

140

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

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

SALARIES

During this twenty-eight year period the average maximum salaries of state maintenance engineers have increased 349%; common laborers, 345%; mechanics, 348%. 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 (Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island and Vermont).
2. The Southeastern States (Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia and West Virginia).
3. The Mississippi States (Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, Oklahoma, South Dakota and Wisconsin).
4. The Western States (Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Texas, Utah, Washington and Wyoming).

The following are the average monthly salaries, by regions and groups, as of July 1, 1972:

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Job Title	Average Salary (\$/mo.)			
	North Atlantic States	Southeastern States	Miss. Valley States	Western States
State Maint. Engr.	\$1867	\$1692	\$1785	\$1808
District Engr.	1859	1623	1666	1766
Area Supervisor	906	711	913	1085
Common Laborer	476	375	517	557
Mechanic	693	544	689	806
Equip. Oper. I	521	413	555	603
Equip. Oper. II	570	471	607	718
Equip. Oper. III	707	571	616	790

These averages all show an increase over 1971.

PERSONNEL POLICIES

While all the states did not clearly indicate their data in some categories, the following can be determined from an analysis of the report on personnel policies.

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, Nebraska and North 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 either by some form of State-sponsored retirement plan or Federal Social Security.

Only three states do not have a compulsory retirement age; the compulsory retirement age is 65 in 19 states, between 65 and 70 in 6 states, 70 in 20 states, and 72 in 1 state. The retirement age is established by statute in 26 states, and by policy in 20 states. One state indicated they do have a compulsory retirement age, but failed to state what it is and whether it was established by policy or statute.

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 275 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 160 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 280 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 25 states having no limit to the amount that may be accumulated.

Insurance

Forty-five states have a partially or wholly state-financed hospitalization plan for their permanent employees.

Thirty-three states have a partially or wholly state-financed life insurance plan for their permanent employees.

In 31 states all or part of the maintenance and operations personnel are protected against lawsuit by a state-financed liability plan.

Unionization

Forty-two states report partial, complete, or voluntary organization of their maintenance employees in either national unions, local unions, or employee associations, with 8 states indicating no union or employee association organization.

Eighteen states have affiliation with a national union, but membership is not mandatory in any state. Forty states have local unions or employee associations, but membership is not mandatory in any state.

Service Awards

Forty-three states have some type of award for years of service.

Working Hours and Conditions

Fifteen states pay all employees on a monthly or bi-weekly basis, with 15 other states paying all permanent field and supervisory employees on that basis. Six states pay all employees on an hourly basis; in 13 other states either all or part of the permanent field employees are paid on an hourly basis.

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

All states make some allowance or adjustment for overtime work, but in many states the basis varies with the classification. Twenty-eight states allow time and one-half to either all or certain classifications of employees, twenty-one states allow straight time or compensatory time, one state allows compensatory time on a time and one-half basis to certain classifications. In 19 states, supervisory employees do not receive any allowance for overtime work.

Only two states do not require their maintenance employees to report to an assembly point preparatory to their day's work. Of the 48 states that do require their employees to report to an assembly point preparatory to their

day's work, 44 states pay these employees portal to portal, 1 state pays travel time one-way, and 3 states report that they do not allow any travel pay.

Forty-three states report that they furnish some sort of protective clothing, even though minor, to their maintenance employees.

Forty states report that they have automatic or automatically recommended salary advances.

Forty-six states have a formalized job classification plan.

Seven states use convict labor.

Only one state does not allow expenses to employees when they are away from their home station. Both meals and lodging are allowed on the basis of actual expenses in 7 states, of actual expenses with a maximum in 8 states, and on a per diem basis in 19 states. In 15 states, meals and lodging are not on the same basis.

Thirty-nine states allow either total or partial reimbursement of expenses incurred when an employee is required to change his residence.

Maintenance Responsibility

The Maintenance Division is responsible for the original placement of highway signs in 25 states, for their replacement and maintenance in 39 states, and for pavement marking in 37 states.

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 9 states servicing is performed for some other state agencies and in 3 states for all state agencies.

Lane Miles

The average lane miles per man varies from 4.4 to 37.0, with two states having the 37.0 mile ratio. It is realized that traffic volumes would have an effect on the lane-miles per man.

Basis of Operations

Sixteen states have changed or are in the process of changing to a unit cost basis rather than a per mile cost basis; 18 states contemplate making this change, while 16 states indicate they do not contemplate the change.

The average number of lane miles handled by a maintenance crew working out of one location varies from 16 to 1,460 according to the answers given, indicating some misinterpretation in answering this question.

The travel distance from a gang or section headquarters to their farthest point of work varies from 10 to 58, and averages 25.1 for the states replying.

It is difficult to make any analysis concerning the lane miles handled by special crews for signing and pavement marking, due to the fact that replies indicate some misinterpretation here. However, it is evident that travel time being paid does have an effect on production costs.

DEFINITIONS OF MAINTENANCE AND OPERATIONS PERSONNEL TITLES

NOTE: In the following definitions of titles of maintenance personnel, 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 TITLES

<u>Title No.</u>	<u>Title & Description</u>
1.	<u>State Maintenance Engineer</u> - One in an executive capacity who supervises all activities of maintenance for the State Highway Department.
2.	<u>Assistant State Maintenance Engineer</u> - One who assists the State Maintenance Engineer in the work of supervising the activities of maintenance.
3.	<u>District Engineer</u> (In some states called <u>Division Engineer</u>) - One in an executive capacity who supervises highway activities within a district.
4.	<u>District Maintenance Engineer</u> - One in an executive capacity who supervises maintenance activities of highways within a district.
5.	<u>Assistant District Maintenance Engineer</u> - One who assists the District Engineer and/or the District Maintenance Engineer in supervising maintenance within a district.
6.	<u>Resident Maintenance Engineer</u> - One who directs the activities of all maintenance employees and equipment, and oversees the maintenance of highways, within a residency.
7.	<u>Area Supervisor</u> (In some states called <u>Superintendent</u>) - One who directs the activities of all maintenance employees and equipment, and oversees the maintenance of highways within a residency, excluding engineering requirements.
8.	<u>Gang Foreman</u> - 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, roadside maintenance crew, etc.
9.	<u>Sectionman</u> - One who in reality is a working foreman, or who can and does perform any of the work necessary to properly maintain the highways within a specified territory; in addition, supervises the work of operators and laborers when necessary. A highly skilled and trained man.
10.	<u>Common Laborer</u> - One who performs manual labor.
11.	<u>Skilled Laborer</u> - One who, through special training or experience, has become proficient in a trade, such as a carpenter, painter, mason, plumber, etc.
12.	<u>Shop Superintendent</u> - One who is responsible for the operation of a central garage and the supervision of major overhaul and repair of equipment.
13.	<u>Garage or Shop Foreman</u> - One who is responsible for the operation of a garage and the supervision of the maintenance and repair of equipment.

<u>Title No.</u>	<u>Title & Description</u>
14.	<u>Mechanic</u> - One who, under direct supervision, maintains and repairs all types of automotive equipment.
15.	<u>Mechanic Helper</u> - One who assists the mechanic in the maintenance and repair of all automotive equipment.
16.	<u>Equipment Operator I</u> - Operators of light trucks, mowers, patching rollers, etc.
17.	<u>Equipment Operator II</u> - Operators of heavy trucks, light graders and rollers used on resurfacing projects.
18.	<u>Equipment Operator III</u> - Operators of specialized equipment such as cranes, shovels, heavy graders, paving machines, etc.

TRAFFIC OPERATIONS PERSONNEL TITLES

19.	<u>State Traffic Engineer</u> - One in an executive capacity who supervises all activities related to traffic operations of the State Highway Department.
20.	<u>Assistant State Traffic Engineer</u> - One who assists the State Traffic Engineer in the work of supervising traffic operations.
21.	<u>District Traffic Engineer</u> - One in an executive capacity who supervises traffic operations within a district.
22.	<u>Assistant District Traffic Engineer</u> - One who assists the District Traffic Engineer in the work of supervising traffic operations within a district.
23.	<u>Traffic Supervisor</u> - One who directs the activities of all employees and equipment related to traffic operations within a district.
24.	<u>Sign Supervisor</u> - One who directs the activities of all signing, both fabrication and erection.
25.	<u>Sign Shop Foreman</u> - One who directs a crew of men in the activity of fabricating traffic signs.
26.	<u>Traffic Signal & Lighting Foreman</u> - One who directs a crew of men in activities related to the operation and maintenance of traffic signals and lighting.
27.	<u>Striper Foreman</u> - One who directs a crew of men in activities related to pavement markings.
28.	<u>Sign Erection Foreman</u> - One who directs a crew of men in activities related to the erection and maintenance of all traffic signs.
29.	<u>Sign Fabricator</u> - One who specializes in the fabrication of traffic signs.
30.	<u>Sign Technician</u> - One who operates equipment and laborers for all activities associated with signing, both fabrication and erection.

