maintenance employees and equipment, and oversees the maintenance of highways within a residency, excluding engineering requirements.

Gang Foreman—One who directs the activities of a group of men engaged in maintenance and betterment work, such as a grading crew, bituminous repair crew, concrete pavement patching crew, bridge repair crew, or roadside maintenance crew.

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 and, 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 a trade, such as a carpenter, painter, mason, or plumber.

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, and paving machines.

Traffic Operations Personnel

State Traffic Engineer—One in an executive capacity who supervises all activities related to traffic operations of the State Highway Department.

Assistant State Traffic Engineer—One who assists the State Traffic Engineer in the work of supervising traffic operations.

District Traffic Engineer—One in an executive capacity who supervises traffic operations within a district.

Assistant District Traffic Engineer—One who assists the District Traffic Engineer in the work of supervising traffic operations within a district.

Traffic Supervisor—One who directs the activities of all employees and equipment related to traffic operations within a district.

Sign Supervisor—One who directs the activities of all signing, both fabrication and erection.

Sign Shop Foreman—One who directs a crew of men in the activity of fabricating traffic signs.

Traffic Signal and Lighting Foreman—One who directs a crew of men in activities related to the operation and maintenance of traffic signals and lighting.

Striper Foreman—One who directs a crew of men in activities related to pavement markings.

Sign Erection Foreman—One who directs a crew of men in activities related to the erection and maintenance of all traffic signs.

Sign Fabricator—One who specializes in the fabrication of traffic signs.

Sign Technician—One who operates equipment or a laborer for all activities associated with signing, both fabrication and erection.

Traffic Signal and Lighting Technician—One who works in a technical capacity for operating and maintaining traffic signal equipment and highway lighting.

Striper Technician—One who operates equipment or a laborer for all activities associated with pavement markings.

Other Related 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.

Clerk or Timekeeper—One who keeps the time records of employees, hours of equipment use, quantities of materials received, used, and on hand, maintenance cost records, etc.

MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENTS (AS OF JULY 1, 1971)

MAINTENANCE PERSONNEL:				
State	State Maintenance Engineer	Assistant State Maintenance Engineer	District Engineer	District Maintenance Engineer
Alabama	State Maint. Engr.	Asst. State Maint. Engr.	Division Engineer	Asst. Div. Engr. (Maint.)
Alaska	State Maint. Engr. Asst. State Engr.	Asst. State Maint. Director	District Highway Engineer	Maint. Supt. Roadway
Arizona	State Maint. Engr.	Asst. Maint. Engr.	District Engineer	-
Arkansas	Hwy. Civil Engr. VI	Hwy. Civil Engr. IV	Hwy. Civil Engr. V	Hwy. Dist. Maint. Supt. II
California	Maint. Engr.	Asst. Maint. Engr.	District Engineer Metro. District Engineer	Dist. Maint. Engr.
Colorado	Staff Maint. Supt.	-	Principal Hwy. Engr.	Hwy. Maint. Supt.
Connecticut	Chief of Maint.	Asst. Chief of Maint.	District Engineer	Dist. Maint. Admn.
Delaware	Asst. Chief Engr., Maint	Asst. State Maint. Engr.	-	Dist. Maint. Engr.
Florida	State Maint. Engr.	Asst. State Maint. Engr.	District Engineer	Deputy Dist. Maint. Engr.
Georgia	Civil Engr. VII	Civil Engr. V Asst. Chief, Const. & Maint.	Civil Engr. VI	Civil Engr. IV
Hawaii	Chief Hwy. Div. Engr.	-	District Engineer	Dist. Maint. Engr.
Idaho	Maint. Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr./Supt.
Illinois	Engr. of Maint.	Asst. Engr. of Maint.	District Engineer	Dist. Maint. Engr.
Indiana	Chief, Div. of Maint.	Asst. Chief, Div. of Maint.	District Engineer	Dist. Maint. Engr.
Iowa	Maint. Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
Kansas	Engr. of Maint.	Asst. Engr. of Maint.	Division Engineer	Div. Maint. Engr.
Kentucky	Dir. of Maint.	Asst. Dir. of Maint.	District Engineer	Asst. Dist. Engr. Oper.
Louisiana	Chief Maint. & Oper. Engr.	Road Maint. Engr. Bridge Maint. Engr.	District Engineer	Asst. Dist. Engr.
Maine	Engr. of Maint. & State Aid	Hwy. Maint. Engr.	Division Engineer	Div. Supr.
Maryland	Asst. Chief Engr., Maint.	Chief, Bureau Hwy. Maint.	District Engineer	Asst. Dist. Engr., Maint.
Massachusetts	Maint. Engr.	Asst. Maint. Engr.	District Hwy. Engineer	Dist. Maint. Engr.
Michigan	Engr. of Maint.	Engr. of Maint. Oper.	-	Dist. Maint. Engr.
Minnesota	Asst. Comr., Maint.	State Maint. Oper. Engr.	District Engineer	Area Maint. Engr.
Mississippi	Maint. Engr.	Asst. State Maint. Engr.	District Engineer	Dist. Maint. Engr.
Missouri	Div. Engr., Maint. & Traffic	Asst. Div. Engr., Maint.	District Engineer	Dist. Maint. & Traffic Engr.
Montana	State Maint. Engr.	Asst. Maint. Supr.	District Engineer	Div. Maint. Supr.
Nebraska	State Maint. Engr.	Asst. State Maint. Engr.	District Engineer	-
Nevada	-	Asst. Maint. Engr.	District Engineer	Asst. Dist. Engr.
New Hampshire	Maint. Engr.	Asst. Maint. Engr.	Division Engineer	-
New Jersey	Chief, Bureau of Maint.	-	Regional Hwy. Engr.	Dist. Supt.
New Mexico	Engr. of Maint.	Maint. Engr.	District Hwy. Engr.	Asst. Dist. Engr.
New York	Dir. of Trans. Maint.	Dir. of Hwy. Maint.	Reg. Dir. of Trans.	Reg. Hwy. Maint. Engr. A-B-C
North Carolina	State Maint. Engr.	Area Maint. Engr.	Division Engr.	District Engr.
North Dakota	Maint. Engr.	Asst. Maint. Engr.	District Engineer	-
Ohio	Deputy Dir., Div. of Oper.	Engr. of Maint.	Div. Deputy Director	Div. of Oper. Engr.
Oklahoma	State Maint. Engr.	Asst. State Maint. Engr.	Division Engineer	-
Oregon	Maint. Engr.	Asst. Maint. Engr.	Regional Engineer	-
Pennsylvania	Dir., Bureau of Maint.	Asst. for Maint., Oper. & Study	Dist. Engr.	Dist. Maint. Engr.
Rhode Island	Maint. Engr.	Chief of Oper.	-	-
South Carolina	Maint. Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
South Dakota	Maint. Engr.	Asst. State Maint. Engr.	District Engineer	Dist. Maint. Engr.
Tennessee	State Maint. Engr.	Asst. Maint. Engr.	Regional Engineer	Reg. Maint. Engr.
Texas	Chief Engr., Maint. & Oper.	-	District Engineer Engineer Manager	Dist. Maint. Engr. Supr. Maint. Engr.
Utah	Engr. for Maint.	Maint. Oper. Supr.	District Engineer	Dist. Maint. Engr.
Vermont	Maint. Engr.	Asst. Maint. Engr.	Dist. Hwy. Engr.	-
Virginia	State Hwy. Maint. Engr.	State Hwy. Asst. Maint. Engr.	Hwy. Dist. Engr.	Hwy. Asst. Dist. Engr.
Washington	Asst. Dir. of Hwys for Maint.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
West Virginia	Chief Engr., Maint.	Asst. Director, Maint.	District Engineer	Asst. Dist. Engr.
Wisconsin	Chief Maint. Engr.	Asst. Chief Maint. Engr.	District Engineer	Dist. Chief Maint. Engr.
Wyoming	State Maint. Engr.	-	District Engineer	Dist. Maint. Engr.

Assistant District Maintenance Engineer	Resident Maintenance Engineer	Area Supervisor	Gang Foreman	Sectionmen	State
-	Resident Engineer	Highway Supt. I & II	Highway Foreman	Highway Camp Guard	Alabama
Asst. Maint. Supr.	-	Hwy. Maint. Foreman III	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Alaska
Asst. Dist. Engr.	-	Hwy. Maint. Foreman	-	-	Arizona
Hwy. Dist. Maint. Supt. I	Hwy. Spec. Maint. Supr.	Hwy. Area Maint. Supr.	-	-	Arkansas
?	Sr. Hwy. Supt.	Asst. Hwy. Supt.	Hwy. Sr. Maint. Foreman	Hwy. Maint. Men III	California
Asst. Hwy. Maint. Supt.	Hwy. Supt.	Sr. Hwy. Foreman	Hwy. Foreman	Hwy. Maint. Man	Colorado
Dist. Maint. Supt.	-	Maint. General Foreman	Maint. Foreman	Maint. Crew Leader	Connecticut
Dist. Maint. Planner	-	Hwy. Maint. Supr.	Labor Foreman II	-	Delaware
Asst. Dist. Maint. Engr.	-	Hwy. Maint. Supr.	Hwy. Maint. Supr. I & II	Hwy. Maint. Foreman	Florida
Asst. Dist. Maint. Engr.	Maintenance Engineer	Asst. Maint. Engineer	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Georgia
Civil Engr. II	Hwy. Maint. Engineer	Hwy. Maint. Supt.	Hwy. Const. & Mtce. Foreman	General Labor Foreman,	Hawaii
-	-	Hwy. Const. & Maint. Supt.	Bridge Maint. Foreman	General Laborer III, et al	Idaho
-	-	-	Sp. Maint. Foreman	Maint. Foreman	Illinois
Asst. Dist. Maint. Engr.	Maint. Field Engr.	Hwy. Maint. Section Supr.	Hwy. Maint. Labor Foreman	Hwy. Maintenance Man	Indiana
-	-	Sub-district Supt.	Hwy. Foreman	Unit Foreman	Iowa
-	Res. Maint. Engr.	Hwy. Maint. Supr.	Foreman II & III	Foreman I	Kansas
Division Supt.	-	Dist. Supt.	Division Foreman	Sub-district Foreman	Kentucky
Dist. Maint. Engr.	Maint. Engr. Asst.	Maint. Supt.	District Foreman	Asst. Co. Foreman	Louisiana
Asst. Dist. Maint. Engr.	Res. Maint. Engr.	Hwy. Maint. Supt.	Co. & Sp. Crew Foreman	-	Maine
Asst. Div. Engr.	-	Hwy. Dist. Supr.	Gang Foreman	-	Maryland
-	Resident Maint. Engr.	Hwy. Maint. Supr.	Hwy. Foreman	-	Massachusetts
Asst. Dist. Maint. Engr.	-	Hwy. Maint. Foreman	Road Foreman	-	Michigan
Asst. Dist. Maint. Engr.	Dist. Maint. Supt.	Area or Co. Maint. Supt.	Hwy. Repair Foreman	Hwy. Repair Working Foreman	Minnesota
Oper. & Pre-Oper. Engr.	Bridge Inspection Engr.	Hwy. Maint. Supt.	Area or Co. Maint. Foreman	-	Mississippi
Proj. Hwy. Tech.	-	Supt. II	Hwy. Maint. Foreman	Hwy. Maint. Man	Missouri
Maint. Supt.	-	Maint. Area Supr.	Hwy. Maint. Supr.	Freeway Maint. Man	Montana
-	-	Maint. Area Supr.	Supt. II	General Laborer II	Nebraska
Dist. Hwy. Maint. Supt.	-	Maint. Area Supr.	Spec. Maint. Foreman	Hwy. Maint. Foreman	Nevada
-	-	Div. Maint. Foreman	-	Maint. Supt. I	New Hampshire
Asst. Div. Engr.	Maint. Supr.	Hwy. Maint. Supt.	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	New Jersey
Asst. Dist. Supt.	-	Hwy. Maint. Supt.	Sr. Hwy. Maint. Foreman	Hwy. Maint. Foreman	New Mexico
Asst. Civil Engr.	-	Const. Supt.	Constr. Foreman	Highway Patrolman	New York
Senior Civil Engr.	-	Dist. Supt.	Foreman, Hwy. Maint.	Asst. Foreman, Hwy. Maint.	North Carolina
Asst. Dist. Engr.	Res. Engr. A-B-C	Area Supr.	Asst. Maint. Supt.	Patrol Foreman	North Dakota
Asst. Dist. Maint. Engr.	Road Maint. Supr.	Maint. Supt.	Hwy. Gen. Maint. Foreman	Hwy. Light Maint. Foreman	Ohio
Maint. & Traffic Engr.	-	Maint. Foreman IV	Bridge Repair Foreman	Maint. Foreman I	Oklahoma
Asst. Div. Engr., Maint.	-	Maint. Supt.	Maint. Foreman II, III et al	Maint. Foreman I	Oregon
Asst. Reg. Engr.	-	Maint. Supt.	Foreman	Leadman	Pennsylvania
Asst. Dist. Maint. Engr.	Hwy. Maint. Supt. 2 & 3	Hwy. Maint. Supt. 1	Foreman	Hwy. Maint. Supt. 1 or	Rhode Island
-	Area Maint. Engr.	-	Hwy. Worker 3 or 4	Hwy. Worker 3	South Carolina
-	Dist. Maint. Engr.	-	Maint. Dist. Foreman	-	South Dakota
Asst. Dist. Maint. Engr.	Chief Hwy. Maint. Supr.	Hwy. Maint. Supt.	Hwy. Maint. Foreman 2,3,4	Hwy. Maint. Foreman 1	Tennessee
-	(Roads)	Hwy. Maint. Supt.	Hwy. Foreman	-	Texas
-	Res. Maint. Engr.	Hwy. Maint. Supr. Roads	Road Maint. Foreman	Labor Foreman	Utah
-	Assoc. Res. Maint. Engr.	-	Maint. Foreman I-III	-	Vermont
-	Dist. Maint. Supt.	General Foreman	-	Foreman	Virginia
Asst. Reg. Maint. Engr.	Dist. Maint. Engr.	County Maint. Supr.	Foreman	-	Washington
Asst. Dist. Maint. Engr.	-	Maint. Const. Supt.	Maint. Const. Foreman II&III	Maint. Const. Foreman I	West Virginia
-	-	Sr. Marine Supt.	Station Foreman	Hwy. Foreman	Wisconsin
-	-	Dist. Maint. Supt.	Foreman	Patrolman	Wyoming
Asst. Dist. Hwy. Engr.	Hwy. Maint. Gen. Foreman	Asst. Area Maint. Supr.	Foreman	County Employees	
-	Hwy. Res. Engr.	-	Hwy. Foreman	Maint. Foreman I	
Asst. Dist. Maint. Engr.	Hwy. Maint. Supt.	-	Hwy. Maint. Foreman	Hwy. Maint. Man I & II	
-	-	County Maint. Supt.	Spec. Hwy. Maint. Foreman	Hwy. Maint. Leadman	
Area Maint. Supr.	-	Asst. Area Maint. Supr.	Asst. Co. Maint. Supt.	Foreman	
-	-	-	Maint. Foreman III	Maint. Foreman I	