Title
No.

Title & Description

31. Traffic Signal & Lighting Technician - One who works in a technical capacity for operating and maintaining traffic signal equipment and highway lighting.
32. Striper Technician - One who operates equipment and laborers regarding all activities of pavement markings.

OTHER RELATED PERSONNEL TITLES

33. Chief Engineer - One in an executive capacity who supervises all engineering activities of a State Highway Department.
34. 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.
35. Clerk or Timekeeper - One who keeps the time records of employees, hours of equipment usage, quantities of materials received, used, and on hand; maintenance cost records, etc.

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 economical highway transportation.

NOTE: The word "Operations" in the Committee's title indicates "Traffic Operations."

MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENTS (AS OF JULY 1, 1972)

MAINTENANCE PERSONNEL:

State	(1)	(2)	(3)	(4)
	<u>State Maintenance Engineer</u>	<u>Assistant State Maintenance Engineer</u>	<u>District Engineer</u>	<u>District Maintenance Engineer</u>
Alabama	State Maint. Engr.	Asst. State Maint. Engr.	Division Engineer	Asst. Div. Engr. (Maint.)
Alaska	State Maint. Engr.	Asst. State Maint. Dir.	District Highway Engineer	Dist. Maint. Engr.
Arizona	Asst. State Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
Arkansas	Hwy. Civil Engr. VI	Hwy. Civil Engr. IV	Hwy. Civil Engr. V	Hwy. Dist. Maint. Supt. II
California	Maintenance Engr.	Asst. Maint. Engr.	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. Admin.
Delaware	Asst. Chief Engr., Maint.	Chief, Hwy. Maint.	-	Dist. Maint. Engr.
Florida	State Maint. Engr.	Asst. State Maint. Engr.	District Engineer	Dist. Maint. Engr.
Georgia	Civil Engr. VII	Civil Engr. V	Civil Engr. VI	Civil Engr. IV
Hawaii	Chief, Hwys. Div.	Asst. Chief, Const. & Maint.	District Engineer	Dist. Maint. Engr.
Idaho	Maintenance Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr./Supt.
Illinois	Engineer 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	Maintenance Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
Kansas	Engr. of Maint.	Asst. Engr. of Maint.	Division Engineer	Div. Maint. Engr.
Kentucky	Director of Maint.	Asst. Dir. of Maint.	District Engineer	Asst. Dist. Engr. Oper.
Louisiana	Chief Maint. & Opers. 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	Maintenance 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. & Const.	State Maint. Oper. Engr.	District Engineer	Area Maint. Engr.
Mississippi	Maintenance Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
Missouri	Div. Engr., Maint. & Traffic	Asst. Div. Engineer, Maint.	District Engineer	Dist. Maint. & Traffic Engr.
Montana	Admin. of Maint.	Asst. Admin. of Maint.	-	Chief, Field Maint. Bureau
Nebraska	Engineer VII	Engineer V	Engineer VI	Dist. Maint. Supt.
Nevada	Chief Maint. Engr.	Asst. Maint. Engr.	District Engineer	-
New Hampshire	Maintenance Engr.	Asst. Maint. Engr.	Division Engineer	-
New Jersey	Chief, Bureau of Maint.	-	Regional Hwy. Engr.	Dist. Supt.
New Mexico	Engr. of Maint.	Maintenance Engr.	Dist. Hwy. Engr.	Asst. Dist. Hwy. Engr.
New York	Dir. of Trans. Maint.	Dir. of Hwy. Maint.	Reg. Dir. of Trans.	Reg. Hwy. Maint. Engr.
North Carolina	State Maint. Engr.	Area Maint. Engr.	Division Engineer	Dist. Engr. Bridge Maint. Supt.
North Dakota	Maintenance Engr.	Asst. Maint. Engr.	District Engineer	-
Ohio	Deputy Dir., Div. of Oper.	Engr. of Maint.	Div. Deputy Dir.	Div. of Oper. Engr.
Oklahoma	State Maint. Engr.	Asst. State Maint. Engr.	Division Engineer	-
Oregon	Maintenance Engr.	Maint. Serv. Engr. Maint. Oper. Engr.	Regional Engineer	-
Pennsylvania	Civil Engr. VI	Civil Engr. V	Hwy. Dist. Engr. II & III	Hwy. Maint. Supt. V
Rhode Island	Maintenance Engr.	-	-	-
South Carolina	Maintenance Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
South Dakota	State Maint. Engr.	Asst. State Maint. Engr.	District Engineer	Dist. Maint. Engr.
Tennessee	State Maint. Engr.	Asst. State Maint. Engr.	Regional Engineer	Regional Maint. Engr.
Texas	Chief Engr., Maint. & Oper.	-	District Engineer	Dist. Maint. Engr. Supr. Maint. Engr.
Utah	Engr. for Maint.	Maint. Planning Engr.	District Engineer	Dist. Maint. Engr.
Vermont	State Maint. Engr.	Asst. State Maint. Engr.	District Engineer	Dist. Maint. 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. Dir., Maint.	District Engineer	Asst. Dist. Engr., Maint.
Wisconsin	Chief Maint. Engr.	Asst. Chief Maint. Engr.	District Engineer	Dist. Chief Maint. Engr.
Wyoming	State Maint. Engr.	-	District Engineer	Dist. Maint. Engr.

(5) Assistant District Maintenance Engineer	(6) Resident Maintenance Engineer	(7) Area Supervisor	(8) Gang Foreman	(9) Sectionman	State
-	District Engineer	Hwy. Supt. I & II	Highway Foreman	Highway Camp Guard	Alabama
Asst. Dist. Maint. Engr.	-	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
Asst. Dist. Maint. Engr.	-	Hwy. Supt.	Highway Foreman	Hwy. Maint. Man III	California
Asst. Hwy. Maint. Supt.	-	Sr. Hwy. Foreman	Highway Foreman	Sr. Hwy. Maint. Man	Colorado
Dist. Maint. Supt. Dist. Maint. Planner	-	Maint. General Foreman	Maint. Foreman	Maint. Crew Leader	Connecticut
Asst. Dist. Maint. Engr.	Hwy. Maint. Operations Mgr.	Area Supervisor	Labor Foreman III	Labor Foreman I & II	Delaware
Asst. Dist. Maint. Engr.	Maintenance Engineer	Hwy. Maint. Supr. I	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Florida
Civil Engr. II	Hwy. Maint. Engr.	Hwy. Maint. Supt.	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Georgia
-	-	Hwy. Const. & Maint. Supt.	Hwy. Const. & Maint. Foreman	Hwy. Labor Foreman, et al	Hawaii
-	-	-	Sp. Maint. Foreman	Maint. Foreman	Idaho
Asst. Dist. Maint. Engr.	Maint. Field Engr.	Hwy. Maint. Section Supr.	Hwy. Maint. Labor Foreman	Hwy. Maint. Man	Illinois
-	-	Sub-District Supt.	Hwy. Foreman II	Unit Foreman	Indiana
-	Res. Maint. Engr.	Hwy. Maint. Supr.	Hwy. Maint. Foreman 2 & 3	Hwy. Maint. Foreman 1	Iowa
Division Supt.	-	Dist. Supt.	Div. & Dist. Foreman	Sub-District Foreman	Kansas
Dist. Maint. Engr.	Maint. Engr. Asst.	Maint. Supt.	Co. & Sp. Crew Foreman	Asst. Co. Foreman	Kentucky
Asst. Dist. Maint. Engr.	Res. Maint. Engr.	Superintendent	Foreman I	-	Louisiana
Asst. Div. Engr.	-	Hwy. Dist. Supr.	Hwy. Foreman	Crew Leader	Maine
-	Resident Maint. Engr.	Hwy. Maint. Supr.	Road Foreman	-	Maryland
Asst. Dist. Maint. Engr.	-	Hwy. Maint. Foreman	Hwy. Repair Foreman	Hwy. Repair Working Foreman	Massachusetts
Asst. Dist. Maint. Engr. Oper. & Pre-Oper. Engr. Proj. Hwy. Tech.	Dist. Maint. Supt. Bridge Inspection Engr. (Incl. in 4)	Area or Co. Maint. Supt.	Area or Co. Maint. Foreman	Hwy. Maint. Man	Michigan
Asst. Dist. Maint. Engr.	-	Hwy. Maint. Supt.	Hwy. Maint. Foreman	Freeway Maint. Man	Minnesota
Maint. Supt.	-	Supt. II	Foreman II	Gen. Laborer I	Mississippi
-	-	Maint. Area Supr.	Special Maint. Foreman	Hwy. Maint. Foreman	Missouri
-	-	Maint. Foreman	-	Maint. Supr. I	Montana
Asst. Dist. Engr., Maint.	-	Maint. Supt.	Maint. Foreman II	Maint. Foreman I	Nebraska
Asst. Div. Engr.	Maint. Supr.	Const. Supt.	Sr. Hwy. Maint. Foreman	Hwy. Maint. Foreman	Nevada
Asst. Dist. Supt.	-	Dist. Supr. Area Supr.	Const. Foreman	Hwy. Patrolman	New Hampshire
Senior Civil Engr. Civil Engr.	Res. Engr. A-B-C	Hwy. Maint. Supt.	Foreman, Hwy. Maint.	Asst. Foreman, Hwy. Maint.	New Jersey
Asst. Dist. Engr.	Road Maint. Supr.	Maint. Foreman IV	Asst. Maint. Supt. Hwy. Gen. Maint. Foreman Bridge Repair Foreman Maint. Foreman II, III, et al	Patrol Foreman	New Mexico
Asst. Dist. Maint. Engr.	-	Maint. Supt.	Foreman	Hwy. Light Maint. Foreman	New York
Maint. &/or Traffic Engr.	Hwy. Maint. Supt. 2 & 3	Hwy. Maint. Supt. 1	Hwy. Worker 3 & 4	Maint. Foreman I	North Carolina
Asst. Div. Engr., Maint.	Area Maint. Engr.	-	Maint. Dist. Foreman	Leadman	North Dakota
Regional Maint. Engr. Hwy. Maint. Supt. IV Civil Engr. III	District Engr.	Hwy. Maint. Supt. II, III & IV	Hwy. Maint. Foreman 1, 2, 3, 4	Hwy. Maint. Supt. 1 Hwy. Worker 3	Ohio
-	-	Hwy. Maint. Supr.	Labor Foreman I	-	Oklahoma
-	Resident Maint. Engr. Assoc. Res. Maint. Engr.	-	Road Maint. Foreman	Hwy. Maint. Foreman I	Oregon
-	Maint. Supt.	General Foreman	Maint. Foreman I-III	Labor Foreman	Pennsylvania
Asst. Reg. Maint. Engr.	Dist. Maint. Engr.	County Maint. Supr.	-	Foreman	Rhode Island
Asst. Dist. Maint. Engr.	-	Maint. Const. Supt. Sr. Marine Supt.	Regional Maint. Supt.	Foreman	South Carolina
-	-	Dist. Maint. Supr.	Maint. Const. Foreman II & III	Maint. Const. Foreman I	South Dakota
Asst. Dist. Maint. Engr.	-	Hwy. Maint. Gen. Foreman	Station Foreman	Hwy. Foreman	Tennessee
-	Hwy. Res. Engr.	Hwy. Maint. Supt. B	Hwy. Maint. Man C	Hwy. Maint. Man B	Texas
Asst. Dist. Maint. Engr.	Hwy. Maint. Supt.	-	Hwy. Foreman	-	Utah
-	-	County Maint. Supt.	Hwy. Maint. Foreman	Hwy. Maint. Man I & II	Vermont
Area Maint. Supr.	-	Asst. Area Maint. Supr.	Spec. Hwy. Maint. Foreman	Hwy. Maint. Leadman	Virginia
-	-	Maint. Foreman II, III	Asst. County Maint. Supt.	Foreman	Washington
-	-	-	County Employees	Maintenance Foreman I	West Virginia
-	-	-	-	-	Wisconsin
-	-	-	-	-	Wyoming

MAINTENANCE PERSONNEL (Cont'd):

State	(10) Common Laborer	(11) Skilled Laborer	(12) Shop Superintendent	(13) Garage or Shop Foreman	(14) Mechanic
Alabama	Laborer	Welder, Carpenter, et al	Equip. Maint. Director	Mechanic Foreman	Auto Mechanic Heavy Equip. Mechanic
Alaska	Laborer	Carpenter, Painter	Auto. Equip. Supr.	Shop Foreman	Auto Mechanic I, II, III
Arizona	Laborer I & II	Laborer	Equip. Div. Mgr.	Equip. Mech. Foreman	Equip. Mechanic II
Arkansas	Maint. Repairman I, et al	Carpenter, Welder, et al	Hwy. Dist. Equip. Supr.	-	Auto/Diesel Mechanic
California	Hwy. Maint. Man I	-	Hwy Equip. Supt. I & II	Hwy. Mech. Foreman	Heavy Equip. Mechanic
Colorado	Utility Worker	-	Sr. Auto. Shop Foreman	Auto Shop Foreman	Auto & Equip. Mechanic Trades Journeyman (Auto Mechanic)
Connecticut	D.O.T. Maintainer II	Trades Journeyman	-	Hwy. Garage Foreman	-
Delaware	Laborer I	Laborer II	Hwy. Equip. Supt.	Automotive Supr.	Auto Mechanic I, II & III
Florida	Laborer	Trades	-	Shop Foreman	Mechanic I & II
Georgia	Utility Worker I	Skilled Laborer, Hwy. Maint.	Dist. Mechanic	Asst. Dist. Mechanic	Hwy. Maint. Mechanic I & II
Hawaii	Laborer I General Laborer Trade Helper	Bridge Maint. Man Mason, et al	Automotive Mech. Foreman	Auto. Mechanic II	Auto. Mechanic I Machinist, et al
Idaho	Hwy. Maint. Man I	Hwy. Maint. Man II	-	Shop Foreman	Mechanic
Illinois	Hwy. Maint. Worker	-	-	-	Auto. Mechanic
Indiana	Laborer	Sign & Equip. Painter	Shop Foreman	General Mechanic	Mechanic
Iowa	-	-	-	Auto. Mechanic Foreman	Auto. Mechanic Dist. Mechanic
Kansas	Laborer I	Laborer II	Shop Supt.	Shop Foreman	Line Mechanic
Kentucky	Laborer B	Laborer A	Hwy. Dist. Equip. Supr.	Garage Foreman	Mechanic Chief, Pr. Sr.
Louisiana	-	Laborer Utility	Shop Supt.	Shop Foreman	Mechanic I, II or III
Maine	Hwy. Maint. Man I	Carpenter, Painter, et al	Equip. Supt.	Auto. Mechanic Foreman	Auto. Mechanic Auto Electrician
Maryland	Laborer I Hwy. Maint. Man Laborer	Hwy. Maint. S.S. Laborers S.S.	Dist. Equip. Supr.	Shop Foreman	Auto Mechanic I & II
Massachusetts	Laborer	Skilled Laborer	Supt. of Shop & Equip.	Dist. Hwy. Equip. Foreman	Motor Equip. Repairman
Michigan	Laborer O3, Bridge Worker O5 & O6, et al	Electrician O7 & O9 Welder O7, et al	-	Various	Auto. Mechanic O7
Minnesota	Hourly Laborer	Monthly Laborer	Heavy Equip. Supr.	Heavy Equip. Mech. Foreman	Heavy Equip. Mechanic
Mississippi	General Laborer II	Maint. Repairman II	-	Shop Foreman I	Equip. Mechanic III
Missouri	-	-	Dist. Garage Foreman	Chief Shop Mechanic	Shop Mechanic
Montana	Maint. Man I	Maint. Man II	Maint. Man. VI	Shop Foreman	Maint. Man V
Nebraska	(Incl. in 16)	(Incl. in 17)	Dist. Mechanic	Auto Equip. Repair Foreman	Auto Mechanic II
Nevada	Hwy. Maint. Labor	Hwy. Maintainer	Hwy. Equip. Oper. Supr.	Supvy. Equip. Mech. 2	Equip. Mech. 2
New Hampshire	Hwy. Maintainer I	Hwy. Patrolman Asst. Bridge Repair I & II Const. Repair I & II	Equip. Engr.	Garage Foreman Garage Sub-Foreman	Heavy Equip. Mechanic Auto Mechanic
New Jersey	Maint. Man I & II	-	Master Mechanic	Foreman Mechanic	Mechanic
New Mexico	Utility Worker I	Utility Worker II	Shop Foreman II	Shop Foreman I	Heavy Duty Mechanic
New York	Laborer	Maint. Man Tree Trimmer, et al	Motor Equip. Maint. Supr.	Motor Equip. Maint. Foreman	Motor Equip. Repairman
North Carolina	General Utility Man Laborer, et al	Maint. Mechanic Skilled Bridge Man, et al	Equip. Supt.	Mechanic Foreman I & II	Mechanic I & II
North Dakota	-	Tradesman Trades Helper Carpenter Electrician, et al	Shop Foreman	-	Mechanic
Ohio	Hwy. Worker 1	-	Equip. Supt. 2	Equip. Supt. 1	Auto Mechanic 2, 3 & 4
Oklahoma	Hwy. Maint. Man II	-	Shop Supt.	Garage or Shop Foreman Garage Supt.	Auto Mechanic III
Oregon	Laborer 1	Electrician	Hwy. Shop Supt.	Hwy. Shop Foreman	Heavy Equip. Mech. 1 & 2 Diesel Mechanic
Pennsylvania	Hwy. Maint. Worker Semi-Skilled Laborer	Various	Hwy. Equip. Mgr. II	Auto. Equip. Foreman	Auto. Mech. I & II
Rhode Island	Laborer	Semi-Skilled Laborer	-	-	-
South Carolina	Hwy. Maint. Laborer Hwy. Maint. Man I	Hwy. Maint. Man II-IV	-	Auto Equip. Maint. Foreman	Mechanic I & II
South Dakota	Laborer	Skilled Tradesman	-	Shop Foreman	Mechanic
Tennessee	Utilityman	Carpenter, et al	Reg. Garage Supt.	Dist. Chief Mechanic	Mechanic
Texas	Maint. Man	Maint. Tech. I & II	Shop Foreman IV	Shop Foreman III	-
Utah	Laborer	Various	Warehouse & Shop Supr.	Shop Foreman	Mechanic
Vermont	Hwy. Maint. Man A	Bridge Maint. Mechanic	Supt., Hwy. Garage	Garage or Shop Foreman	Motor Equip. Repair C
Virginia	Hwy. Maint. Helper	Skilled Laborer	Hwy. Dist. Equip. Supt.	Hwy. Equip. Rep. Foreman A	Hwy. Equip. Mech. A & B
Washington	Hwy. Laborer	Hwy. Maint. Specialist	Hwy. Equip. Supt.	Hwy. Equip. Foreman	Hwy. Equip. Mech. I & II
West Virginia	Laborer	Craftsman III	Dist. Equip. Supr.	Dist. Shop Foreman	Mechanic
Wisconsin	-	-	-	-	County Employees
Wyoming	-	-	Dist. Shop Foreman	Shop Foreman	Mechanic