MAINTENANCE PERSONNEL (Cont'd):

State	Common Laborer	Skilled Laborer	Shop Superintendent	Garage or Shop Foreman
Alabama	Laborer	Electrician, Plumber, et al	Equip. Maint. Director	Mechanic Foreman
Alaska	Laborer	Carpenter, Painter	Auto Equip. Supr.	Shop Foreman
Arizona	Laborer I	Laborer II	Equip. Shop Supt.	Equip. Mech. Foreman
Arkansas	Laborer I & II, Maint. Repairman I, et al	Carpenter, Welder, et al	Hwy. Dist. Equip. Supr.	-
California	Laborer	Skilled Laborer	Hwy. Equip. Supt. I & II	Hwy. Mech. Foreman
Colorado	Laborer	Carpenter, Painter, et al	Sr. Auto. Shop Foreman	Auto Shop Foreman
Connecticut	D.O.T. Maintainer II	Trades Journeyman	-	Hwy. Garage Foreman
Delaware	Laborer I	Laborer II	Hwy. Equip. Supt.	Automotive Supr.
Florida	Laborer	Semi-Skilled	-	Shop Foreman
Georgia	Utility Worker I	Skilled Laborer, Hwy. Maint.	Division Mechanic	Asst. Division Mech.
Hawaii	Laborer I General Laborer Trade Helper	Carpenter Mason, Bridge Maint. Man, et al.	Auto Mech. Foreman	Auto Mechanic II
Idaho	Maint. Helper Hwy. Maint. Worker	Maint. Man	-	Shop Foreman
Illinois	Hwy. Maint. Laborer	-	-	-
Indiana	Laborer	Sign & Equip. Painter	Shop Foreman	General Mechanic
Iowa	-	-	-	Auto. Mech. Foreman
Kansas	Laborer I	Laborer II	Shop Supt.	Shop Foreman
Kentucky	Laborer B	Laborer A	Hwy. Dist. Equip. Supr.	Garage Foreman
Louisiana	-	Laborer, Utility; Carpenter, et al	Shop Supt.	-
Maine	Hwy. Maint. Men I	Carpenter, Painter, et al	Equip. Supt.	Auto. Mech. Foreman
Maryland	Hwy. Maint. Man Laborer	Hwy. Maint. Man S.S. Laborer S.S.	Dist. Equip. Supr.	Shop Foreman
Massachusetts	Laborer	Skilled Laborer (Chauf.-Lab.)	Supt. of Shop & Equip.	Dist. Hwy. Equip. Foreman
Michigan	Laborer O3, Bridge Worker O5 & O6, et al	Electrician O7 & O9, Welder O7, et al	-	Tree Trimmer Foreman O6 Hwy. Maint. Foreman O7
Minnesota	Hourly Laborer	Monthly Laborer	Hwy. Equip. Supt.	Heavy Equip. Mech. Foreman
Mississippi	General Laborer I	Skilled Laborer	Dist. Equip. Supt.	Shop Foreman
Missouri	-	-	Dist. Garage Foreman	Chief Shop Mech.
Montana	Maint. Man. I	Maint. Man II	Division Mechanic	Working Shop Foreman
Nebraska	-	-	Hwy. Dist. Mechanic	Auto Equip. Repair Foreman
Nevada	Hwy. Const. Aid	Carpenter, Painter, et al	-	Supvy. Equip. Mech. II
New Hampshire	Hwy. Maintainer I	Hwy. Patrolman Asst. Br. Rpr. I & II	Equip. Engineer	Garage Foreman Garage Sub-Foreman
New Jersey	Maint. Man Hwy. I & II	Constr. Rpr. I & II	Master Mechanic	Foreman Mechanic
New Mexico	Utility Worker	Carpenter	Shop Foreman II	Shop Foreman I
New York	Laborer	Maint. Man, Tree Pruner, et al	Motor Equip. Manager	Motor Equip. Maint. Supr.
North Carolina	General Utility Man, Laborer, et al	Maint. Mechanic, Skilled Bridgeman, et al	Equip. Supt.	Mechanic Foreman I & II
North Dakota	Incl. in Equip. Oper. II	Tradesman, Trades Helper	Shop Foreman	-
Ohio	Hwy. Worker 1	Various	Equip. Supt. 2	Equip. Supt. 1
Oklahoma	Hwy. Maint. Man II	-	Shop Supt.	Garage or Shop Foreman
Oregon	Laborer 1	Electrician	Hwy. Shop Supt.	Garage Supt. Hwy. Shop Foreman
Pennsylvania	Hwy. Maint. Worker	Skilled Laborer	Hwy. Equip. Manager	Auto. Equip. Foreman
Rhode Island	Laborers	-	-	-
South Carolina	Hwy. Maint. Laborer Hwy. Maint. Men I	Hwy. Maint. Man II-IV	-	Auto Equip. Maint. Foreman
South Dakota	Laborer	Skilled Tradesman	-	Shop Foreman
Tennessee	Utilityman	-	Reg. Garage Supt.	Foreman
Texas	Maint. Man	Maint. Technician	Shop Foreman IV	Shop Foreman III
Utah	Laborer	Various	Shop Supr.	Shop Foreman
Vermont	Hwy. Maint.	Bridge Maint. Mech.	Supt., Hwy. Garage	Motor Shop Foreman
Virginia	Hwy. Maint. Helper	Skilled Laborer	Hwy. Dist. Equip. Supt.	Hwy. Equip. Rep. Foreman A
Washington	Hwy. Laborer	Hwy. Maint. Specialist	Hwy. Equip. Supt.	Hwy. Equip. Foreman
West Virginia	Laborer	Craftsman III	Dist. Equip. Supr.	Dist. Shop Foreman
Wisconsin	-	-	-	-
Wyoming	Maintainer I	-	Shop Foreman III	Shop Foreman II

Mechanic	Mechanic Helper	Equipment Operator I	Equipment Operator II	Equipment Operator III	State
Auto Mechanic	Asst. Mechanic	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Alabama
Heavy Equip. Mechanic	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Alaska
Auto Mechanic I, II, III	Equip. Mechanic I	Hwy. Maint. Man I	Hwy. Maint. Man II	Hwy. Maint. Man III	Arizona
Equip. Mechanic II	Maint. Repairman I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Arkansas
Auto/Diesel Mechanic	Mechanic Helper	Hwy. Maint. Man I	Hwy. Maint. Man II	Power Shovel Oper. (Lt., Hvy.)	California
Heavy Equip. Mechanic	Auto. Maint. Man	-	-	Hwy. Equip. Oper.	Colorado
Auto & Equip. Mechanic	D.O.T. Maintainer III & IV	Incl. in Common Laborer	D.O.T. Maintainer III & IV	D.O.T. Maintainer V	Connecticut
Trades Journeyman (Auto Mechanic)	Auto. Mechanic I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Delaware
Auto. Mechanic II	Auto Mechanic	Dump Truck Mower Oper.	Transport Oper. Grader Oper.	Heavy Equip. Oper.	Florida
Auto Mechanic	Utility Worker II	Laborer II	Equip. Oper. I	Hwy. Maint. Equip. Oper.	Georgia
Hwy. Maint. Mech. I & II	Auto Mech. Helper	Power Mower Oper., Truck Driver, et al	Truck Tractor Trailer Oper., Hvy. Truck Driver, et al	Power Shovel Oper., Grader Oper., et al	Hawaii
Auto Mech. I, Machinist, Welder	Automotive Serviceman	Hwy. Equip. Oper. I	Hwy. Equip. Oper. II	Heavy Equip. Oper.	Idaho
Mechanic	Mechanic Helper	Hwy. Maint. Equip. Oper.	Hwy. Const. Equip. Oper.	Power Shovel Oper.	Illinois
Automotive Mechanic	Automotive Mech. Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Indiana
Mechanic	Mechanic Helper	Hwy. Maint. Man I	Hwy. Maint. Man II	-	Iowa
Auto. Mechanic	Auto. Mech. Helper	Hwy. Maint. Man	Equip. Oper. I	Equip. Oper. II	Kansas
Dist. Mechanic	Mechanic Helper	Lt. Equip. Oper.	Heavy Equip. Oper.	Spec. Equip. Oper.	Kentucky
Line Mechanic	Auto. Mech. Helper	Equip. Oper. I	Motor Patrol Oper., Truck Driver, et al	Crane Oper., Gradall Oper., et al	Louisiana
Mechanic, Chief Fr. Sr.	Mechanic Helper	H.M.M. II & IIA	H.M.M. III	H.M.M. IV	Maine
Auto Mech. I, II or III	Mech. Apprentice	Motor Equip. Oper. I	Motor Equip. Oper. II	Motor Equip. Oper. III	Maryland
Auto. Mechanic	Laborer II	-	-	Maint. Equip. Oper.	Massachusetts
Auto Electrician	Skilled Laborer	Hwy. Equip. Oper. O4	Hwy. Equip. Oper. O6	-	Michigan
Auto Mechanic I & II	Mech. Handyman	-	-	-	Minnesota
Motor Equip. Mechanic	-	Heavy Equip. Oper.	-	-	Mississippi
Auto. Repair Foreman O9, Auto Body Repairman O7, et al	-	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Missouri
Heavy Equip. Mechanic	Heavy Equip. Mech. Appr.	Maint. Man	Maint. Crew Leader	Drumline Oper.	Montana
Auto. Mechanic	-	Maint. Man III	Maint. Man IV	Maint. Man V	Nebraska
Shop Mechanic	Mechanic Helper	Maint. Man I	Maint. Man II	Maint. Man III	Nevada
Mechanic	Auto Mechanic I	-	Hwy. Mntr.	Spec. Equip. Oper.	New Hampshire
Auto Mechanic II	Equip. Mechanic I	Hwy. Maintainer II	Hwy. Maintainer III	Incl. in Equip. Oper. II	New Jersey
Equip. Mechanic II	Trades Helper	Truck Driver	Equip. Oper.	Heavy Equip. Oper.	New Mexico
Heavy Equip. Mech.	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	New York
Auto Mechanic	Utility Worker II	Hwy. Equip. Oper.	Constr. Equip. Oper.	Crane & Shovel Oper.	North Carolina
Shop Mechanic	Maint. Man Mechanic	Truck Driver	Machine Oper. II & III	Machine Oper. IV & V	North Dakota
Mechanic	Trades Helper	Machine Oper. I	Equip. Oper.	Equip. Oper. 4	Ohio
Auto Mechanic 2-3-4	Apprentice	-	Hwy. Worker 2	Hwy. Worker 3-4	Oklahoma
Auto. Mechanic III	Auto Mechanic 1	Hwy. Worker 1	Hwy. Worker 1	Equip. Oper. III	Oregon
Heavy Equip. Mech. 1 & 2	Auto. Mechanic I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Pennsylvania
Mechanic	Mechanical Trades Helper	Hwy. Maint. Man 1 & 2	Hwy. Maint. Man 3	Hwy. Maint. Man 4	Rhode Island
-	Tradesman Helper	Equip. Oper. I & II	Equip. Oper. III	Equip. Oper. IV	South Carolina
Mechanic I & II	-	Heavy Motor Equip. Oper.	Motor Equip. Oper.	-	South Dakota
Mechanic	Auto Maint. Helper	-	Included in Skilled Laborers	-	Tennessee
Mechanic	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Texas
Mechanic	-	-	-	-	Utah
Mechanic	Mechanic	Lt. Equip. Oper.	Medium Equip. Oper.	Heavy Equip. Oper.	Vermont
Motor Equip. Repairman B	Mechanic	-	Equip. Oper. B	Equip. Oper. C	Virginia
Hwy. Equip. Mechanic A	Motor Equip. Repairman A	Hwy. Equip. Oper. A	Hwy. Equip. Oper. B	Hwy. Equip. Oper. C	Washington
Hwy. Equip. Mech. I & II	Hwy. Equip. Mech. Helper	-	Hwy. Equip. Oper. II	Hwy. Equip. Oper. III	West Virginia
Mechanic	Shop Assistant	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Wisconsin
-	Equip. Serviceman	-	-	-	Wyoming
County Employees	-	-	-	-	
Mechanic III	Mechanic I	Maintainer I	Maintainer II	Maintainer III	