(15) <u>Mechanic Helper</u>	(16) <u>Equipment Operator I</u>	(17) <u>Equipment Operator II</u>	(18) <u>Equipment Operator III</u>	State
Assistant Mechanic	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Alabama
Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Alaska
Equip. Mechanic I	Hwy. Maint. Man I	Hwy. Maint. Man II	Hwy. Maint. Man III	Arizona
Maint. Repairman I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Arkansas
Mechanic Helper	Hwy. Maint. Man I	Hwy. Maint. Man II	-	California
Auto Maint. Man	Hwy. Maint. Man	Equip. Oper.	Heavy Equip. Oper.	Colorado
D.O.T. Maintainer III & IV	(Incl. in 10)	D.O.T. Maintainer III & IV	D.O.T. Maintainer V	Connecticut
Auto Serviceman	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Delaware
Auto Serviceman	Equip. Oper. I	Equip. Oper. II	Heavy Equip. Oper.	Florida
Utility Worker II	Laborer II	Equip. Oper. I	Hwy. Maint. Equip. Oper.	Georgia
Auto. Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. IV	Idaho
Auto. Serviceman	Power Shovel Oper., et al	Equip. Oper. II, III, et al	Power Shovel Oper., et al	Hawaii
Mechanic Helper	Hwy. Equip. Oper. I	Hwy. Equip. Oper. II	Heavy Equip. Oper.	Illinois
Auto. Mechanic Helper	Hwy. Maint. Equip. Oper.	Hwy. Const. Equip. Oper.	Power Shovel Oper.	Indiana
Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Iowa
Auto. Mechanic Helper	Hwy. Maint. Man I	Hwy. Maint. Man II	-	Kansas
Auto. Mechanic Helper	Hwy. Maint. Man	Equip. Oper. I	Equip. Oper. II	Kentucky
Mechanic Helper	Lt. Equip. Oper.	Heavy Equip. Oper.	Spec. Equip. Oper.	Louisiana
Trades Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Maine
Laborer II	Hwy. Maint. Man II & IIA	Hwy. Maint. Man III	Hwy. Maint. Man IV	Maryland
-	Motor Equip. Oper. I	Motor Equip. Oper. II	Motor Equip. Oper. III	Massachusetts
Skilled Laborer	-	-	Maint. Equip. Oper.	Michigan
Mechanical Handyman	Hwy. Equip. Oper. O5	Hwy. Equip. Oper. O6	-	Minnesota
-	Heavy Equip. Oper.	Heavy Equip. Oper. (Intern.)	Heavy Equip. Oper. (Intern.)	Mississippi
Heavy Equip. Mech. Appr.	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Missouri
Equip. Mechanic II	Maint. Man	Maint. Crew Leader	Dragline Oper.	Montana
Mechanic Helper	Maint. Man III	Maint. Man IV	Maint. Man V	Nebraska
Maint. Man III	Maint. Man I	Maint. Man II	Maint. Man III	Nevada
Auto Mechanic I	-	-	Spec. Equip. Oper.	New Hampshire
-	Hwy. Maintainer II	Hwy. Maintainer III	-	New Jersey
Trades Helper	Truck Driver	Equip. Oper.	Heavy Equip. Oper.	New Mexico
Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	New York
Auto Mechanic	Hwy. Equip. Oper.	Const. Equip. Oper.	Crane & Shovel Oper.	North Carolina
Man Mechanic	Truck Driver	Machine Oper. II & III	Machine Oper. IV & V	North Dakota
Mechanic Helper	Machine Oper. I	Equip. Oper.	Equip. Oper. 3 & 4	Ohio
Apprentice	Equip. Oper. I	Equip. Oper. II	Hwy. Worker 3 & 4	Oklahoma
Auto Mechanic I	Hwy. Worker 1	Equip. Oper. II	Equip. Oper. III	Oregon
Auto Mechanic I	Equip. Oper. I	Hwy. Maint. Man 3	Hwy. Maint. Man 4	Pennsylvania
Mechanical Trades Helper	Hwy. Maint. Man 1 & 2	Equip. Oper. III	Equip. Oper. IV	Rhode Island
Tradesman Helper	Equip. Oper. I & II	Motor Equip. Oper.	-	South Carolina
Mechanic Helper	Heavy Motor Equip. Oper.	Included in Skilled Laborer (11)	-	South Dakota
Auto Maint. Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Tennessee
Mechanic Helper	Dist. Heavy Equip. Oper.	Reg. Heavy Equip. Oper.	-	Texas
-	-	-	-	Utah
Mechanic	Lt. Equip. Oper.	Med. Equip. Oper.	Heavy Equip. Oper.	Vermont
Motor Equip. Repair B	Hwy. Maint. Man B	Equip. Oper. B	Equip. Oper. C	Virginia
Hwy. Equip. Mech. Helper	Hwy. Equip. Oper. A	Hwy. Equip. Oper. B	Hwy. Equip. Oper. C	Washington
Shop Asst.	-	Hwy. Equip. Oper. II	Hwy. Equip. Oper. III	West Virginia
Equip. Serviceman	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Wisconsin
-	-	-	-	Wyoming
Serviceman	Maintainer I	Maintainer II	Maintainer III	

TRAFFIC OPERATIONS PERSONNEL:					
	(19)	(20)	(21)	(22)	(23)
State	State Traffic Engineer	Assistant State Traffic Engineer	District Traffic Engineer	Assistant District Traffic Engineer	Traffic Supervisor
Alabama	State Traffic Engineer	Traffic Engineer III	Division Traffic Engr.	-	-
Alaska	State Traffic Engineer	Asst. State Traffic Engr.	District Traffic Engr.	-	-
Arizona	Asst. State Engineer	Traffic Engineer	District Traffic Engr.	-	-
Arkansas	Hwy. Admn. Officer IV	Hwy. Admn. Officer III	-	-	-
California	Traffic Engineer	Asst. Traffic Engr.	District Traffic Engr.	Asst. Dist. Traffic Engr.	-
Colorado	Traffic Engineer	Asst. Traffic Engr.	Traffic Safety Engr.	-	-
Connecticut	Director of Traffic	Asst. Director of Traffic	Dist. Special Services Engr.	Asst. District Special Services Engr.	District Traffic Engr.
Delaware	Chief, Bureau of Traffic	Operations Engineer	Hwy. Engr. III	Hwy. Engr. II	-
Florida	State Traffic Opers. Engr.	Deputy	Dist. Traffic Opers. Engr.	Asst. District Traffic Opers. Engr.	Traffic Supr.
Georgia	Civil Engr. VII	Civil Engr. V	Civil Engr. II & III	Traffic Survey Engr.	Traffic Engr. Tech.
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 Traffic	Dist. Traffic Engr.	-	Traffic Supr.
Iowa	Traffic & Safety Engr.	Traffic Engr.	-	-	-
Kansas	Hwy. Marking Engr.	Traffic Control Engr.	-	-	-
Kentucky	Director Div. Traffic	Asst. Director Div. Traffic	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	Traffic Supr.
Louisiana	Traffic & Planning Engr.	Asst. Traf. & Planning Engr.	Dist. Traffic Engr.	-	Sign & Traffic Supt.
Maine	Traffic Engineer	Civil Engr. III	Dist. Traffic Engr.	-	-
Maryland	Asst. Chief Engr., Traf. Oper.	-	-	-	-
Massachusetts	Traffic Engineer	Asst. Traffic Engr.	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	Traffic Maint. Engr.
Michigan	Engr. of Traffic & Safety	Asst. Engr. of Traf. & Safety	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	District Traffic Engr.
Minnesota	State Traffic Engr.	Asst. State Traffic Engr.	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	-
Mississippi	Traf. Control & Safety Engr.	Asst. Traffic Control & Safety Engr.	-	-	Engr. Aide IV
Missouri	(Incl. in 1)	Asst. Div. Engr., Traffic	(Incl. in 4)	Traffic Engr., Dist. Traffic Studies Engr.	-
Montana	Mgr., Traffic Design Unit	Asst. Mgr., Traffic Design Unit	-	Dist. Traffic Engr. I	-
Nebraska	Engineer VI	Engineer IV	-	-	-
Nevada	Chief Traffic Engr.	Hwy. Engr. 4, Traffic	Hwy. Engr. 2, Traffic	-	-
New Hampshire	Traffic Engineer	-	-	-	Traffic Maint. Supr.
New Jersey	Chief, Bureau of Traf. Engr.	-	-	-	-
New Mexico	Traffic Services Engr.	Asst. Traffic Services Engr.	Dist. Traffic Engr.	-	Supr. Traffic Control Devices Unit
New York	Dir., Traffic & Safety Div.	Bureau Director	Regional Traffic Engr.	Asst. Regional Traf. Engr.	Traffic Service Supr.
North Carolina	State Traffic Engr.	Asst. State Traffic Engr.	(Incl. in 3)	Asst. Division Engr.	-
North Dakota	Traffic Engineer	-	-	-	-
Ohio	State Traffic Engr.	Asst. State Traffic Engr.	Division Traffic Engr.	Asst. Div. Traffic Engr.	Hwy. Maint. Supt. 3
Oklahoma	Chief Traffic Engr.	Asst. Traffic Engr.	-	-	Traffic Supt.
Oregon	Traffic operations under direction of Maintenance Engineer				
Pennsylvania	Civil Engr. VI	Civil Engr. V	Civil Engr. IV Traffic Control Sp. III	Civil Engr. III	Chief Hwy. Maint. Supr., Traffic
Rhode Island	Hwy. Traffic Engr.	-	-	-	-
South Carolina	Traffic & Planning Engr.	Asst. Traf. & Planning Engr.	Dist. Traf. & Planning Engr.	Engr. Associate 2	-
South Dakota	State Traffic Engr.	-	Dist. Traffic Engr.	-	-
Tennessee	State Traffic Engr.	Asst. State Traffic Engr.	Regional Traffic Engr.	-	-
Texas	-	-	(Incl. in 4 & 5)	-	-
Utah	Traffic Engineer	Traffic Engineer	Dist. Traffic Engr.	-	-
Vermont	State Traffic Engr.	Asst. State Traffic Engr.	-	-	-
Virginia	State Traf. & Safety Engr.	Asst. Traf. & Safety Engr.	Hwy. Dist. Traffic Engr.	Hwy. Traffic Tech. Supr. Hwy. Traffic Tech. C	(Incl. in 21)
Washington	Traffic Engineer	Traffic Oper. Engr.	Dist. Traffic Engr.	Asst. Dist. Traffic Engr.	-
West Virginia	Dir., Traffic Engr. Div.	Asst. Dir., Traffic Engr. Div.	Regional Traffic Engr.	-	Regional Supr.
Wisconsin	Chief Traffic Engr.	Asst. Chief Traffic Engr.	Dist. Chief Traffic Engr.	Asst. Dist. Traffic Engr.	Traffic Supr.
Wyoming	State Traf. Oper. Engr.	-	Dist. Traffic Engr.	-	Traffic Opers. Supr.

(24)	(25)	(26)	(27)	State
<u>Sign Supervisor</u>	<u>Sign Shop Foreman</u>	<u>Traffic Signal & Lighting Foreman</u>	<u>Striper Foreman</u>	
-	Sign Shop Foreman	-	-	Alabama
-	-	-	-	Alaska
Hwy. Marking Supt.	Signing Supr.	Traffic Signal Supt.	Hwy. Marking Foreman	Arizona
Hwy. Sign Supr.	←	-	Hwy. Signmen II	Arkansas
Hwy. Supt. Sp. Crew	Hwy. Foreman	Hwy. Foreman	Hwy. Foreman	California
-	Sign Shop Foreman	Sr. Traffic Signal Tech.	-	Colorado
-	Supt., Portland Plant	Dist. Electrical Supr.	Signs & Marking Foreman	Connecticut
Hwy. Maint. Supt.	Traffic Sign Shop Supr.	Hwy. Maint. Supt.	Labor Foreman III	Delaware
-	Sign Shop Supt.	-	Hwy. Maint. Supr. I	Florida
Civil Engr. III	Hwy. Maint. Supt.	-	Hwy. Maint. Foreman II	Georgia
Traf. Sign & Marking Foreman	←	Traf. Signal & Hwy. Lighting Foreman	Traffic Marking Foreman	Hawaii
Painter Foreman	Sign Shop Supt.	Traffic Signal Supt.	Maint. Foreman (Striping)	Idaho
Engr. Tech. VIII	Silk Screen Oper.	-	Hwy. Maint. Labor Foreman	Illinois
Sign Shop Foreman	Sign Shop Foreman	Traffic Signal Foreman	Striper Foreman	Indiana
Sign Supr.	Sign Shop Foreman	Traffic Equip. Supt.	-	Iowa
-	Sign Shop Foreman	-	Hwy. Maint. Foreman 2	Kansas
Traffic Foreman	Hwy. Sign Painter	Traffic Sign Repairman	Striper Foreman	Kentucky
Sign Foreman	Sign Shop Foreman	Electrical Foreman	Striping Gang Foreman	Louisiana
-	Sign Shop Foreman	Electrician Foreman	Hwy. Maint. Man IV	Maine
-	Sign Shop Foreman	Traffic Signal Tech.	Foreman, Hwy. Markings	Maryland
Supr. of Traffic Equip.	Sign Shop Foreman	Traffic Electrician Foreman	Spray Painter Wkg. Foreman	Massachusetts
Hwy. Sign Supr.	Hwy. Sign Foreman	Hwy. Signal Supt.	Hwy. Sign Supt.	Michigan
Signing Supr.	Sign Shop HM Foreman	Hwy. Signal Tech. II	-	Minnesota
Supt. I	Supt. I	Electrical Serv. Foreman	Foreman II	Mississippi
-	Sign Shop Foreman	Supt. I	-	Missouri
-	Maint. Supr. I	Signal & Lighting Foreman	Maint. Man V	Montana
Engr. Assoc. III	Sign Shop Supt.	-	Maint. Foreman II	Nebraska
Sign Shop Supr.	-	Signal Maint. Supr.	Hwy. Maint. Foreman	Nevada
-	Sign Shop Foreman	-	Pavement Marking Foreman	New Hampshire
Supr. Signs & Traf. Lines	Foreman Sign Shop	Traffic Signal Foreman	Foreman, Hwy. Marking	New Jersey
Sign Shop Foreman	-	Electrical Foreman	Sign Tech. I	New Mexico
-	Sign Shop Supr.	Sign Tech. II	Labor Foreman	New York
Trades Foreman	Traffic Sign Shop Foreman	Electrician Foreman	(Incl. in 26)	North Carolina
Sign Supr.	←	Traffic Control Tech. II	Leadman	North Dakota
-	Sign Shop Foreman	Traffic Signal Foreman	Painter Foreman	Ohio
Hwy. Shop Foreman	-	-	Hwy. Traffic Marking Foreman	Oklahoma
Traffic Control Sp. I	Hwy. Maint. Foreman 3	(Incl. in 11)	Hwy. Maint. Foreman 2	Oregon
Hwy. Maint. Supr., Traffic	Sign Shop Foreman	Civil Engr. II	Hwy. Foreman	Pennsylvania
-	-	Traffic Control Sp. II	Hwy. Maint. Supr., Roads	Rhode Island
Sign Supr.	Hwy. Maint. Foreman II & III	Electrician Foreman	Foreman I-III	South Carolina
Sign & Marking Supt.	-	Electrician Foreman	-	South Dakota
Sign Supr.	-	-	-	Tennessee
Sign Shop Manager	Sign Shop Foreman	Signal Foreman	Hwy. Foreman	Texas
Sign Supr.	Sign Shop Foreman	Traffic Signal & Lighting Foreman	Marking Crew Leader	Utah
Sign Foreman	Hwy. Foreman	Hwy. Mg. Elec. Foreman A & B	(Incl. in 8)	Vermont
-	-	Traffic Signal Foreman	Hwy. Maint. Foreman	Virginia
Traffic Tech. V	Signman - Shop Supr.	Traf. Electronics Tech. III	Dist. Signman - Shop Foreman	Washington
Sign Supr.	Sign Shop Foreman	Traffic Signal & Lighting Foreman	Striper Foreman	West Virginia
State Signing Supr.	State Sign Shop Supr.	Elec. Engr.	Maint. Foreman II	Wisconsin
				Wyoming