TRAFFIC OPERATIONS PERSONNEL:					
State	State Traffic Engineer	Assistant State Traffic Engineer	District Traffic Engineer	Assistant District Traffic Engineer	Traffic Supervisor
Alabama	State Traffic Engineer	Traffic Engineer II	Division Traffic Engineer	-	-
Alaska	State Traffic Engineer	Asst. State Traffic Engr.	District Traffic Engineer	-	-
Arizona	Asst. State Engineer	Traffic Engineer	District Traffic Engineer	-	-
Arkansas	Admin. Officer IV	Hwy. Civil Engr. IV	-	-	-
California	Traffic Engineer	Chief Asst. Traffic Engr.	District Traffic Engineer	-	-
Colorado	Asst. Princ. Hwy. Engr.	-	Sr. Hwy. Engr.	-	-
Connecticut	Director of Traffic	Asst. Director of Traffic	Dist. Special Services Engr	Asst. Dist. Special Services Engr.	Dist. Traffic Engr.
Delaware	State Traffic Engr.	Asst. State Traffic Engr.	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	Hwy. Maint. Supt.
Florida	State Traffic Engineer Oper.	Asst. State Traf. Engr. Oper.	District Traffic Engineer	Asst. Traffic Engr.	-
Georgia	Civil Engr. VII	Civil Engr. V	Civil Engr. II & III	Traffic Survey Engr.	-
Hawaii	Traffic Engineer	Asst. Traffic Engr.	-	-	-
Idaho	Traffic Engineer	Asst. Traffic Engr.	Dist. Traffic Engr./Supt.	-	-
Illinois	Engineer of Traffic	Asst. Engr. of Traffic	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	Traffic Operations Engr.
Indiana	Chief, Div. of Traffic	Asst. Chief, Div. of Traf.	Dist. Traffic Engr.	-	-
Iowa	Traffic & Safety Engineer	Traffic Engineer	-	-	-
Kansas	Highway Marking Engineer	Traffic Control Engineer	-	-	-
Kentucky	Director Div. Traffic	Asst. Director Div. Traffic	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	Traffic Supr.
Louisiana	Traffic Services Engr.	-	Dist. Traffic Engr.	-	Sign & Traffic Supt.
Maine	Traffic Engineer	Civil Engr. III	Dist. Traffic Engr.	-	-
Maryland	Asst. Chief Engr., Traffic Operations	-	-	-	-
Massachusetts	State Traffic Maint. Engr.	-	Dist. Traffic Maint. Engr.	-	Hwy. Traffic Maint. Foreman
Michigan	Engr. of Traffic & Safety	Asst. Engr. of Traffic & Safety	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	Dist. Traffic Engr.
Minnesota	State Traffic Engineer	Asst. State Traffic Engr.	Dist. Traffic Engr.	Grad. Engineer Senior Engineer	Hwy. Signal Tech. II
Mississippi	Traffic Control & Safety Engr.	Asst. Traffic Control & Safety Engr.	-	-	-
Missouri	-	Asst. Div. Engr., Traffic	-	Traffic Engr. Traffic Studies Engr.	-
Montana	State Traffic Engr.	Asst. State Traffic Engr.	-	-	-
Nebraska	State Traffic Engr.	-	-	-	-
Nevada	-	-	-	-	-
New Hampshire	Traffic Engineer	-	-	-	Traffic Maint. Supr.
New Jersey	Chief, Bureau of Engr.	-	-	-	-
New Mexico	Traffic Services Engr.	Asst. Traffic Serv. Engr.	Dist. Traffic Engr.	-	Traffic Supr.
New York	Dir., Div. of Traffic & Safety	Bureau Directors	Regional Traffic Engr.	-	-
North Carolina	State Traffic Engr.	Asst. State Traffic Engr.	-	Asst. Div. Engr.	Traffic Serv.
North Dakota	Traffic Engineer	-	-	-	-
Ohio	State Traffic Engineer	Asst. State Traffic Engr.	Div. Traffic Engr.	HIT or Engr. Tech.	Hwy. Maint. Supr. 3
Oklahoma	Chief Traffic Engineer	Asst. Traffic Engr.	-	-	Traffic Supt.
Oregon	Traffic operations under direction of	Director of Maintenance Engineer	-	-	-
Pennsylvania	Director, Bureau of Traffic Engineering	Asst. Director, Bureau of Traffic Engineering	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	-
Rhode Island	Hwy. Traffic Engr.	Assoc. Civil Engr.	-	-	Chief Hwy. Maint. Supr. (Traffic)
South Carolina	Traffic & Planning Engr.	Asst. Traffic & Plan. Engr.	Dist. Traffic & Plan. Engr.	Engr. Assoc. 2	-
South Dakota	State Traffic Engineer	-	Dist. Traffic Engr.	-	-
Tennessee	State Traffic Engineer	Asst. Traffic Engr.	Regional Traffic Engr.	-	-
Texas	-	-	-	-	-
Utah	Traffic Engineer	Traffic Engineer	Traffic Engineer	-	-
Vermont	Traffic Engineer	Asst. Traffic Engr.	-	-	-
Virginia	State Traffic & Safety Engr.	Asst. Traffic & Safety Engr.	Hwy. Dist. Traffic Engr.	Hwy. Traffic Tech. C	Incl. in Dist. Traf. Engr.
Washington	Traffic Engineer	Traffic Oper. Engr.	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	-
West Virginia	Dir., Traffic Engr. Div.	Asst. Dir., Traffic Engr. Division	Regional Traffic Engr.	-	Regional Supr.
Wisconsin	Chief Traffic Engineer	Asst. Chief Traffic Engr.	Dist. Chief Traffic Engr.	Asst. Dist. Traffic Engr.	Traffic Supr.
Wyoming	State Traffic Engr. - Design State Traffic Engr. - Oper.	-	-	-	-

Sign Supervisor	Sign Shop Foreman	Traffic Signal & Lighting Foreman	Striper Foreman	State
-	Sign Shop Foreman	-	-	Alabama
-	-	-	-	Alaska
Hwy. Marking Supt.	Signing Supr.	Traffic Signal Supt.	Hwy. Marking Foreman	Arizona
← Hwy. Sign Supr. →	-	-	Hwy. Signman II	Arkansas
Assoc. Hwy. Engr.	-	Sr. Hwy. Elect. Foreman	Hwy. Foreman	California
-	Sign Shop Foreman	Hwy. Elect. Foreman	Incl. in Gang Foreman	Colorado
-	Supt., Portland Plant	Traffic Signal Supr.	Signs & Marking Foreman	Connecticut
Traffic Sign Shop Supr.	-	Dist. Electrical Supr.	Equip. Oper. III	Delaware
Sign Supt.	-	Communication Tech. I	Centering Supr.	Florida
Civil Engr. III	Hwy. Maint. Supt.	Electrical Supr.	Hwy. Maint. Foreman II	Georgia
Traffic Sign & Marking Foreman	-	Traffic Signal & Hwy. Lighting Foreman	Traffic Marking Foreman	Hawaii
Engr. Tech. VIII	Sign Shop Supt.	Traffic Signal Supt.	Maint. Foreman (Striping)	Idaho
Sign Shop Foreman	Silk Screen Operator	-	Hwy. Maint. Labor Foreman	Illinois
Hwy. Engineer	Engineering Asst. IV	Hwy. Engr. I	Center Line Crew Chief	Indiana
-	Sign Shop Foreman	Traffic Equip. Supt.	Edge Line Crew Chief	Iowa
-	Sign Shop Foreman	-	Hwy. Maint. Foreman II	Kansas
Traffic Foreman	Hwy. Sign Painter	Traffic Sign Repairman	Striper Foreman	Kentucky
Sign Foreman	Sign Shop Foreman	Statewide Signal Electrician	Striping Foreman	Louisiana
-	Sign Shop Foreman	Electrician Foreman	H.M.M. IV	Maine
-	Sign Shop Foreman	Traffic Signal Tech.	Foreman, Hwy. Markings	Maryland
Supr. of Traffic Equip.	Sign Shop Foreman	Traffic Electrician Foreman	Spray Painter	Massachusetts
Hwy. Sign Supr.	Hwy. Sign Foreman	Hwy. Signal Supt.	Working Foreman	Michigan
Signman Supr.	Signshop HM Foreman	Hwy. Signal Tech. I	Hwy. Sign Supt.	Minnesota
-	Signman II	-	Incl. in Sign Shop Foreman	Mississippi
-	Shop Foreman	-	-	Missouri
-	Sign Shop Foreman	Signal & Lighting Foreman	-	Montana
-	Sign Shop Foreman	Electrical Crew Chief	Maint. Man V	Nebraska
-	Sign Shop Supt.	Signal Maint. Supr.	Hwy. Maint. Foreman II	Nevada
-	-	-	Hwy. Maint. Foreman	New Hampshire
-	Sign Shop Foreman	Traffic Signal Foreman	Pavement Marking Foreman	New Jersey
Supr., Signs & Traffic Lines	Foreman, Sign Shop	Electrical Foreman	Foreman, Hwy. Marking	New Mexico
Sign Supr.	Sign Shop Foreman	-	Striper Foreman	New York
-	Sign Shop Foreman	Electrician Foreman	Labor Foreman	North Carolina
← Sign Supr. →	Traffic Sign Shop Foreman	Traffic Control Tech. II	Traffic Services Foreman	North Dakota
-	Sign Foreman	-	Leadman	Ohio
Sign Supr.	Sign Shop Foreman	Traffic Signal Foreman	Painter Foreman	Oklahoma
-	Sign Shop Foreman	-	Hwy. Traffic Marking Foreman	Oregon
Hwy. Shop Foreman	Hwy. Maint. Foreman III	See Skilled Laborer	Hwy. Maint. Foreman II	Pennsylvania
Sign Supr.	Sign Shop Foreman	-	Hwy. Foreman	Rhode Island
Hwy. Maint. Supr., Roads	-	Electrician Foreman	Hwy. Maint. Supr., Roads	South Carolina
-	Hwy. Maint. Foreman II & III	Electrical Foreman	Foreman I-III	South Dakota
Project Manager	-	-	-	Tennessee
-	Incl. in Gang Foreman	-	Incl. in Gang Foreman	Texas
Sign Supr.	-	-	-	Utah
Sign Shop Foreman	-	Signal Foreman	Painter Foreman	Vermont
Traffic Shop Foreman	-	Hwy. Tech. B	Marking Crew Leader	Virginia
Sign Foreman	Incl. in Gang Foreman	Hwy. Pb. Elec. Foreman A & B	Incl. in Gang Foreman	Washington
-	-	-	Hwy. Maint. Foreman	West Virginia
Traffic Tech. V	Signman - Shop Supr.	Traffic Electronics Tech. III	Dist. Signman - Shop Supr.	Wisconsin
?	?	?	?	Wyoming
State Systems Signing Supr.	Engineering Asst.	Engineer II	Maint. Foreman I	

TRAFFIC OPERATIONS PERSONNEL (Cont'd):

State	Sign Erection Foreman	Sign Fabricator	Sign Technician	Traffic Signal & Lighting Technician
Alabama	-	-	-	Traffic Signal Tech.
Alaska	-	Sign Painter Carpenter	-	Traffic Control Specialist
Arizona	Hwy. Marking Foreman	Trades Helper	Hwy. Maint. Man	Traffic Signal Repairman
Arkansas	Hwy. Signman II	← Included in	Sign Supr.	-
California	Hwy. Maint. Man III Hwy. Foreman	-	-	Elect. Engr. Tech. I & II
Colorado	-	Senior Traffic Sign Fabr.	-	Traffic Signal Tech.
Connecticut	-	← Portland Plant Worker	→	Trades Journeyman (Electrician)
Delaware	Labor Foreman III	Traffic Sign Fabricator	Clerk II	Electronics Tech.
Florida	Sign Erection Foreman	Sign Technician	Sign Erector	Electrician
Georgia	Hwy. Maint. Foreman II	← Skilled Laborer	Hwy. Maint. →	-
Hawaii	-	Sign Painter Painter	-	Lineman Electrician
Idaho	Sign Foreman	Apprentice Painter Painter	Sign Maint. Man II & III	Traffic Signal Tech. II
Illinois	Hwy. Maint. Labor Foreman	Sign Hangers	Hwy. Maint. Equip. Oper.	-
Indiana	Engineering Asst. IV	Signman	Traffic Sign Mechanic	Traffic Signal Tech.
Iowa	-	Sign Shop Worker I, II, III	-	Traffic Equip. Tech.
Kansas	-	Sign Shop Worker	-	-
Kentucky	Incl. in Sign Supr.	Hwy. Sign Painter, Jr.	Incl. in Sign Supr.	Traffic Sign Repairman
Louisiana	Statewide Sign Foreman	Central Sign Tradesman	-	Statewide Signal Tradesman
Maine	Hwy. Foreman	Sign Painter	-	Electrician
Maryland	Sign Foreman	Sign Fabricator	-	Traffic Control Electrician
Massachusetts	Traffic Section Foreman	Sign Painter & Letterer	-	Traffic Electrician
Michigan	Hwy. Sign Supt.	Sign Layout Foreman Signshop Fwy. Maint. Man	Hwy. Sign Mechanic	Electrician
Minnesota	Incl. in Sign Shop Foreman	Signman I	Incl. in Sign Fabricator	Electronic Tech.
Mississippi	Foreman	Skilled Laborer	-	Signal Tech.
Missouri	-	-	-	Signal Electrician
Montana	-	Sign Painter	←	Traffic Technicians, et al
Nebraska	-	Sign Printer II	Hwy. Maint. Man II	Signal Maint. Tech. II
Nevada	Hwy. Maint. Foreman	-	-	-
New Hampshire	Dist. Sign Supr. Heavy Sign Maint. Foreman	Sign Fabricator Sign Letterer	Trades Helper	Intricate Repairman
New Jersey	Foreman, Hwy. Marking	Fabricator, Signs	-	Electrical Mechanic I
New Mexico	Sign Foreman	-	Sign Tech.	Traffic Elec. Tech.
New York	Labor Foreman	Sign Shop Worker	-	Electrician
North Carolina	Traffic Services Foreman	Traffic Sign Painter	Traffic Sign Erector	Traffic Control Tech. I
North Dakota	Incl. in Sign Supr.	Tradesman	Trades Helper	Incl. in Sign Supr.
Ohio	Traffic Control Foreman Traffic Control Specialist	Sheet Metal Worker	Sheet Metal Foreman	Signal Electrician Signal Electrical Supr.
Oklahoma	Sign Foreman II	-	Sign Maker II	-
Oregon	Hwy. Maint. Foreman I	Incl. in Equip. Oper. I & II	-	Incl. in Skilled Laborer
Pennsylvania	Hwy. Sign Foreman	Sign Tech.	-	-
Rhode Island	Carpenter Foreman	-	-	Electronic Equip. Mech. Electrical Helper
South Carolina	Incl. in Gang Foreman	Incl. in Laborers	-	Electrician I & II
South Dakota	-	-	-	-
Tennessee	-	-	-	-
Texas	-	-	-	-
Utah	-	-	Sign Tech.	Field & Electronics Tech.
Vermont	Sign Crew Leader	Sign Painter	-	Maint. Mech. B
Virginia	Incl. in Gang Foreman	Hwy. Sign Fabricator	Traffic Tech. C	Hwy. Equip. Elec.
Washington	Hwy. Maint. Foreman	-	-	Traffic Signal Tech. I & II
West Virginia	Dist. Signman - Shop Supr.	-	-	Traffic Electronics Tech. I
Wisconsin	?	?	?	?
Wyoming	Maint. Foreman I	Technician III & IV	Technician III & IV	Technician V

OTHER RELATED PERSONNEL:

Striper Technician	Chief Engineer	Project Engineer	Clerk or Timekeeper	State
-	-	Project Engineer	Clerk	Alabama
-	-	-	Clerk Typist	Alaska
Hwy. Maint. Man	State Highway Engineer	Civil Engr. Tech. IV	Office Clerk	Arizona
Hwy. Signman I	Chief Engineer	Civil Engr. I	Clerk II, III	Arkansas
Hwy. Maint. Man II	State Highway Engineer	Civil Engr. III, IV	Hwy. Field Office Asst.	California
-	Chief Engr., Div. of Hwy.	Assoc. Hwy. Engr.	Senior Clerk Typist	Colorado
Signs & Markings Maint.	Chief Engineer	Project Engr.	General Foreman's Clerk	Connecticut
Equip. Oper. II	Chief Engineer	Hwy. Planner IV	Clerk II	Delaware
Driver, Gun Man, et al	Dir. of Road Operations	Resident Engr.	Maint. Clerk	Florida
Hwy. Maint. Equip. Oper.	State Highway Engineer	Civil Engr. II & III	Clerk II & III	Georgia
Traffic Striping Mach. Oper.	Chief, Hwys. Div.	Area Engr.	Account Clerk II & III	Hawaii
-	State Highway Engineer	Resident Engr.	Clerk III	Idaho
Hwy. Maint. Man	Chief Highway Engineer	Project Engr.	Maint. Clerk	Illinois
Centerline Crewman	Chief Highway Engineer	Resident Engr.	Account Tech. II	Indiana
Edgeline Crewman	Chief Highway Engineer	Project Engr.	Stock Room Clerk	Iowa
Hwy. Maint. Man I & II	Chief Engineer	Resident Const. Engr.	-	Kansas
-	Chief Engineer	Resident Engr.	District Clerk	Kentucky
Heavy Equip. Oper.	State Highway Engineer	Project Engr.	Time Keeper	Louisiana
Striping Oper.	Chief Engineer	Asst. Const. Engr.	Parish Clerk	Maine
Striping Mach. Oper.	Chief Engineer	Project Engr.	Clerk III	Maryland
H.M.M. IV	Chief Engineer	Asst. Engr. to C.E. I	Shop Clerk	Massachusetts
Motor Equipment Oper.	Chief Engineer	Project Engr. Jr. Civil to Sr. Engr.	Clerk Tallyman	Michigan
Painter	Chief Engineer	Project Engr.	Account Clerk O5	Minnesota
Hwy. Sign Mechanic	-	Resident Engr.	Clerk, et al	Mississippi
Incl. in Sign Fabricator	Deputy Commissioner	Project Engr.	-	Missouri
-	Chief Engineer	Project Engr.	-	Montana
-	Chief Engineer	Resident Engr.	-	Nebraska
Hwy. Maint. Man II	-	Hwy. Project Mgr. I & II	-	Nevada
Special Equip. Oper.	-	H.E. II, Const.	Acct. Clerk III	New Hampshire
Carriage Oper.	Deputy Commissioner & Chief Engineer	Hwy. Resident Engr.	Clerk IV	New Jersey
Trades Helper	Director of Engineering & Operations	Project Engr.	Head Clerk	New Mexico
Hwy. Marker	State Highway Engr.	Prin. Engr. Hwy.	Clerk II	New York
Equip. Oper. II	-	Project Engr.	-	North Carolina
Const. Equip. Oper.	-	Resident Engr.	Maint. Yard Foreman	North Dakota
Incl. in Equip. Oper. II	Chief Engineer	Project & Senior Engr.	Senior Clerk Typist	Ohio
Equip. Oper.	Chief Engineer	Project Engr.	Timekeeper	Oklahoma
Painter	Chief Engineer	Project Engr.	Hwy. Field Clerk	Oregon
Equip. Oper. I & III	Deputy Director	Resident Engr.	Incl. in Equip. Oper. I	Pennsylvania
Incl. in Equip. Oper. I & II	State Highway Engineer	Senior Resident Engr.	Clerk	Rhode Island
Equip. Oper. III	Deputy Sec. for Hwy. Admn.	Const. Inspector Supr.	Senior Clerk Typist	South Carolina
-	-	Assoc. Res. Const. Engr.	Clerk I-III	South Dakota
-	State Highway Engineer	Res. Const. Engr.	-	Tennessee
-	-	-	Clerk I & II	Texas
-	State Highway Engineer	Civil Engr.	-	Utah
-	State Highway Engineer	Sr. Civil Engr.	Computers	Vermont
-	State Highway Engineer	Resident Engr.	Hwy. Dist. Clerk	Virginia
-	State Highway Engineer	Sr. Resident Engr.	Hwy. Timekeeper	Washington
Equip. Oper.	State Highway Engineer	Project Engr.	Maint. Div. Office Manager	West Virginia
Equip. Oper. B	Chief Engineer	Engineer D	Field Clerk	Wisconsin
Incl. in Gang Foreman	Highway Chief Engineer	Hwy. Const. Proj. Engr.	County Employee	Wyoming
-	Director of Hwys.	Project Engr.	-	
C/L Paint Machine Oper.	State Highway Engineer	-		
?	State Highway Engineer	Project Engr.		
Maintainer II & III	Supt. & Chief Engineer	Resident Engineer		

MINIMUM-MAXIMUM MONTHLY SALARIES OF HIGHWAY PERSONNEL (AS OF JULY 1, 1971)

MAINTENANCE PERSONNEL:

State	State Maintenance Engineer			Asst. State Maintenance Engineer			District Engineer			District Maintenance Engineer			Asst. Dist. Maintenance Engineer			Resident Maintenance Engineer			Area Supervisor			Gang Foreman			Sectionman			Common Laborer		
	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	No.	Min.		
Alabama	1	1211	1570	2	1021	1320	8	1021	1570	8	1021	1320	-	-	-	44	836	1109	91	525	777	148	389	525	121	353	477	2540	245	
Alaska	1	2199	3681	1	1699	2845	5	1829	3548	4	1466	2648	1	1362	2281	-	-	-	7	1266	2119	30	1092	1829	40	1015	1699	7	702	
Arizona	2	1391	1946	1	1269	1620	7	1391	1776	-	-	-	8	1269	1520	-	-	-	43	765	952	-	-	-	-	-	-	15	427	
Arkansas	1	1153	1635	1	971	1390	10	1058	1500	10	757	1073	12	643	913	43	593	842	99	508	719	-	-	-	-	-	-	352	288	
California	1	1708	2076	10	1475	1793	11	1708	2359	11	1273	1793	11	1100	1337	93	1048	1273	71	870	1058	354	753	1007	435	717	830	39	562	
Colorado	1	1306	1750	-	-	-	6	1440	1929	8	1244	1667	6	1128	1512	-	-	-	34	802	1075	30	693	928	686	570	764	-	333	
Connecticut	1	1342	1648	1	1274	1569	4	1342	1648	4	1094	1356	11	1052	1270	-	-	-	17	848	1045	57	762	947	213	635	777	650	459	
Delaware	1	1480	2090	1	1220	1720	-	-	-	2	1110	1560	3	1010	1410	-	-	-	20	613	868	33	492	659	-	-	-	58	326	
Florida	1	1456	2052	1	1337	1885	5	1456	2052	5	1226	1729	3	1135	1603	15	927	1380	36	767	1207	117	581	893	325	442	667	803	347	
Georgia	1	1376	1833	3	1138	1513	6	1251	1665	6	1035	1376	41	858	1138	8	712	942	24	592	782	95	540	712	277	450	592	138	344	
Hawaii	1	1336	2073	1	1272	1974	4	1272	1974	4	1153	1790	-	-	-	-	-	-	4	820	1624	14	742	1061	24	449	952	103	400	
Idaho	1	1149	1551	1	945	1267	6	1094	1477	6	779	1149	-	-	-	-	-	-	-	-	-	7	706	945	43	553	742	86	434	
Illinois	1	1730	2205	1	1485	1870	10	1730	2395	10	1350	1770	10	1190	1540	49	975	1520	104	?	?	319	?	?	2090	?	?	299	?	
Indiana	1	1360	1680	1	1210	1480	6	1210	1480	6	1070	1310	-	-	-	-	-	-	37	630	785	37	500	575	135	460	525	379	370	
Iowa	1	1332	1874	1	1209	1700	6	1269	1785	6	1096	1542	-	-	-	24	994	1399	2	779	1044	125	641	947	24	581	742	-	-	
Kansas	1	1329	2062	1	1149	1781	6	1329	2062	6	1149	1781	6	638	992	-	-	-	27	638	992	42	551	856	109	551	856	9	337	
Kentucky	1	1155	1405	5	1048	1405	12	1155	1405	12	951	1338	37	862	1213	17	782	1213	44	480	821	186	457	821	109	457	643	12	285	
Louisiana	1	1120	1520	2	1040	1440	9	1040	1440	9	960	1360	8	880	1280	1	800	1200	74	500	750	342	380	580	-	-	-	-	-	
Maine	1	1181	1571	1	1075	1428	7	1075	1428	7	737	977	7	977	1298	-	-	-	40	641	874	191	559	737	-	-	-	594	336	
Maryland	1	1524	2002	1	1259	1654	7	1259	1654	7	1071	1407	-	-	-	24	974	1279	31	732	961	190	571	750	-	-	-	319	354	
Massachusetts	1	1432	1758	2	1288	1666	8	1432	1758	8	1185	1508	8	1067	1351	-	-	-	30	745	902	93	653	802	93	586	717	595	485	
Michigan	1	2097	2316	1	1928	2132	-	-	-	9	1632	1824	4	1395	1545	14	1197	1340	14	1094	1220	38	938	1035	-	-	-	183	576	
Minnesota	1	1520	1849	1	1300	1710	9	1300	1710	15	1156	1520	13	751	1352	-	-	-	16	722	988	104	506	878	1543	450	667	75	466	
Mississippi	1	1234	1737	1	1015	1429	6	1234	1737	6	1119	1575	-	-	-	-	-	-	31	623	877	124	465	654	568	315	443	86	286	
Missouri	1	1625	1625	1	1222	1468	10	1518	1568	10	1081	1298	18	942	1132	-	-	-	97	721	865	39	634	760	351	558	670	-	-	
Montana	1	1147	1424	1	801	993	5	1048	1307	11	953	1197	-	-	-	-	-	-	22	703	887	-	-	-	147	731	818	52	596	
Nebraska	1	1345	-	1	1150	-	7	1245	-	-	-	-	5	865	-	-	-	-	27	705	-	61	555	-	28	551	-	-	-	
Nevada	-	-	-	1	1347	1628	6	1347	1628	6	1226	1481	-	-	-	-	-	-	6	928	1117	24	773	928	46	706	847	25	476	
New Hampshire	1	1242	1550	1	1079	1364	7	1079	1364	-	-	-	7	948	1189	7	644	847	6	614	770	14	495	614	113	495	614	284	369	
New Jersey	1	1421	1848	-	-	-	4	1728	2246	4	1354	1760	4	1061	1379	-	-	-	23	873	1313	114	791	1029	121	684	889	669	441	
New Mexico	1	1478	1725	1	1160	1500	5	1205	1555	5	1025	1350	-	-	-	-	-	-	5	690	940	10	600	820	84	480	660	235	300	
New York	1	2500	2955	1	2047	2438	10	2500	2955	10	1495	2200	54	975	1462	63	1213	1820	-	-	-	225	632	1040	645	589	745	2941	520	
North Carolina	1	1387	1766	3	1144	1455	14	1387	1766	35	1039	1323	35	945	1201	79	715	902	155	597	750	773	589	740	92	434	545	998	378	
North Dakota	1	1400	1750	2	1300	1550	8	1400	1750	-	-	-	6	1205	1550	-	-	-	9	810	975	9	644	858	71	460	750	-	-	
Ohio	1	1707	2244	1	1490	1993	12	1560	2071	12	1248	1681	20	1040	1404	154	641	915	88	589	773	230	500	720	203	500	773	415	424	
Oklahoma	1	1355	1850	1	1220	1670	8	1355	1850	-	-	-	8	1220	1670	16	895	1220	-	-	-	88	550	760	-	-	-	333	350	
Oregon	1	1502	1919	2	1363	1740	5	1363	1740	-	-	-	10	1177	1502	16	1016	1298	-	-	-	157	722	878	120	688	759	6	489	
Pennsylvania	1	1368	1834	2	1180	1582	11	1436	2022	11	972	1302	26	840	1124	-	-	-	67	691	1124	1054	514	690	-	-	-	3312	348	
Rhode Island	1	1270	1585	1	680	865	-	-	-	-	-	-	1	680	915	8	590	690	28	510	620	28	510	620	2	470	565	315	385	
South Carolina	1	1140	1582	2	1060	1460	7	1060	1460	7	985	1348	-	-	-	50	733	1000	-	-	-	279	440	790	-	-	-	1161	322	
South Dakota	1	1235	1575	1	1080	1380	5	1235	1575	5	955	1215	-	-	-	10	850	1085	11	745	955	-	-	-	-	92	695	885	1	390
Tennessee	1	1145	1470	2	1060	1280	4	1145	1470	4	980	1190	8	900	1100	25	825	1020	84	445	560	343	420	530	-	-	-	2119	330	
Texas	1	1667	1667	-	-	-	26	1625	1667	27	1179	1486	12	1104	1302	-	-	-	35	876	1034	184	651	906	13	534	630	1598	302	
Utah	1	1364	1604	1	753	1038	6	1236	1544	3	918	1147	-	-	-	-	-	-	5	753	1038	72	618	852	13	507	772	4	341	
Vermont	1	1216	1701	2	1079	1500	9	1216	1701	-	-	-	9	980	1326	11	657	886	-	-	-	49	548	735	133	462	609	284	410	
Virginia	1	1250	1558	1	1094	1367	8	1250	1558	17	1094	1367	-	-	-	46	956	1194	299	612	800	650	490	612	-	-	-	840	312	
Washington	1	1615	2062	1	1266	1615	7	1538	1965	7	1266	1465	6	1148	1465	26	944	1205	-	-	-	80	740	1041	777	640	816	1	552	
West Virginia	1	1360	1740	1	1235	1575	10	1235	1575	10	1120	1430	-	-	-	-	-	-	55	600	1120	55	460	870	283	401	491	482	356	
Wisconsin	1	1603	2084	4	1364	1775	9	1603	2084	9	1364	1775	29	1156	1508	-	-	-	39	763	1265	-	-	-	-	-	-	-	-	
Wyoming	1	1431	1535	-	-	-	5	1431	1535	5	1227	1375	-	-	-	-	-	-	-	-	-	23	665	887	26	571	762	31	421	
1971 Average		1845		1596		1789		1494		1374		1159		985		833		733		152										
1944 Average		434		341		-		292		264		-		-		-		-		-										
% Increase, 1971/1944		325%		368%		17%		412%		420%		-		-		-		-		-		491%			382%				31%	
% Increase, 1971/1970		6.8%		6.3%		6.2%		9.3%		9.4%		4.7%		10.7%		10.9%		8.												