TRAFFIC OPERATIONS PERSONNEL (Cont'd):

State	(28) <u>Sign Erection Foreman</u>	(29) <u>Sign Fabricator</u>	(30) <u>Sign Technician</u>	(31) <u>Traffic Signal & Lighting Technician</u>
Alabama	-	-	-	Traffic Signal Tech.
Alaska	-	Sign Painter	-	Traffic Control Specialist
Arizona	(Incl. in 27)	Carpenter, Painter, Trades Helper	Hwy. Maint. Man	Traffic Signal Repairman
Arkansas	(Incl. in 27)	(Incl. in 24)	(Incl. in 24)	-
California	Hwy. Foreman	Maint. Man II & III	-	Elec. Engr. Tech. I & II
Colorado	-	Sign Fabricator	-	Traffic Signal Tech. Trades Journeyman (Electrician)
Connecticut	-	Portland Plant Worker	-	Elec. Tech.
Delaware	Labor Foreman III	Traffic Sign Fabricator II	Traffic Sign Fabricator I	-
Florida	Sign Erector Foreman	Sign Technician	-	-
Georgia	Hwy. Maint. Foreman II	Skilled Laborer, Hwy. Maint.	-	Lineman Electrician
Hawaii	(Incl. in 24)	Sign Painter & Painter Apprentice Painter Painter	-	Traffic Signal Tech. II
Idaho	Sign Foreman	Painter	Sign Maint. Man II & III	-
Illinois	(Incl. in 27)	Sign Hangers	Hwy. Maint. Equip. Oper.	Traffic Signal Tech.
Indiana	Sign Erection Foreman	Sign Fabricator	Sign Technician	Traffic Equip. Tech.
Iowa	-	Sign Shop Worker 1, 2 & 3	-	-
Kansas	-	Sign Shop Worker	-	Traffic Signal Repairman
Kentucky	(Incl. in 24)	Hwy. Sign Painter	(Incl. in 24)	Statewide Signal Tradesman
Louisiana	Statewide Sign Foreman	Sign Tradesman	Statewide Sign Tradesman	Electrician
Maine	Hwy. Foreman	Sign Painter	-	Traffic Control Elec.
Maryland	Sign Foreman	Sign Fabricator	-	Traffic Elec. Foreman
Massachusetts	Spray Painter Working Foreman	Sign Painter & Letterer	-	Electrician
Michigan	Hwy. Sign Supt.	Sign Layout Foreman	Hwy. Sign Mechanic	Hwy. Signal Tech. I Electronic Tech.
Minnesota	(Incl. in 24-25)	Signman I Sign Shop Maint. Man Welder Painter	-	Electrician II
Mississippi	Foreman I	Painter	Silk-Screen Printer	Signal Electrician
Missouri	-	-	-	-
Montana	-	Maint. Man V	-	Sign Maint. Tech.
Nebreska	-	Sign Printer II	Sign Printer I	-
Nevada	Hwy. Maint. Foreman	Sign Painter	Silk Screen Oper.	Intricate Repairman
New Hampshire	Dist. Sign Supr. Heavy Sign Maint. Foreman	Sign Fabricator Sign Letterer	Trades Helper	Electrical Mech. I
New Jersey	(Incl. in 27)	Sign Fabricator	-	Hwy. Traffic Marking Supr. Electrician Maint. Man Electr.
New Mexico	Sign Foreman I	Sign Foreman II Sign Painter Sign Shop Worker, et al	-	Traffic Control Tech. I
New York	Labor Foreman	Traffic Sign Painter	Traffic Sign Erector	(Incl. in 24) Signal Electrician 1, 2 & 3 Signal Electrician Supr.
North Carolina	Traffic Service Foreman	-	Equipment Oper.	-
North Dakota	(Incl. in 24)	-	Sheet Metal Foreman	-
Ohio	Traffic Control Foreman Traffic Control Spec.	Sheet Metal Worker	-	-
Oklahoma	Sign Foreman	-	Signmaker II	-
Oregon	Hwy. Maint. Foreman I	(Incl. in 16-17)	-	(Incl. in 11) Civil Engr. II Traffic Control Sp. I
Pennsylvania	Hwy. Sign Foreman	Sign Tech. III	Sign Tech. I & II	Electronics Equip. Mech. Electrical Helper Electrician I & II
Rhode Island	Carpenter Foreman	-	-	-
South Carolina	(Incl. in 8)	(Incl. in 10-11)	-	-
South Dakota	-	-	-	-
Tennessee	-	-	-	-
Texas	-	-	-	-
Utah	Station Foreman	Sign Technician	Sign Technician	Electronics Tech. Field Electrician
Vermont	Sign Crew Leader	Sign Painter	Sign Technician	Traffic Signal & Lighting Tech.
Virginia	(Incl. in 8)	Hwy. Sign Fabricator	Traffic Tech. C	Hwy. Equip. Elec. Traffic Signal Tech. I, II et al
Washington	Hwy. Maint. Foreman	-	-	Traffic Electronics Tech. I & II
West Virginia	(Incl. in 27)	-	-	-
Wisconsin	Sign Erection Foreman	Sign Fabricator	Sign Technician	7
Wyoming	Maint. Foreman I	Tech. II-V	Maintainer II	Engr. Asst.

OTHER RELATED PERSONNEL:

(32)	(33)	(34)	(35)	State
<u>Striper Technician</u>	<u>Chief Engineer</u>	<u>Project Engineer</u>	<u>Clerk or Timekeeper</u>	
-	-	Project Engineer	Clerk	Alabama
-	-	-	Clerk-Typist	Alaska
Hwy. Maint. Man	State Hwy. Engr.	Civil Engr. Tech. IV	Office Clerk	Arizona
Hwy. Signman I	Chief Engineer	Civil Engr. I	Clerk II & III	Arkansas
Maint. Man II & III	State Hwy. Engr.	Civil Engr. III & IV	Hwy. Field Office Asst.	California
-	Chief Engineer	Resident Engineer	-	Colorado
Signs & Marking Maint.	Chief Engineer	Resident Engineer	General Foreman's Clerk	Connecticut
Equip. Oper. II	Chief Engineer	Project Engineer	-	Delaware
-	Secretary	-	Maint. Clerk	Florida
Hwy. Maint. Equip. Oper.	State Hwy. Engr.	Project Engineer	-	Georgia
Traffic Striping	Chief, Hwys. Div.	-	Account Clerk	Hawaii
Machine Oper.	State Hwy. Engr.	Area Engineer	Maint. Clerk	Idaho
-	Chief Transportation Engr.	Resident Engineer	Account Tech. II	Illinois
Hwy. Maint. Man	Chief Engineer	Resident Engineer	Stock Room Clerk	Indiana
Striper Tech.	Chief Engineer	Project Engineer	-	Iowa
Hwy. Maint. Man I & II	Chief Engineer	Resident Const. Engr.	District Clerk	Kansas
-	Chief Engineer	Resident Engineer	Timekeeper	Kentucky
Heavy Equip. Oper.	State Hwy. Engr.	Resident Engineer	Clerk II	Louisiana
Striping Machine Oper.	Chief Engineer	Project Engineer	Clerk III	Maine
Hwy. Maint. Man IV	Chief Engineer	Asst. Engr. to C.E. II	Shop Clerk	Maryland
Motor Equip. Oper.	Chief Engineer	Project Engineer	Clerk Tallyman	Massachusetts
Painter	Chief Engineer	Senior Civil Engr.	Account Clerk 05	Michigan
Hwy. Sign Mechanic	-	-	Clerk II	Minnesota
(Incl. in 29)	Deputy Commissioner	Project Engineer	Clerk I	Mississippi
Equip. Oper. II	Chief Engineer	Project Engineer	-	Missouri
-	Chief Engineer	Resident Engineer	Office Manager	Montana
-	Director of Hwys.	-	Hwy. Maint. Clerk	Nebraska
-	Director, State Engr.	Project Manager II	Hwy. Dist. Office Manager	Nevada
Spec. Equip. Oper.	State Hwy. Engr.	-	Acct. Clerk III	New Hampshire
Carriage Oper.	Deputy Commissioner & Chief Engr.	Project Engineer	Clerk IV	New Jersey
Trades Helper	Director, Engr. Opers.	Prin. Engr. Hwy.	Head Clerk	New Mexico
Hwy. Marker	State Hwy. Engr.	Project Engineer	Clerk II	New York
-	-	Project Supr.	-	North Carolina
Const. Equip. Oper.	Chief Engineer	Resident Engineer	Maint. Yard Foreman	North Dakota
Hwy. Equip. Oper.	Chief Engineer	Senior Engineer	Clerk Typist	Ohio
(Incl. in 17)	Chief Engineer	Project Engineer	Timekeeper	Oklahoma
Equipment Oper.	Chief Engineer	Resident Engineer	Hwy. Field Clerk II	Oregon
Painter	Deputy Director - Chief Engr.	Hwy. Engr. 4	(Incl. in 16)	Pennsylvania
-	State Hwy. Engr.	Sr. Resident Engr.	Clerk II	Rhode Island
(Incl. in 16-17)	Deputy Secretary & Chief Engr.	Const. Inspector Supr. II & III	Sr. Clerk Typist	South Carolina
Equip. Oper. I-IV	-	-	Clerk I-III	South Dakota
-	State Hwy. Engr.	Assoc. Res. Const. Engr.	Clerk I & II	Tennessee
-	-	Resident Const. Engr.	-	Texas
-	Director of Hwys.	-	Dist. Maint. Analyst	Utah
-	State Hwy. Engr.	Sr. Civil Engr.	?	Vermont
-	State Hwy. Engr.	Resident Engr.	Hwy. Timekeeper	Virginia
Heavy Equip. Oper.	State Hwy. Engr.	Sr. Resident Engr.	Maint. Div. Office Mgr.	Washington
Striper Technician	Chief Engineer	Project Engineer	Field Clerk	West Virginia
(Incl. in 8)	Hwy. Chief Engr.	Hwy. Const. Project Engr.	County Employee	Wisconsin
-	Director of Hwys.	Project Engineer	-	Wyoming
Centerline Paint Machine Oper.	State Hwy. Engr.	-	-	
Striper Technician	State Hwy. Engr.	Project Engineer	-	
Maintainer II	Supt. & Chief Engr.	Resident Engineer	-	

TRAFFIC OPERATIONS PERSONNEL:

State	(19) State Traffic Engineer			(20) Asst. State Traffic Engineer			(21) District Traffic Engineer			(22) Asst. Dist. Traffic Engineer			(23) Traffic Supervisor			(24) Sign Supervisor			(25) Sign Shop Foreman			(26) Traf. Signal & Lighting Foreman			(27) Striper Foreman						
	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.	Max.				
Alabama	1	985	1263	1	866	1064	8	717	1160	-	-	-	-	-	-	7	573	746	-	-	-	-	-	-	-	-	-				
Alaska	1	1699	2845	1	1466	2455	2	1466	2455	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Arizona	1	1563	1995	1	1301	1661	3	1188	1519	-	-	-	-	-	-	1	917	1140	1	847	1054	1	993	1236	8	729	882				
Arkansas	1	1058	1500	1	891	1265	-	-	-	-	-	-	-	-	4	377	535	-	-	-	-	-	-	-	4	324	460				
California	1	1810	2201	4	1564	1901	13	1349	1901	98	1166	1641	-	-	-	11	1111	1349	11	849	1031	26	849	1031	15	849	1031				
Colorado	1	1306	1750	1	1185	1588	2	1075	1440	-	-	-	-	-	-	-	-	1	693	928	6	727	975	-	-	-	-	-			
Connecticut	1	1489	1817	1	1342	1648	4	1094	1356	4	998	1211	4	896	1097	-	-	-	1	803	995	4	848	1045	4	762	947				
Delaware	1	1281	1806	1	1061	1481	2	1061	1481	2	787	1113	-	-	-	1	787	1113	1	712	1008	1	787	1113	2	613	823				
Florida	1	1453	2038	1	1335	1879	5	1225	1738	1	1061	1496	-	-	-	-	-	-	1	649	891	-	-	-	7	614	840				
Georgia	1	1443	2116	2	1193	1747	12	899	1443	9	746	1085	5	680	987	1	987	1443	1	620	899	-	-	-	8	565	819				
Hawaii	1	1153	1790	1	1046	1694	-	-	-	-	-	-	-	-	-	3	714	867	-	-	-	1	891	1083	1	598	725				
Idaho	1	1267	1752	1	1149	1590	5	945	1441	-	-	-	-	-	-	1	779	1068	1	706	968	1	779	1068	3	641	879				
Illinois	1	1730	2205	1	1485	1870	10	1350	1770	10	1190	1540	8	1004	1380	13	?	?	12	?	?	-	-	-	37	?	?				
Indiana	1	1420	1760	1	1262	1540	6	980	1210	-	-	-	2	786	980	12	525	607	6	475	580	6	723	926	6	723	926				
Iowa	1	1209	1700	1	1096	1542	-	-	-	-	-	-	-	-	-	-	-	-	1	610	818	1	707	947	6	673	902				
Kansas	1	992	1538	1	739	1149	-	-	-	-	-	-	-	-	-	-	-	-	1	608	944	-	-	-	6	551	856				
Kentucky	1	1549	1882	2	1405	1882	13	862	1213	4	676	1100	10	583	821	11	530	745	5	376	530	8	480	745	11	457	643				
Louisiana	1	1120	1520	1	1040	1440	7	880	1280	-	-	-	9	460	660	32	360	560	9	400	600	11	525	775	7	500	750				
Maine	1	1101	1475	-	-	-	3	862	1155	-	-	-	-	-	-	-	-	-	1	544	728	1	571	764	2	494	660				
Maryland	1	1633	2145	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	882	1159	1	817	1073	5	600	788				
Massachusetts	1	1495	1905	1	1373	1741	8	1238	1576	8	1115	1411	1	1115	1411	1	942	1187	1	819	1104	1	732	897	2	644	791				
Michigan	1	2203	2433	1	1839	2055	9	1576	1756	5	1343	1489	9	1387	1549	1	1150	1281	1	985	1090	1	1248	1376	8	1051	1155				
Minnesota	1	1491	1866	4	1326	1677	9	1226	1491	5	1090	1379	-	-	-	15	736	861	6	797	931	1	896	931	-	-	-	-	-		
Mississippi	1	1235	1739	1	1120	1577	-	-	-	-	-	-	4	655	922	1	655	922	1	655	922	1	655	922	6	539	758	-	-	-	
Missouri	-	-	-	1	1247	1493	-	-	-	16	904	1239	-	-	-	-	-	-	1	718	846	3	677	797	-	-	-	-	-		
Montana	1	1083	1352	1	909	1133	-	-	-	5	798	1087	-	-	-	-	-	-	1	870	920	-	-	-	11	798	848	-	-	-	
Nebraska	?	1244	1745	?	1066	1485	-	-	-	-	-	-	-	-	-	1	755	1035	1	665	904	?	665	904	3	555	750	-	-	-	
Nevada	1	1278	1543	1	1164	1404	2	924	1112	-	-	-	-	-	-	1	924	1112	-	-	-	-	-	-	6	736	883	-	-	-	
New Hampshire	1	1079	1364	-	-	-	-	-	-	-	-	-	-	-	-	1	614	770	-	-	-	1	495	614	1	594	744	8	495	614	
New Jersey	1	1492	2015	-	-	-	-	-	-	-	-	-	-	-	-	1	873	1178	1	791	1068	27	791	1068	6	754	1017	-	-	-	
New Mexico	1	1160	1500	1	1025	1350	2	860	1160	-	-	-	-	-	-	1	550	750	-	-	-	2	460	630	2	400	-	-	-	-	
New York	1	2424	2726	2	1967	2235	10	1599	1831	10	1293	1492	1	1293	1492	-	-	-	1	994	1155	10	795	928	20	597	-	-	-	-	
North Carolina	1	1453	1850	1	1258	1601	(Incl. in 3)	14	1258	1601	14	749	945	-	-	-	-	-	14	521	654	16	685	860	-	-	-	-	-	-	
North Dakota	1	1467	1833	-	-	-	-	-	-	-	-	-	-	-	-	8	624	780	-	-	-	1	982	1271	-	-	-	-	2	460	750
Ohio	1	1563	2107	1	1430	1936	12	1104	1612	12	844	1478	12	773	1007	12	773	1007	1	707	960	1	844	1085	25	698	894	-	-	-	
Oklahoma	1	1355	1850	1	1220	1670	-	-	-	-	-	-	6	645	895	-	-	-	-	-	-	-	-	-	-	5	520	720	-	-	-
Oregon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	824	909	36	786	866	(Incl. in 11)	113	748	824	-	-	-	-	-	-
Pennsylvania	1	1582	2022	2	1368	1746	11	1124	1436	44	972	1240	-	-	-	11	800	1020	1	626	800	11	840	1072	20	596	761	-	-	-	
Rhode Island	1	985	1415	-	-	-	-	-	-	-	-	-	1	680	815	1	590	690	-	-	-	1	560	725	1	590	690	-	-	-	
South Carolina	1	1185	1641	1	1103	1522	2	713	1415	1	502	669	-	-	-	-	-	-	6	536	830	7	575	772	10	467	830	-	-	-	
South Dakota	1	1130	1525	-	-	-	5	1080	1380	-	-	-	-	-	-	1	800	1075	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennessee	1	1258	1739	1	1176	1576	4	1060	1325	-	-	-	-	-	-	5	650	825	-	-	-	-	-	-	-	-	-	-	-	-	-
Texas	-	-	-	-	-	-	(Incl. in 4-5)	-	-	-	-	-	-	-	-	4	673	848	-	-	-	-	-	-	-	-	-	-	-	-	-
Utah	1	1267	1923	1	1064	1621	3	831	1469	-	-	-	-	-	-	1	753	1147	1	618	941	1	753	1147	6	618	941	-	-	-	-
Vermont	1	1215	1700	1	1078	1498	-	-	-	-	-	-	-	-	-	1	576	773	1	576	773	1	576	773	5	435	572	-	-	-	-
Virginia	1	1367	1708	2	1094	1367	8	876	1094	9	640	956	(Incl. in 21)	8	512	640	8	512	640	9	512	640	7	586	800	(Incl. in 8)	-	-	-	-	-
Washington	1	1465	1871	1	1266	1782	7	1148	1465	7	944	1205	-	-	-	-	-	-	-	-	-	-	4	816	1041	7	740	841	-	-	-
West Virginia	1	1360	1740	1	1235	1575	3	745	1295	-	-	-	3	540	915	1	705	1015	1	540	785	1	670	965	10	460	670	-	-	-	-
Wisconsin	1	1699	2209	4	1446	1882	8	1446	1882	5	1225	1598	8	947	1232	1	1030	1341	6	696	899	1	1030	1341	11	696	899	-	-	-	-
Wyoming	1	1227	1436	-	-	-	5	750	1034	-	-	-	1	837	1118	1	837	1118	1	775	1034	1	750	1206	5	616	822	-	-	-	-
1972 Average	-	-	1827	-	-	1633	-	-	1465	-	-	1302	-	-	1055	-	-	975	-	-	881	-	-	965	-	-	-	-	-	803	
1944 Average	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% Increase, 1972/1944	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% Increase, 1972/1971	-	-	6.3%	-	-	7.5%	-	-	3.9%	-	-	2.6%	-	-	5.8%	-	-	1.9%	-	-	7.6%	-	-	4.1%	-	-	-	-	6.2%		