T	Skilled Laborer			Shop Supt.			Garage or Shop Foreman			Mechanic			Mechanic Helper			Equipment Operator I			Equipment Operator II			Equipment Operator III			State	
	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.		Max.
277	51	463	545	1	958	1211	16	627	806	204	478	657	9	371	502	166	316	430	281	389	525	359	502	657	Alabama	
1176	7	876	1579	5	1266	2281	7	1176	1969	81	876	1699	17	756	1266	40	756	1266	131	876	1466	62	943	1579	Alaska	
509	44	454	540	1	1269	1620	13	711	866	104	665	810	6	623	758	380	543	660	190	623	758	146	665	810	Arizona	
360	84	384	592	12	593	842	-	-	-	107	384	512	17	324	408	158	324	408	1071	336	440	210	416	544	Arkansas	
619	18	651	717	18	1048	1405	21	905	1048	284	783	863	14	614	676	666	589	651	435	683	752	10	717	1007	California	
447	35	660	802	9	727	975	8	660	884	70	660	802	9	517	693	-	-	-	-	-	-	38	693	842	Colorado	
557	46	588	719	-	-	-	14	762	947	130	588	719	39	544	691	-	-	-	886	544	691	50	588	719	Connecticut	
435	57	341	458	3	749	1060	4	613	868	40	516	693	10	445	598	57	376	504	38	425	570	56	492	659	Delaware	
464	297	381	507	-	-	-	32	615	843	115	546	745	23	466	635	911	364	483	204	420	572	141	466	635	Florida	
364	151	411	540	7	712	942	8	592	782	174	411	649	90	354	384	1018	354	384	350	364	404	202	450	592	Georgia	
569	23	623	794	4	748	985	3	685	834	16	623	794	8	468	569	82	407	605	42	530	725	16	595	794	Hawaii	
581	190	456	610	-	-	-	6	641	858	63	527	706	5	434	581	-	374	502	73	456	610	34	502	673	Idaho	
7	-	-	-	-	-	-	-	-	-	26	?	?	6	?	?	564	?	?	80	?	?	9	?	?	Illinois	
430	33	410	470	45	480	550	41	460	525	102	440	510	38	410	470	1081	410	470	306	440	510	77	460	525	Indiana	
-	-	-	-	-	-	-	1	707	818	139	641	707	24	527	581	1271	433	553	222	502	641	-	-	-	Iowa	
525	3	391	608	6	670	1042	13	608	944	96	525	815	25	391	608	827	391	608	447	432	670	169	477	739	Kansas	
402	195	308	480	16	782	1100	25	480	745	289	340	906	23	308	436	1429	308	436	993	376	530	57	395	556	Kentucky	
-	522	305	660	15	550	800	-	-	-	143	380	660	31	320	470	1091	320	470	629	360	560	198	420	620	Louisiana	
437	15	483	629	7	686	976	12	489	641	132	483	629	34	421	551	871	396	554	270	440	575	115	505	659	Maine	
466	582	390	512	7	665	877	28	604	794	78	472	750	-	-	-	343	429	563	162	472	620	25	519	682	Maryland	
581	816	505	610	1	1251	1586	8	701	855	18	555	678	84	505	610	-	-	-	-	-	-	70	586	717	Massachusetts	
759	11	792	1035	-	-	-	59	792	1035	74	792	1035	-	-	-	60	612	713	383	654	759	-	-	-	Michigan	
523	30	433	547	4	812	988	17	781	950	116	694	781	62	569	667	42	667	751	-	-	-	-	-	-	Minnesota	
402	20	383	538	6	512	721	6	465	654	67	422	593	-	-	-	403	348	488	153	383	538	33	422	593	Mississippi	
-	-	-	-	9	769	921	10	634	760	49	522	627	22	431	518	1909	405	486	885	459	550	5	522	627	Missouri	
646	166	614	664	11	703	887	11	731	781	54	703	753	6	643	693	54	643	693	48	673	723	43	703	753	Montana	
-	-	-	-	7	705	-	7	555	-	63	551	-	32	483	-	607	404	-	216	457	-	64	520	-	Nebraska	
476	10	739	886	-	-	-	8	847	1018	47	739	886	9	646	773	-	-	-	239	591	706	59	646	773	Nevada	
440	116	454	546	1	917	1153	10	511	744	19	471	614	5	384	457	119	403	488	48	437	522	-	-	-	New Hampshire	
632	100	536	889	1	1010	1313	18	791	1029	95	684	889	51	463	602	393	510	663	148	562	731	41	684	889	New Jersey	
420	15	420	575	6	575	785	5	525	720	39	500	690	75	345	480	434	345	480	342	400	550	109	460	630	New Mexico	
640	316	563	893	10	1243	1435	10	1009	1170	247	681	782	41	526	642	1336	520	610	368	540	640	112	690	865	New York	
472	299	517	649	16	902	1144	152	626	786	452	500	628	6	454	571	1791	388	486	926	444	558	1064	509	640	North Carolina	
-	24	458	702	8	663	819	-	-	-	30	488	731	5	410	507	-	-	-	230	439	731	-	-	-	North Dakota	
561	265	459	603	7	615	813	6	563	742	282	521	742	26	480	633	201	390	561	151	424	603	90	459	720	Ohio	
490	-	-	-	1	720	990	7	645	895	50	520	720	2	395	550	608	370	520	271	440	610	85	490	685	Oklahoma	
539	5	759	878	4	759	967	4	796	878	75	688	796	3	594	656	527	566	656	269	624	688	37	656	722	Oregon	
467	250	467	658	1	972	1302	67	658	882	451	490	691	144	404	541	1390	384	568	1739	490	626	137	541	691	Pennsylvania	
450	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	450	540	138	415	500	-	-	-	Rhode Island	
419	1307	345	567	-	-	-	33	548	733	145	410	634	64	370	487	-	-	-	Incl. in Skilled Laborer	-	-	-	-	-	South Carolina	
500	16	515	655	-	-	-	8	720	920	21	515	655	4	390	500	304	390	500	269	490	625	83	590	755	South Dakota	
420	-	-	-	4	590	755	6	420	530	148	350	445	-	-	-	-	-	-	-	-	-	-	-	-	Tennessee	
432	6745	396	727	30	820	968	23	719	848	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Texas
520	9	507	772	1	682	941	10	560	772	10	507	772	6	459	633	105	416	574	167	459	633	127	507	699	Utah	
535	17	520	691	1	1016	1415	1	657	886	31	520	691	-	388	507	-	-	-	9	436	572	40	520	691	Vermont	
360	264	344	670	8	876	1094	75	560	732	262	450	586	98	360	470	2496	376	470	875	410	512	38	450	586	Virginia	
609	50	705	778	6	944	1205	7	778	991	132	740	900	45	580	705	-	-	-	93	740	816	18	816	944	Washington	
356	178	460	491	10	510	745	10	435	635	436	370	491	-	-	-	369	370	411	921	422	449	376	460	491	West Virginia	
County Employees																								Wisconsin		
1561	-	-	-	3	665	887	5	616	822	23	529	706	15	454	603	31	421	561	109	454	603	112	490	653	Wyoming	
502	-	678	-	1066	-	859	-	736	-	592	-	561	-	631	-	721	-	1971 Average	-	-	-	-	-	-	-	
121	-	155	-	-	-	206	-	172	-	138	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
20	337	-	-	-	317	-	-	328	-	335	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	% Increase, 1971/1944
6.5%	8.5%	-	-	6.6%	-	5.9%	-	9.0%	-	6.7%	-	5.5%	-	8.4%	-	7.6%	-	-	-	-	-	-	-	-	-	% Increase, 1971/1970

Sign Erection Foreman			Sign Fabricator			Sign Technician			Traf. Signal & Lighting Technician			Striper Technician			OTHER RELATED PERSONNEL: Chief Engineer			Project Engineer			Clerk or Timekeeper			State		
No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.		No.	Min.
-	-	-	-	-	-	-	-	-	12	430	806	-	-	-	-	-	-	220	686	927	118	299	777	Alabama		
-	-	-	1	876	1466	-	-	-	1	1266	2119	-	-	-	-	-	-	-	-	-	9	584	1015	Alaska		
-	-	-	8	?	?	25	623	758	18	582	810	38	623	758	1	2008	2563	41	969	1349	17	481	575	Arizona		
-	-	-	See Sign Supr.			-	-	-	-	-	-	18	318	451	1	1493	1875	35	821	1390	31	318	481	Arkansas		
9	717	915	-	-	-	-	-	-	23	810	1048	76	683	753	1	2179	2360	189	1100	1337	116	605	734	California		
-	-	-	6	598	802	-	-	-	5	598	802	-	-	-	1	1750	2344	91	975	1306	18	447	598	Colorado		
-	-	-	9	588	719	-	-	-	33	588	719	96	544	691	-	2020	2457	42	998	1211	21	565	691	Connecticut		
3	570	765	3	445	598	5	359	480	9	598	803	3	425	570	1	2000	2000	1	1110	1560	14	359	480	Delaware		
40	490	667	8	420	572	36	381	507	15	581	793	20	364	635	1	2418	2418	20	927	1380	20	490	667	Florida		
7	540	712	21	411	540	18	411	540	-	-	-	17	450	592	1	1665	2220	163	858	1251	16	411	592	Georgia		
-	-	-	5	595	725	-	-	-	4	623	794	3	498	605	1	1336	2073	6	1046	1824	4	420	820	Hawaii		
6	553	742	2	393	706	16	434	706	2	581	779	-	-	-	1	-	-	11	858	1149	7	456	610	Idaho		
-	-	-	36	?	?	222	?	?	-	-	-	127	?	?	1	2595	3625	?	1118	1542	?	620	847	Illinois		
7	750	940	42	410	470	35	420	525	30	500	630	122	410	510	1	1680	2140	65	860	1070	36	410	470	Indiana		
-	-	-	11	392	641	-	-	-	1	581	742	19	433	641	1	1708	2398	23	994	1399	-	-	-	Iowa		
-	-	-	5	525	815	-	-	-	-	-	-	-	-	-	1	1552	2165	49	856	1329	27	432	670	Kansas		
See Sign Supr.	6	308	436	See Sign Supr.	-	-	-	21	376	643	25	376	530	1	1405	1549	76	710	1100	104	340	480	Kentucky			
1	380	580	24	320	470	-	-	-	26	320	470	49	320	620	1	1250	1750	95	750	1050	62	340	680	Louisiana		
?	559	737	?	483	629	-	-	-	?	483	629	?	505	659	1	1298	1727	131	672	1127	7	410	535	Maine		
27	571	750	6	390	750	-	-	-	16	571	794	16	343	682	1	2233	2233	134	805	1163	41	519	682	Maryland		
32	653	801	7	616	757	-	-	-	16	616	757	16	586	717	1	1705	2166	89	790	1277	1	485	581	Massachusetts		
8	999	1100	1	914	962	36	722	759	24	706	962	12	722	759	-	-	-	-	-	-	26	574	691	Michigan		
Shop Foreman	52	487	667	-	-	-	-	-	7	616	694	See Sign Fab.	-	-	1	1520	2166	7	988	1352	76	342	616	Minnesota		
12	465	654	4	383	538	-	-	-	7	422	593	-	-	-	1	1500	2112	40	1015	1429	-	-	-	Mississippi		
-	-	-	-	-	-	-	-	-	26	594	712	-	-	-	1	2000	2000	75	942	1132	-	-	-	Missouri		
-	-	-	5	703	753	25	485	837	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Montana		
-	-	-	4	457	-	20	457	-	4	551	-	6	457	-	-	-	-	56	705	-	-	-	-	Nebraska		
1	706	847	-	-	-	-	-	-	-	-	-	7	646	773	-	-	-	24	886	1226	-	-	-	Nevada		
6	495	614	5	454	614	8	384	457	5	437	645	12	384	522	1	1692	1850	-	-	-	7	420	577	New Hampshire		
-	-	-	5	562	731	-	-	-	65	684	889	27	536	696	1	2293	2981	209	1061	1379	9	651	847	New Jersey		
5	440	600	-	-	-	5	440	600	2	550	750	16	400	550	1	2000	2250	20	940	1250	30	330	460	New Mexico		
63	570	680	15	540	640	-	-	-	52	680	800	40	540	640	-	-	-	-	-	-	-	-	-	-	New York	
28	545	684	13	434	545	98	454	571	14	545	684	See Eq. Op. II	-	-	1	2021	2021	68	1039	1323	100	454	571	North Carolina		
See Sign Supr.	8	565	702	13	458	565	See Sign Supr.	4	439	731	4	439	731	1	1825	2033	63	800	1400	23	400	510	North Dakota			
29	500	741	6	542	813	1	615	813	17	521	915	20	542	718	1	1768	2348	335	1040	1404	88	500	659	Ohio		
7	520	720	-	-	-	5	370	520	-	-	-	8	440	685	2	1670	2245	64	1095	1505	89	350	490	Oklahoma		
16	688	759	See Eq. Op. I&II	-	-	-	See Sk. Lab.	-	See Eq. Op. I&II	-	-	76	490	626	1	1919	2449	72	1016	1298	See Eq. Opr. I	-	-	Oregon		
61	514	690	13	384	514	-	-	-	-	-	-	-	-	-	1	1834	2460	237	972	1302	67	366	490	Pennsylvania		
1	560	750	-	-	-	-	-	-	2	535	605	-	-	-	-	-	-	-	-	-	4	360	455	Rhode Island		
See Gang Fmn.	See Laborers	-	-	-	-	-	-	-	17	329	632	-	-	-	1	?	?	85	680	1146	108	286	634	South Carolina		
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	South Dakota		
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1370	1650	153	825	1020	58	330	530	Tennessee		
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2292	2292	399	1034	1302	-	-	-	Texas		
-	-	-	6	459	699	5	618	941	4	416	633	4	416	633	1	1506	?	34	918	1147	11	416	574	Utah		
4	436	572	1	490	652	-	-	-	1	548	735	5	436	572	1	1627	2327	10	1079	1499	9	548	735	Vermont		
-	-	-	12	410	512	8	612	800	18	450	586	See Gang Fmn.	-	-	1	1708	2133	43	800	1000	169	392	490	Virginia		
7	740	944	-	-	-	-	-	-	28	640	991	-	-	-	1	2833	2833	81	1041	1329	30	580	705	Washington		
-	-	-	-	-	-	-	-	-	5	460	670	10	422	449	1	1825	2325	-	-	-	108	390	439	West Virginia		
38	615	791	17	562	668	35	562	668	3	562	668	38	562	668	1	1928	2513	195	972	1265	-	-	-	Wisconsin		
5	571	762	6	529	822	5	529	822	1	616	822	20	454	653	1	?	1750	23	903	1206	-	-	-	Wyoming		
-	-	-	751	-	-	685	-	-	646	-	-	790	-	-	-	-	-	2238	-	-	1284	-	-	1971 Average		
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1944 Average		
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	335	%	% Increase, 1971/1944			
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6.3%	-	-	5.4%	-	-	8.4%	% Increase, 1971/1970				

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (AS OF JULY 1, 1971)

MAINTENANCE PERSONNEL:									
State	State Maintenance Engineer	Asst. State Maintenance Engineer	District Engineer	District Maintenance Engineer	Asst. Dist. Maintenance Engineer	Resident Maintenance Engineer	Area Supervisor	Gang Foreman	Sectionman
Alabama	1502	1084	1410	1285	-	1045	667	507	449
Alaska	2367	1699	2688	2057	1362	-	1692	1460	1357
Arizona	1749	1620	1671	-	1525	-	935	-	-
Arkansas	1455	1217	1416	1012	861	790	650	-	-
California	1882	1662	1998	1517	1213	1155	959	834	791
Colorado	1667	-	1837	1588	1440	-	1023	884	693
Connecticut	1495	1399	1596	1356	1193	-	1007	912	751
Delaware	1785	1475	-	1335	1210	-	741	576	-
Florida	1922	1774	1948	1528	1496	1217	979	689	557
Georgia	1833	1446	1639	1284	1057	824	711	613	520
Hawaii	1880	1790	1662	1624	-	-	1227	884	726
Idaho	1477	1094	1395	992	-	-	-	748	664
Illinois	2000	1800	2100	1530	1370	1130	905	806	756
Indiana	1480	1480	1400	1161	-	-	776	575	500
Iowa	1700	1542	1545	1388	-	1234	882	788	695
Kansas	1615	1465	1453	1299	977	-	957	763	752
Kentucky	1280	1226	1280	1144	1037	997	650	639	550
Louisiana	1520	1420	1462	1320	1280	1200	660	522	-
Maine	1496	1428	1428	977	1265	-	822	681	-
Maryland	2002	1622	1644	1403	-	1261	931	732	-
Massachusetts	1758	1666	1758	1508	1351	-	902	752	673
Michigan	2206	2029	-	1728	1470	1268	1157	987	-
Minnesota	1778	1581	1694	1437	1088	-	966	765	557
Mississippi	1575	1361	1645	1396	-	-	794	559	379
Missouri	1625	1412	1528	1292	1104	-	844	739	654
Montana	1424	867	1193	1084	-	-	807	-	731
Nebraska	1395	?	1315	-	940	-	777	573	551
Nevada	-	Vacant	1628	1481	-	-	1090	920	836
New Hampshire	1550	1364	1364	-	1189	847	770	614	614
New Jersey	1675	-	1987	1558	1220	-	1031	910	786
New Mexico	1600	1300	1440	1185	-	-	808	712	557
New York	2747	2178	2745	1820	1300	1500	-	895	676
North Carolina	1682	1259	1528	1144	1039	785	654	645	475
North Dakota	1650	1388	1569	1350	1350	900	773	773	653
Ohio	2000	1800	1815	1500	1260	764	702	610	636
Oklahoma	1505	1425	1485	-	1330	950	-	620	-
Oregon	1919	1658	1723	-	1467	1298	-	836	722
Pennsylvania	1582	1368	1662	1124	926	-	761	596	-
Rhode Island	1450	815	-	-	-	815	660	560	515
South Carolina	1473	1257	1392	1213	-	901	-	590	-
South Dakota	1510	1255	1410	1149	-	905	785	-	715
Tennessee	1235	1168	1315	1100	1020	960	445	463	-
Texas	1667	-	1633	1402	1188	-	987	804	559
Utah	1604	1091	1422	1206	-	-	935	734	683
Vermont	1440	1280	1440	-	1140	770	-	640	580
Virginia	1558	1367	1558	1194	-	1044	700	536	-
Washington	2062	1615	1799	1538	1396	1148	-	944	740
West Virginia	1655	1500	1444	1131	-	-	728	552	445
Wisconsin	1891	1576	1943	1609	1350	-	967	-	-
Wyoming	1482	-	1524	1375	-	-	-	810	663
1971 Average	1690	1451	1628	1357	1225	1034	865	728	653

TRAFFIC OPERATIONS PERSONNEL:

State	State Traffic Engineer	Asst. State Traffic Engineer	District Traffic Engineer	Asst. Dist. Traffic Engineer	Traffic Supervisor	Sign Supervisor	Sign Shop Foreman	Traf. Signal & Lighting Foreman
Alabama	943	927	824	-	-	-	665	-
Alaska	1699	1466	1523	-	-	-	-	-
Arizona	1830	1525	1393	-	-	1053	973	1142
Arkansas	1417	1217	-	-	-	440	-	-
California	1882	1662	1439	-	-	1213	-	1087
Colorado	1750	-	1350	-	-	-	975	975
Connecticut	1762	1596	1181	1167	1029	-	963	979
Delaware	1390	994	1210	994	905	819	-	819
Florida	1687	1327	1302	1136	-	998	-	738
Georgia	1747	1443	1189	882	-	1035	746	-
Hawaii	1624	1403	-	-	-	867	-	1083
Idaho	1267	1094	1005	-	-	817	742	742
Illinois	2100	1850	1550	1400	1200	861	823	-
Indiana	1600	1360	1137	-	1045	1310	750	860
Iowa	1542	1399	-	-	-	-	742	818
Kansas	1266	1094	-	-	-	-	899	-
Kentucky	1280	1226	1078	903	645	581	427	616
Louisiana	1360	-	1200	-	620	540	600	712
Maine	1297	-	931	-	-	-	721	659
Maryland	2002	-	-	-	-	-	959	922
Massachusetts	1256	-	1205	-	902	1115	858	858
Michigan	2206	1855	1587	1418	1587	1157	987	1248
Minnesota	1520	1300	1178	971	913	751	728	812
Mississippi	1429	1361	-	-	-	-	538	-
Missouri	-	1361	-	1033	-	-	812	766
Montana	1147	801	-	-	-	-	731	947
Nebraska	1300	-	-	-	-	-	823	649
Nevada	-	-	-	-	-	-	-	-
New Hampshire	1364	-	-	-	770	-	614	744
New Jersey	1715	-	-	-	-	1004	910	910
New Mexico	1300	1160	1090	-	900	860	690	-
New York	2475	2020	1665	-	-	-	1030	825
North Carolina	1766	1528	-	1323	785	-	545	715
North Dakota	1525	-	-	-	-	700	-	-
Ohio	1800	1560	1320	921	809	861	758	892
Oklahoma	1505	1240	-	-	770	-	580	-
Oregon	Traffic Operations under direction of Maintenance Personnel					796	796	See Sk. Lab.
Pennsylvania	1582	1368	1172	972	-	690	626	-
Rhode Island	1170	815	-	-	815	660	-	615
South Carolina	1455	1343	998	446	-	-	637	667
South Dakota	?	-	1100	-	-	?	-	-
Tennessee	1235	1145	1045	-	-	-	See Gang Fmn.	-
Texas	-	-	-	-	-	754	-	-
Utah	1147	1147	981	-	-	988	-	941
Vermont	1440	1140	-	-	675	-	-	715
Virginia	1708	1367	956	670	-	536	See Gang Fmn.	670
Washington	1696	1538	1329	1093	-	-	-	-
West Virginia	1575	1430	972	-	720	870	635	915
Wisconsin	1949	1585	1445	1315	975	1123	812	?
Wyoming	1386	-	-	-	-	1038	823	958
1971 Average	1558	1351	1212	1040	893	873	762	844

OTHER RELATED PERSONNEL:

Striper Foreman	Sign Erection Foreman	Sign Fabricator	Sign Technician	Traf. Signal & Lighting Technician	Striper Technician	Chief Engineer	Project Engineer	Clerk or Timekeeper	State
-	-	-	-	550	-	-	865	455	Alabama
-	-	1171	-	1692	-	-	-	797	Alaska
824	-	-	687	747	687	2411	1206	550	Arizona
406	-	-	-	-	356	1750	1096	412	Arkansas
830	826	-	-	906	717	2280	1213	666	California
-	-	764	-	764	-	2344	1185	543	Colorado
922	-	641	-	653	645	Vacant	1167	625	Connecticut
576	668	522	420	701	498	2000	1335	420	Delaware
642	578	526	418	621	444	2418	998	581	Florida
614	641	452	448	-	501	2220	1106	478	Georgia
726	-	672	-	678	595	1880	1367	711	Hawaii
652	690	559	535	658	-	1795	1025	531	Idaho
806	-	870	756	-	756	3180	1250	730	Illinois
500	860	450	500	600	465	1760	1045	440	Indiana
726	-	521	-	707	609	2169	1126	-	Iowa
809	-	724	-	-	-	1964	1214	612	Kansas
519	See Sign Supr.	350	See Sign Supr.	488	426	1477	905	410	Kentucky
594	400	387	-	380	440	1700	1247	453	Louisiana
659	704	575	-	575	659	1727	900	535	Maine
748	711	661	-	756	646	2233	1072	652	Maryland
757	801	757	-	757	717	2166	1277	581	Massachusetts
1049	1049	938	740	834	740	-	-	670	Michigan
See Sign Shop	Foreman	594	-	650	See Sign Fab.	2166	1307	414	Minnesota
-	527	525	-	562	-	1824	1329	-	Mississippi
-	-	-	-	673	-	2000	1121	-	Missouri
723	-	711	637	-	-	-	-	-	Montana
573	-	473	492	551	492	-	852	-	Nebraska
836	847	-	-	-	765	-	1202	-	Nevada
614	614	614	457	645	522	1850	-	515	New Hampshire
867	-	646	-	786	615	2636	1220	749	New Jersey
600	575	-	500	600	480	2125	1090	400	New Mexico
625	625	590	-	740	590	-	-	-	New York
-	597	475	497	597	See Eq. Op. II	2021	1144	497	North Carolina
630	See Sign Supr.	630	520	See Sign Supr.	540	1825	1110	450	North Dakota
758	620	678	758	718	630	2080	1260	589	Ohio
580	599	-	431	-	477	1760	1200	397	Oklahoma
796	759	See Eq. Op. I&II	-	See Sk. Lab.	See Eq. Op. I&II	2449	1236	See Eq. Op. I	Oregon
596	596	445	-	-	541	2124	1172	424	Pennsylvania
660	615	-	-	585	-	-	-	420	Rhode Island
586	See Gang Fmn.	See Laborers	-	491	-	1895	820	425	South Carolina
-	-	-	-	-	-	-	-	-	South Dakota
See Gang Fmn.	-	-	-	-	-	1520	946	492	Tennessee
-	-	-	-	-	-	2292	1184	-	Texas
736	-	-	617	671	519	1604	1039	438	Utah
570	505	570	-	640	505	1980	1290	640	Vermont
See Gang Foreman	-	450	700	512	See Gang Fmn.	2133	876	430	Virginia
857	857	-	-	857	-	2833	1266	672	Washington
611	-	-	-	501	429	1915	-	410	West Virginia
796	768	602	624	650	630	2410	1119	-	Wisconsin
639	639	612	612	763	560	1750	1141	-	Wyoming
693	680	611	567	683	569	2067	1132	532	1971 Average

MAINTENANCE QUESTIONNAIRE ON POLICIES AFFECTING MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL AS OF JULY 1, 1971

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:

CIVIL SERVICE OR MERIT SYSTEM

1. Are your maintenance and operations employees under a civil service plan, merit system, or some other comparable plan?
 - a. All
 - b. All but Temporary
 - c. Supervisory Only
 - d. None

RETIREMENT PLAN

2. Are your maintenance and operations employees included in any State-sponsored or controlled retirement plan?
 - a. All
 - b. All but Temporary
 - c. Supervisory Only
 - d. None
- 2A. Are your maintenance and operations employees included in a Federal social security retirement plan?
 - a. All
 - b. All but Temporary
 - c. Supervisory Only
 - d. None
- 2B. Do you have a compulsory retirement age? (Yes or No)
 - a. Is it established by Policy or Statute?
 - b. Compulsory Retirement Age?

VACATIONS

3. Do maintenance and operations employees receive an annual vacation on full pay?
 - a. All
 - b. All but Temporary
 - c. Supervisory Only
 - d. None
- 3A. What is your annual vacation schedule (Working Hours per Year per Years of Service)?
- 3B. Are your annual vacations cumulative? (Yes or No)
If answer is "Yes," what is the maximum amount of vacation that may be carried over into a new year? (Do not include any unearned vacation.)

SICK LEAVE

4. Do you grant sick leave with pay to maintenance and operations employees?
 - a. All
 - b. All but Temporary
 - c. Supervisory Only
 - d. None
- 4A. What is your annual sick leave schedule (Working Hours per Year per Years of Service)?
- 4B. Is your sick leave cumulative? (Yes or No)
If answer is "Yes," what is the maximum?

State	CIVIL SERVICE OR MERIT SYSTEM				RETIREMENT PLAN								VACATIONS				SICK LEAVE												
					State				Fed. Soc. Sec.				Compulsory Retirement				3A. Annual Vacation Schedule				Cumulative								
	1a	1b	1c	1d	2a	2b	2c	2d	2Aa	2Ab	2Ac	2Ad	2B	2Ba	2Bb	3a	3b	3c	3d	4a	4b	4c	4d						
Alabama	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	104	0 to 10	156	10+	Yes	240	-	x	-	-
Alaska	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Policy	65	-	x	-	-	112½	0 to 2	225	10+	Yes	450	-	x	-	-
Arizona	x	-	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	96	1 to 2	168	15+	Yes	240	-	x	-	-
Arkansas	-	-	-	x	x	-	-	-	x	-	-	-	Yes	Policy	67	-	x	-	-	96	1 to 10	144	15+	Yes	184	-	x	-	-
California	x	-	-	-	x	-	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	80	0 to 3	240	24+	Yes	320	-	x	-	-
Colorado	-	x	-	-	-	x	-	-	-	-	-	x	Yes	Statute	68	-	x	-	-	96	1 to 5	168	15+	Yes	336	-	x	-	-
Connecticut	x	-	-	-	-	x	-	-	-	x	-	-	Yes	Statute	70	-	x	-	-	105	1 to 20	140	25+	Yes	840	-	x	-	-
Delaware	-	x	-	-	x	-	-	-	x	-	-	-	Yes	Statute	69	x	-	-	-	112½	1 to 10	165	15+	Yes	165	x	-	-	-
Florida	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Policy	70	-	x	-	-	96	0 to 5	144	10+	Yes	240	-	x	-	-
Georgia	-	25%	-	-	x	-	-	-	x	-	-	-	Yes	Policy	70	x	-	-	-	120	1 to 5	168	10+	Yes	360	x	-	-	-
Hawaii	x	-	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	168	0 to any	168	-	Yes	720	x	-	-	-
Idaho	x	-	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	96	0 to 5	168	15+	Yes	240	x	-	-	-
Illinois	-	-	-	x	-	x	-	-	x	-	-	-	No	-	-	-	x	-	-	80	1 to 7	160	15+	Yes	160	-	x	-	-
Indiana	-	-	-	x	-	x	-	-	x	-	-	-	Yes	Policy	65	-	x	-	-	96	0 to 10	160	15+	Yes	any	-	x	-	-
Iowa	x	-	-	-	x	-	-	-	x	-	-	-	Yes	Policy	70	x	-	-	-	40	0 to 1	160	12+	Yes	160	x	-	-	-
Kansas	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Policy	65	-	x	-	-	96	½ to 10	144	15+	Yes	212	-	x	-	-
Kentucky	-	-	-	x	-	x	-	-	x	-	-	-	Yes	Statute	65	-	x	-	-	90	0 to 5	156½	15+	Yes	225	x	-	-	-
Louisiana	x	-	-	-	x	-	-	-	-	-	-	x	Yes	Policy	65	x	-	-	-	96	0 to 3	144	10+	Yes	No limit	x	-	-	-
Maine	x	-	-	-	-	x	-	-	-	-	-	x	Yes	Statute	70	-	x	-	-	108	0 to 5	216	20+	Yes	270	-	x	-	-
Maryland	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	80	1 to 5	160	20+	Yes	240	-	x	-	-
Massachusetts	x	-	-	-	x	-	-	-	-	-	-	x	Yes	Statute	70	x	-	-	-	80	1 to 5	160	10+	Yes	160	x	-	-	-
Michigan	x	-	-	-	x	-	-	-	x	-	-	-	Yes	Statute	70	x	-	-	-	120	1 to 5	184	20+	Yes	240	x	-	-	-
Minnesota	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	78	½ to 2	208	30+	Yes	208	-	x	-	-
Mississippi	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Policy	65	-	x	-	-	96	1 to any	96	-	Yes	296	-	x	-	-
Missouri	-	-	-	x	-	x	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	120	0 to 15	168	20+	Yes	336	-	x	-	-
Montana	-	-	-	x	-	x	-	-	x	-	-	-	Yes	Policy	65	-	x	-	-	120	0 to 10	192	20+	Yes	240	x	-	-	-
Nebraska	x	-	-	-	-	x	-	-	x	-	-	-	Yes	Policy	68	-	x	-	-	80	1 to 10	160	20+	No	-	-	x	-	-
Nevada	x	-	-	-	x	-	-	-	-	-	-	x	Yes	Statute	70	x	-	-	-	120	1 to 10	168	15+	Yes	30	x	-	-	-
New Hampshire	x	-	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	x	-	-	-	120	½ to any	120	-	Yes	240	x	-	-	-
New Jersey	x	-	-	-	-	x	-	-	x	-	-	-	Yes	Policy	70	x	-	-	-	96	0 to 10	160	20+	Yes	160	x	-	-	-
New Mexico	x	-	-	-	x	-	-	-	x	-	-	-	Yes	Statute	68	x	-	-	-	120	0 to any	120	-	Yes	240	x	-	-	-
New York	x	-	-	-	x	-	-	-	x	-	-	-	Yes	Statute	70	x	-	-	-	104	1 to 7	160	8+	Yes	272	x	-	-	-
North Carolina	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Policy	65	-	x	-	-	120	0 to any	120	-	Yes	240	-	x	-	-
North Dakota	-	-	-	x	-	x	-	-	x	-	-	-	Yes	Policy	65	-	x	-	-	108	0 to 3	216	19+	Yes	240	-	x	-	-
Ohio	-	x	-	-	-	x	-	-	-	-	-	x	Yes	Statute	70	-	x	-	-	80	1 to 9	160	20+	Yes	320	x	-	-	-
Oklahoma	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Both	65	-	x	-	-	120	1 to 5	144	5+	Yes	384	-	x	-	-
Oregon	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Policy	70	-	x	-	-	80	1 to 5	160	20+	Yes	200	-	x	-	-
Pennsylvania	-	-	-	x	-	x	-	-	x	-	-	-	No	-	-	x	-	-	-	112½	1 to 15	150	16+	Yes	225	x	-	-	-
Rhode Island	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	x	-	-	-	105	½ to 10	176	20+	Yes	176	x	-	-	-
South Carolina	x	-	-	-	x	-	-	-	x	-	-	-	Yes	Policy	72	-	x	-	-	120	0 to any	120	-	Yes	360	-	x	-	-
South Dakota	-	-	-	x	x	-	-	-	x	-	-	-	Yes	Statute	67	-	x	-	-	120	1 to 15	160	15+	Yes	320	x	-	-	-
Tennessee	-	-	-	x	-	x	-	-	-	x	-	-	Yes	Policy	70	-	x	-	-	96	0 to 5	192	20+	Yes	96	-	x	-	-
Texas	-	-	-	x	x	-	-	-	x	-	-	-	Yes	Policy	65	-	x	-	-	80	0 to 15	160	20+	Yes	320	x	-	-	-
Utah	-	x	-	-	x	-	-	-	x	-	-	-	No	-	-	x	-	-	-	96	0 to 5	144	10+	Yes	240	x	-	-	-
Vermont	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	108	1 to 5	162	10+	Yes	162	-	x	-	-
Virginia	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Policy	70	-	x	-	-	96	1 to 5	144	10+	Yes	288	-	x	-	-
Washington	-	x	-	-	-	x	-	-	x	-	-	-	Yes	Statute	70	-	x	-	-	96	1 to 2	160	20+	Yes	240	x	-	-	-
West Virginia	-	-	-	x	-	x	-	-	x	-	-	-	No	-	-	-	x	-	-	120	0 to 5	192	15+	Yes	240	-	x	-	-
Wisconsin	x	-	-	-	-	x	-	-	x	-	-	-	Yes	Statute	65	-	x	-	-	96	½ to 5	216	25+	No	-	-	x	-	-
Wyoming	-	-	-	x	x	-	-	-	x	-	-	-	Yes	Policy	70	-	x	-	-	96	0 to 4	168	20+	Yes	232	-	x	-	-

INSURANCE

5. Are your maintenance and operations employees protected by a state-financed hospitalization plan?
 - a. All
 - b. All but Temporary
 - c. Supervisory Only
 - d. None
6. Are your maintenance and operations employees protected by a state-financed life insurance plan?
 - a. All
 - b. All but Temporary
 - c. Supervisory Only
 - d. None
7. Are your maintenance and operations employees protected against lawsuit by a state-financed public liability plan?
 - a. All
 - b. All but Temporary
 - c. Supervisory Only
 - d. None

UNIONIZATION

8. Are your maintenance and operations employees organized by the following, and if so, is membership mandatory or voluntary?
 - a. National Union.
 - b. Local Union or Employee Association.

SERVICE AWARDS

9. Do your maintenance and operations departments give any type of recognition, such as pins or tokens, to employees serving a certain length of time with the department?

SICK LEAVE				INSURANCE										UNIONIZATION				SERVICE AWARDS	State					
4A. Annual Sick Leave Schedule		Maximum		Cumulative	Hospitalization				Life Insurance			Public Liability			National Union		Local		9					
Hrs. /Yr.	Yrs. of Service	Hrs. /Yr.	Yrs. of Service		5a	5b	5c	5d	6a	6b	6c	6d	7a	7b	7c	7d	8a	Manda-tory			Volun-tary	8b	Manda-tory	Volun-tary
104	0 to any	104	-	Yes ?	-	x	-	-	-	-	-	x	-	-	-	x	No	-	-	Yes	-	x	Yes	Alabama
112½	0 to any	112½	-	Yes No limit	x	-	-	-	x	-	-	-	x	-	-	-	No	-	-	Yes	-	x	Yes	Alaska
96	0 to any	96	-	Yes No limit	-	-	-	x	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	-	Arizona
96	1 to any	96	-	Yes 720	-	-	-	x	-	-	-	x	-	-	-	x	No	-	-	No	-	-	Yes	Arkansas
96	½ to any	96	-	Yes No limit	-	x	-	-	-	-	-	x	-	-	-	x	-	-	-	Yes	-	x	Yes	California
120	1 to any	120	-	Yes No limit	-	x	-	-	-	-	-	x	x	-	-	-	-	-	-	Yes	-	x	Yes	Colorado
105	1 to any	105	-	Yes No limit	-	x	-	-	-	x	-	-	x	-	-	-	Yes	-	x	Yes	-	x	Yes	Connecticut
112½	1 to any	112½	-	Yes 675	x	-	-	-	-	-	-	x	-	-	-	x	-	-	-	Yes	-	x	Yes	Delaware
96	0 to 5	144	10+	Yes No limit	-	-	-	x	-	-	-	x	x	-	-	-	Yes	-	x	-	-	-	No	Florida
120	1 to 5	?	-	Yes 720	x	-	-	-	x	-	-	-	-	-	-	x	No	-	-	No	-	-	Yes	Georgia
168	0 to any	168	-	Yes No limit	-	x	-	-	-	x	-	-	-	-	-	x	No	-	-	Yes	-	x	Yes	Hawaii
96	0 to any	96	-	Yes No limit	-	x	-	-	-	x	-	-	x	-	-	-	No	-	-	Yes	-	x	Yes	Idaho
96	0 to any	96	-	Yes No limit	-	-	-	x	-	-	-	x	x	-	-	-	Yes	-	x	Yes	-	x	No	Illinois
96	0 to any	96	-	Yes No limit	x	-	-	-	-	-	-	x	x	-	-	-	No	-	x	Yes	-	x	Yes	Indiana
?	-	?	-	Yes 720	-	-	-	-	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	Yes	Iowa
96	0 to any	96	-	Yes No limit	-	x	-	-	-	x	-	-	-	-	-	x	Yes	-	x	Yes	-	x	No	Kansas
90	0 to any	90	-	Yes 900	-	-	-	x	-	x	-	-	-	-	-	x	No	-	-	-	-	-	Yes	Kentucky
96	0 to 3	144	10+	Yes No limit	x	-	-	-	x	-	-	-	-	-	x	-	Yes	-	x	-	-	-	Yes	Louisiana
108	0 to any	108	-	Yes 810	-	-	-	x	-	-	-	x	x	-	-	-	Yes	-	x	Yes	-	x	No	Maine
240	0 to any	240	-	Yes 800	-	x	-	-	-	-	-	x	x	-	-	-	Yes	-	x	Yes	-	x	Yes	Maryland
120	0 to any	120	-	Yes No limit	x	-	-	-	x	-	-	-	-	-	-	x	Yes	-	x	Yes	-	x	No	Massachusetts
104	1	-	-	Yes No limit	x	-	-	-	x	-	-	-	x	-	-	-	Yes	-	x	Yes	-	x	Yes	Michigan
52	?	104	8+	Yes 800+	-	x	-	-	-	x	-	-	-	x	-	-	Yes	-	x	-	-	-	Yes	Minnesota
96	0 to any	96	-	Yes No limit	?	?	?	-	?	?	?	-	-	-	-	x	No	-	-	No	-	-	Yes	Mississippi
120	1 to any	120	-	Yes 960	-	-	-	x	-	-	-	x	-	-	-	x	Yes	-	x	Yes	-	x	Yes	Missouri
96	0 to any	96	-	Yes No limit	x	-	-	-	-	-	-	x	x	-	-	-	Yes	x	-	-	-	-	?	Montana
96	1 to any	96	-	Yes 960	-	-	-	x	x	-	-	-	x	-	-	-	Yes	-	x	Yes	-	x	Yes	Nebraska
120	0 to any	120	-	Yes 720+	-	x	-	-	-	x	-	-	x	-	-	-	No	-	-	Yes	-	x	Yes	Nevada
120	½ to any	120	-	Yes 720	-	x	-	-	-	x	-	-	-	-	-	x	No	-	-	Yes	-	x	Yes	New Hampshire
96	0 to 1	120	1+	Yes No limit	-	x	-	-	-	x	-	-	-	-	-	x	Yes	-	x	Yes	-	x	-	New Jersey
120	0 to any	120	-	Yes 960	x	-	-	-	x	-	-	-	-	-	-	x	No	-	-	No	-	-	Yes	New Mexico
104	0 to any	104	-	Yes 1320	x	-	-	-	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	No	New York
80	0 to any	80	-	Yes No limit	-	-	-	x	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	Yes	North Carolina
108	0 to any	108	-	Yes No limit	-	x	-	-	-	-	-	x	x	-	-	-	-	-	-	Yes	-	x	Yes	North Dakota
120	0 to any	120	-	Yes 960	-	x	-	-	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	Yes	Ohio
120	1 to any	120	-	Yes 360	-	x	-	-	-	x	-	-	-	-	-	x	No	-	-	No	-	-	Yes	Oklahoma
96	0 to any	96	-	Yes No limit	-	-	-	x	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	Yes	Oregon
112½	1 to any	112½	-	Yes 675	-	x	-	-	-	x	-	-	x	-	-	-	Yes	-	-	No	-	-	Yes	Pennsylvania
130	0 to any	130	-	Yes 960	x	-	-	-	x	-	-	-	-	-	-	x	Yes	-	x	Yes	-	x	Yes	Rhode Island
96	0 to any	96	-	Yes 720	-	-	-	x	-	-	-	x	-	-	-	x	No	-	-	Yes	-	x	Yes	South Carolina
112	1 to any	112	-	Yes 672	-	-	-	x	-	-	-	x	x	-	-	-	No	-	-	No	-	-	No	South Dakota
96	0 to any	96	-	Yes 960	x	-	-	-	-	x	-	-	-	-	-	x	-	-	-	Yes	-	x	Yes	Tennessee
96	0 to any	96	-	Yes 192	-	x	-	-	-	x	-	-	-	x	-	-	No	-	-	Yes	-	x	Yes	Texas
96	1 to any	96	-	Yes No limit	x	-	-	-	x	-	-	-	x	-	-	-	No	-	-	Yes	-	x	Yes	Utah
108	1 to 5	162	10+	Yes No limit	-	x	-	-	-	x	-	-	x	-	-	-	No	-	-	Yes	-	x	No	Vermont
120	0 to any	120	-	Yes No limit	-	-	-	x	-	x	-	-	x	-	-	-	No	-	-	No	-	-	Yes	Virginia
96	0 to any	96	-	Yes 960	x	-	-	-	-	-	-	x	x	-	-	-	Yes	-	x	Yes	-	x	Yes	Washington
144	0 to any	144	-	Yes 720	-	-	-	x	-	-	-	x	-	-	-	-	No	-	-	No	-	-	Yes	West Virginia
96	½ to any	96	-	Yes 960	-	x	-	-	-	x	-	-	x	-	-	-	No	-	-	No	-	-	No	Wisconsin
96	0 to any	96	-	Yes 960	-	x	-	-	-	-	-	x	-	-	-	x	No	-	-	Yes	-	x	Yes	Wyoming

WORKING CONDITIONS

WORKING CONDITIONS (Cont'd)

- 10. Check which of your maintenance and operations employees are paid on a monthly salaried basis and on an hourly basis.
 - a. All
 - b. Permanent field employees (exclusive of Supervisory)
 - c. Supervisory
 - d. Temporary
- 10A. Standard number of hours worked per day and per week.
- 10B. Is any allowance or adjustment made for overtime work? (Yes or No) If answer is "Yes," indicate basis of payment for overtime (straight time, time and a half, compensatory time, none) for:
 - a. Permanent field employees (exclusive of Supervisory)
 - b. Supervisory
 - c. Temporary
- 11. Are your field 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)?

- 12. Are maintenance and operations employees furnished any type of protective clothing?
 - a. Specialized operations (Bituminous work, shop mechanics, etc.).
 - b. Normal operations (rain outfits, insulated undergarments, etc.).
- 13. Do you have automatic or automatic recommended salary advancements?
- 14. Do you by law or policy require a formalized job classification plan?
- 15. Do you use convict labor?
- 16. Do you pay any travel expenses for maintenance and operations employees when they are away from the home station over night? (Yes or No) If answer is "Yes," is payment based on:
 - a. Actual Expenses
 - b. Per Diem Allowance
- 17. Does your policy provide reimbursement of expenses incurred when an employee is required to change residence which necessitates his moving his family and furniture?
 - a. Total
 - b. Limited
 - c. None

State	Salary Basis				Working Hours		Adjustment for Overtime			11	11A	12a	12b	13	14	15	Travel Expenses			Moving Expenses			
	10a	10b	10c	10d	10A	10B	10Ba	10Bb	10Bc								16	16a	16b	17a	17b	17c	
Alabama	-	Both	Monthly	Hourly	8	40	Yes	Str. or Comp.	Str. or Comp.	Str. or Comp.	Yes	Yes	-	-	Yes	Yes	Yes	-	x	-	x	-	
Alaska	Monthly	Monthly	Monthly	Monthly	7½	37½	Yes	1½	1½	1½	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	x	-	
Arizona	Monthly	Monthly	Monthly	Monthly	8	40	Yes	1½	None	1½	Yes	Yes	Yes	No	No	Yes	No	Yes	-	x	-	x	
Arkansas	-	Hourly	Monthly	Hourly	8	40	Yes	Straight	-	Straight	Yes	Yes	No	No	No	Yes	No	Yes	x	-	-	x	
California	Semi-Mo.	-	-	Both	8	40	Yes	1½	Str. or 1½	1½	-	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	
Colorado	-	Monthly	Monthly	Hourly	8	40	Yes	1½ or Comp.	None	None	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	\$16	-	-	x	
Connecticut	-	Hourly	Monthly	-	7	35	Yes	Str. or 1½	Str. or 1½	Str. or 1½	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	x	
Delaware	-	Hourly	Monthly	Hourly	7½	37½	Yes	1½	1½	1½	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	x	-	-	x	
Florida	Bi-Wkly.	-	-	-	8	40	Yes	1½ or Comp.	-	-	Yes	Yes	No	No	Yes	Yes	Yes	Yes	-	x	-	x	
Georgia	Monthly	-	-	-	8	40	Yes	Straight	Straight	-	Yes	½	Yes	No	Yes	No	Yes	Yes	x	-	x	-	
Hawaii	Monthly	-	-	-	8	40	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	x	
Idaho	-	Monthly	Monthly	Hourly	8	40	Yes	Cash or Comp.	Comp.	Straight	Yes	½	Yes	No	Yes	Yes	No	Yes	-	x	-	x	
Illinois	-	Monthly	Monthly	Hourly	8	40	Yes	Straight	Straight	Straight	Yes	Yes	Yes	No	No	Yes	No	Yes	-	x	-	x	
Indiana	-	Hourly	Monthly	Hourly	8	40	Yes	Straight	Straight	Straight	Yes	Yes	No	No	Yes	Yes	No	Yes	-	x	-	x	
Iowa	Monthly	-	-	-	8	40	Yes	Straight	None	Straight	Yes	Yes	No	No	No	Yes	No	Yes	x	-	-	x	
Kansas	-	Monthly	Monthly	Hourly	8	40	Yes	Str. or Comp.	None	Straight	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	x	
Kentucky	-	Hourly	Monthly	Hourly	8	40	Yes	Str. or 1½	Straight	None	Yes	No	Yes	Yes	Yes	Yes	No	Yes	x	-	-	x	
Louisiana	Monthly	-	-	-	8	40	Yes	1½	1½	None	Yes	Yes	Yes	No	Yes	Yes	No	Yes	x	-	x	-	
Maine	-	Hourly	-	Hourly	9	45	No	-	-	-	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	x	
Maryland	-	Both	Bi-Wkly.	-	8	40	Yes	1½	Comp.	1½	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	x	-	-	x	
Massachusetts	Hourly	-	-	-	8	40	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	x	-	-	x	
Michigan	Hourly	-	-	-	8	40	Yes	1½	-	-	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	x	
Minnesota	-	Monthly	Monthly	Hourly	8	40	Yes	1½	Str. or 1½	1½	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	x	-	x	-	
Mississippi	-	Monthly	Monthly	Both	8	40	Yes	Comp.	-	-	Yes	Yes	No	No	Yes	No	No	Yes	x	-	-	x	
Missouri	-	Monthly	Monthly	Hourly	8	40	Yes	Straight	Some Str.	Straight	Yes	Yes	Yes	No	No	Yes	No	Yes	x	-	x	-	
Montana	Monthly	-	-	-	8	40	Yes	1½-2½	None	1½-2½	Yes	Yes	No	Yes	No	Yes	No	Yes	-	x	-	x	
Nebraska	-	Hourly	Monthly	Hourly	8	40	Yes	Str. or Comp.	Str. or Comp.	-	Yes	Yes	No	No	Yes	Yes	No	Yes	Pt.	Pt.	x	-	
Nevada	Hourly	Hourly	Hourly	Hourly	8	40	Yes	1½	Straight	1½	Yes	Yes	Yes	No	No	Yes	No	Yes	-	x	-	x	
New Hampshire	-	Hourly	Monthly	Hourly	8	40	Yes	Str. or 1½	½ or Str.	Str. or 1½	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Opt.	Opt.	-	-	x
New Jersey	?	?	?	?	8	40	Yes	1½	1½	Straight	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	x	
New Mexico	-	Monthly	-	Hourly	8	40	Yes	Straight	-	-	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	-	
New York	Monthly	Monthly	Monthly	-	8	40	Yes	1½	-	-	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	x	
North Carolina	-	Monthly	Monthly	Hourly	8	40	Yes	Comp.	None	Straight	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	x	-	-	x	
North Dakota	-	Hourly	Monthly	Hourly	Av. 9	45	Yes	Straight	None	Straight	Yes	Yes	Yes	No	No	Yes	No	Yes	Pt.	Pt.	-	-	x
Ohio	Hourly	-	-	-	8	40	Yes	1½	Comp.	-	Yes	Yes	Yes	-	Yes	Yes	No	Yes	-	x	-	x	
Oklahoma	Monthly	-	-	-	8	40	Yes	Comp.	Comp.	Comp.	Yes	Yes	Yes	-	Yes	Yes	No	Yes	-	x	-	x	
Oregon	Monthly	-	-	-	8	40	Yes	1½	None	1½	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	-	x	-	x	
Pennsylvania	-	Bi-Wkly.	Bi-Wkly.	Hourly	7½	37½	Yes	Straight	None	Straight	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	x	-	x	-	
Rhode Island	-	Hourly	Hourly	Hourly	7-8	34/40	Yes	1½	1½	None	Yes	Yes	No	Yes	Yes	Yes	No	Yes	x	-	-	x	
South Carolina	-	Both	Monthly	Hourly	9	45	Yes	Straight	Comp.	Straight	Yes	Yes	No	Yes	Yes	Yes	No	Yes	x	-	-	x	
South Dakota	Monthly	-	-	-	8	40	Yes	Str. or Comp.	-	Str. or Comp.	Yes	Yes	Yes	Yes	No	Yes	No	Yes	x	-	-	x	
Tennessee	Monthly	-	-	-	8	40	Yes	Straight	None	None	Yes	Yes	No	No	Yes	Yes	No	Yes	x	-	-	x	
Texas	-	Hourly	Monthly	Hourly	8	40	Yes	Comp.	Comp.	Comp.	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	-	x	-	
Utah	Monthly	-	-	-	8	40	Yes	Straight	-	Straight	No	No	Yes	No	No	Yes	No	Yes	-	x	-	x	
Vermont	Monthly	-	-	-	8	40	Yes	1½	Straight	1½	Yes	Yes	-	Yes	Yes	Yes	No	Yes	x	-	x	-	
Virginia	-	Monthly	Monthly	Hourly	8	40	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	x	-	x	-	
Washington	-	Monthly	Monthly	Hourly	8	40	Yes	1½	None	1½	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	x	
West Virginia	-	Hourly	Monthly	Hourly	8	40	Yes	1½	Comp.	-	No	-	Yes	No	No	No	No	Yes	x	-	-	x	
Wisconsin	-	Monthly	Monthly	Hourly	8	40	Yes	1½	Comp.	1½	No	-	Yes	No	Yes	Yes	No	Yes	x	-	-	x	
Wyoming	-	Monthly	Monthly	Hourly	8	40	Yes	Comp.	None	Straight	Yes	No	Yes	No	Yes	Yes	No	Yes	x	-	-	x	

MAINTENANCE RESPONSIBILITY

- 18. Is the physical placement and maintenance of signing and marking the responsibility of the Maintenance Division?
- 19. Are garage or shop operations for vehicle maintenance under the jurisdiction of the Highway Department?
- 19A. If answer to 19 is "Yes," which of the following do you maintain?
 - a. Highway Department Vehicles Only
 - b. Vehicles for several State Agencies
 - c. Vehicles for all State Agencies

LANE MILES

- 20. Number of lane miles maintained by State forces on the following systems, a lane mile being defined as any single driving lane:
 - a. Interstate and Freeways
 - b. Primary and Secondary
 - c. County, Township, Municipal
 - d. Total Lane Miles
- 21. What is your average number of field maintenance employees? This would include permanent and temporary employees in the titles of "Area Supervisor" through "Equipment Operators" as listed on the personnel questionnaire; do NOT include garage or shop personnel. The number of temporary employees included should be computed to the monthly average for the year, NOT the number as of July 1.
 - a. Average Number of Permanent Employees
 - b. Average Number of Temporary Employees
 - c. Total Average Number of Employees
- 22. Average lane miles per man, using information From Questions 20 and 21?

BASIS OF OPERATIONS

- 23. Have you changed, or do you contemplate changing, your maintenance operations to a unit cost basis (cubic yard, linear foot, gallon, etc.) rather than a per mile cost?
 - a. Contemplate change to unit cost basis
 - b. Have changed to unit cost basis
 - c. Not under consideration
- 24. Have you combined, or do you contemplate combining, your field section personnel into larger permanent crews (gangs) to maintain greater mileages?
 - a. Have changed
 - b. Contemplate change

MAINTENANCE RESPONSIBILITY				LANE MILES					BASIS OF OPERATIONS				State				
18	19	19Aa	19Ab 19Ac	20a	20b	20c	20d	Aver. No. of Employees			22	23a		23b	23c	24a	24b
								21a	21b	21c							
Yes	Yes	-	x	605	9,779	10,142	20,526	3,706	267	3,973	4.3	x	-	-	-	-	Alabama
Yes	Yes	-	-	-	6,917	2,151	9,068	286	83	369	24.6	-	x	-	-	-	Alaska
Yes	Yes	x	-	2,485	11,815	-	14,300	818	50	868	16.5	x	-	-	-	-	Arizona
No	Yes	x	-	1,836	28,412	-	30,248	2,048	38	2,086	12.8	-	x	-	-	-	Arkansas
Yes	Yes	x	-	15,000	30,357	-	45,357	4,831	180	5,021	9	-	x	-	-	-	California
Yes	Yes	x	-	2,992	16,958	-	19,950	1,120	100	1,220	16.4	-	-	x	x	-	Colorado
No	Yes	x	-	1,480	8,284	-	9,764	1,873	70	1,943	5.0	x	-	-	-	-	Connecticut
No	Yes	x	-	118	4,590	4,618	9,326	?	?	319	29	x	-	-	-	-	Delaware
Yes	Yes	-	x	5,160	35,108	-	40,268	2,983	200	3,183	12.7	x	-	-	-	-	Florida
Yes	Yes	x	-	3,312	34,192	-	37,504	3,519	-	3,519	10.7	-	-	x	-	-	Georgia
Yes	Yes	x	-	130	1,821	-	1,951	325	-	325	6.0	x	-	-	-	-	Hawaii
No	Yes	x	-	1,900	8,486	735	11,121	433	68	501	22.2	-	-	x	-	-	Idaho
No	No	-	-	5,445	31,431	248	37,124	3,505	100	3,605	10.3	x	-	-	-	-	Illinois
No	Yes	x	-	?	?	?	28,500	2,311	95	2,406	12	-	-	x	-	-	Indiana
Yes	Yes	x	-	22,500	-	-	22,500	1,669	25	1,694	13.3	-	-	-	-	-	Iowa
Yes	Yes	x	-	1,883	19,821	819	22,523	1,665	100	1,765	13	-	-	x	x	-	Kansas
No	Yes	x	-	24,000	32,000	34,800	90,800	4,000	200	4,200	21.6	x	-	-	-	-	Kentucky
Yes	Yes	x	-	1,600	18,258	14,062	33,920	3,877	-	3,877	8.8	-	x	-	-	-	Louisiana
Yes	Yes	x	-	675	6,700	13,925	21,300	1,500	200	1,700	12.6	-	-	x	x	-	Maine
Yes	Yes	x	-	1,200	11,500	1,200	13,900	1,765	23	1,788	7.8	-	-	x	x	-	Maryland
Yes	Yes	x	-	3,420	5,975	-	9,395	2,041	100	2,141	4.4	-	-	x	-	-	Massachusetts
No	Yes	x	-	12,428	-	1,060	13,488	2,248	-	2,248	6	-	-	x	No	-	Michigan
Yes	Yes	-	x	2,466	24,836	127	27,429	1,800	80	1,880	15.0	x	-	-	-	-	Minnesota
No	Yes	x	-	2,219	19,579	-	21,798	1,497	3	1,500	14.5	x	-	-	-	-	Mississippi
Yes	Yes	x	-	5,897	63,487	-	69,384	3,286	124	3,410	20.3	-	-	x	x	-	Missouri
Yes	Yes	-	x	2,236	13,031	-	15,267	534	20	554	27.6	-	-	x	-	-	Montana
Yes	Yes	x	-	2,127	18,402	-	20,529	1,063	25	1,088	18.9	x	-	-	-	-	Nebraska
Yes	Yes	x	-	1,923	8,735	168	10,826	448	25	473	22	-	-	x	-	-	Nevada
No	Yes	x	-	1,020	7,752	-	8,772	685	81	766	11.5	x	-	-	-	-	New Hampshire
Yes	Yes	x	-	?	?	?	7,598	1,649	20	1,669	4.6	x	-	-	-	-	New Jersey
Yes	Yes	x	-	3,766	16,641	-	20,408	1,200	25	1,225	19	x	-	-	-	-	New Mexico
Yes	Yes	x	-	3,366	32,990	-	36,356	6,144	10	6,154	6	x	-	-	-	-	New York
No	Yes	-	x	1,870	140,653	7,831	150,354	6,098	2,012	8,110	18.5	x	-	-	-	-	North Carolina
Yes	Yes	x	-	1,809	12,838	-	14,647	365	55	420	35	-	x	-	-	-	North Dakota
Yes	Yes	-	x	4,473	34,886	-	39,359	4,453	110	4,563	8.6	-	-	x	-	-	Ohio
Yes	Yes	-	x	2,348	24,864	-	27,212	1,534	30	1,564	16.1	x	-	-	-	-	Oklahoma
Yes	Yes	x	-	3,305	15,543	-	18,848	?	?	1,315	14	-	-	x	x	-	Oregon
Yes	Yes	x	-	7,568	86,698	-	94,266	8,600	108	8,708	9.7	-	x	-	-	-	Pennsylvania
Yes	No	-	-	562	2,870	-	3,432	522	5	527	6.5	-	-	x	-	-	Rhode Island
Yes	Yes	-	x	5,432	69,549	-	74,981	?	?	3,334	22.5	-	-	x	-	-	South Carolina
Yes	Yes	-	x	1,900	14,200	-	16,100	642	8	650	24.8	-	x	-	-	-	South Dakota
Yes	Yes	x	-	782	9,660	-	10,442	3,140	20	3,160	3.1	-	x	-	No	-	Tennessee
Yes	Yes	x	-	21,200	137,450	-	158,650	8,565	250	8,815	18.0	-	-	x	x	-	Texas
Yes	Yes	-	x	1,904	10,194	-	12,098	514	20	534	22.7	-	x	-	-	-	Utah
Yes	Yes	x	-	954	4,551	-	5,505	550	91	641	8.6	x	-	-	-	-	Vermont
Yes	Yes	-	x	3,519	103,676	-	107,195	4,872	720	5,592	19.2	-	x	-	-	-	Virginia
No	Yes	x	-	2,780	13,275	-	16,055	1,156	60	1,216	13.2	-	x	-	-	-	Washington
Yes	Yes	x	-	223	31,696	-	31,919	2,719	-	2,719	11.2	x	-	-	-	-	West Virginia
No	No	-	-	5,000	25,000	-	30,000	County Employees			?	-	-	x	-	-	Wisconsin
No	Yes	x	-	3,530	10,661	217	14,408	350	35	385	37.4	x	-	-	-	-	Wyoming

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