OTHER RELATED PERSONNEL:

(28)			(29)			(30)			(31)			(32)			(33)			(34)			(35)			State			
Sign Erection Foreman			Sign Fabricator			Sign Technician			Traf. Signal & Lighting Technician			Striper Technician			Chief Engineer			Project Engineer			Clerk or Timekeeper						
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.	Max.	
-	-	-	-	-	-	-	-	-	18	454	836	-	-	-	-	-	252	717	958	102	316	806	Alabama				
-	-	-	2	876	1466	-	-	-	1	1266	2119	-	-	-	-	-	-	-	-	12	584	1015	Alaska				
-	-	-	8	522	830	24	639	830	20	639	888	40	639	830	1	2058	2627	38	993	1383	17	493	600	Arizona			
-	-	-	(Incl. in 24)	-	-	(Incl. in 24)	-	-	-	-	-	19	318	?	1	1493	1875	34	821	1390	24	318	451	Arkansas			
12	849	1031	12	772	937	-	-	-	155	791	1111	?	791	1111	1	2288	2478	330	1166	1417	87	651	791	California			
-	-	-	4	628	842	-	-	-	4	727	975	-	-	-	1	1750	2344	30	1075	1440	-	-	-	Colorado			
-	-	-	9	588	719	-	-	-	26	588	719	96	544	691	-	2020	2457	39	998	1211	19	565	691	Connecticut			
3	613	823	3	583	784	3	479	643	4	644	912	4	457	613	-	-	-	-	-	-	-	-	-	Delaware			
41	510	699	5	442	600	-	-	-	-	-	-	-	-	-	1	2762	2762	122	926	1289	192	509	699	Florida			
10	565	819	34	430	620	48	430	620	-	-	-	17	471	680	1	1747	2435	-	-	-	-	-	-	Georgia			
(Incl. in 24)	-	-	6	595	725	-	-	-	4	623	794	3	498	605	1	1336	2073	5	1046	1624	4	480	820	Hawaii			
6	641	879	2	478	879	17	478	798	3	461	879	-	-	-	1	-	2080	11	1042	1441	8	478	657	Idaho			
-	-	-	36	?	?	222	?	?	-	-	-	127	?	?	1	2670	3734	?	1150	1590	?	640	870	Illinois			
7	723	926	12	475	580	6	526	660	26	528	662	1	576	720	1	1760	2240	76	900	1116	41	423	489	Indiana			
-	-	-	?	433	707	-	-	-	3	581	779	20	478	707	1	1700	2391	23	994	1399	-	-	-	Iowa			
-	-	-	5	525	815	-	-	-	-	-	-	-	-	-	1	1552	2165	48	856	1329	28	432	670	Kansas			
(Incl. in 24)	-	-	5	340	480	(Incl. in 24)	-	-	28	376	643	22	376	530	1	1882	2125	116	710	1213	95	340	480	Kentucky			
3	380	580	22	320	470	9	320	470	25	320	470	21	420	620	1	1400	1900	66	880	1280	62	340	540	Louisiana			
1	630	841	2	470	630	-	-	-	2	494	660	?	630	?	1	1338	1792	157	728	1139	8	447	600	Maine			
27	600	788	7	408	788	-	-	-	15	600	852	13	476	730	1	2375	2375	109	882	1251	38	556	730	Maryland			
2	644	791	7	644	791	-	-	-	1	732	897	5	612	749	1	1853	2355	89	993	1299	1	507	607	Massachusetts			
8	1051	1155	1	960	1011	36	759	797	24	743	781	12	759	797	-	-	-	-	-	-	26	604	736	Michigan			
(Incl., 24-25)	-	-	49	604	708	-	-	-	16	628	861	(Incl. in 29)	-	-	1	1677	2122	33	1090	1379	25	408	516	Minnesota			
12	489	688	5	403	566	-	489	688	4	539	758	3	403	566	1	1502	2114	32	1016	1430	12	350	489	Mississippi			
-	-	-	-	-	-	-	-	-	24	639	751	-	-	-	1	2125	2125	68	970	1157	-	-	-	Missouri			
-	-	-	7	798	848	-	-	-	-	-	-	-	-	-	1	1983	1983	-	-	-	12	764	949	Montana			
-	-	-	3	435	580	4	385	509	3	525	800	-	-	-	1	1825	1825	20	865	1196	22	410	644	Nebraska			
1	736	883	2	843	1013	1	770	924	-	-	-	6	673	843	1	2171	2171	-	-	-	5	736	883	Nevada			
6	495	614	5	454	614	8	384	457	5	437	645	12	384	522	1	1692	1850	62	879	1189	7	420	577	New Hampshire			
-	-	-	5	562	759	-	-	-	90	684	923	27	536	723	1	2293	2981	209	1061	1432	9	651	879	New Jersey			
525	720	-	5	575	785	-	-	-	1	720	980	-	-	-	1	2000	2250	37	750	1250	10	345	480	New Mexico			
597	705	-	21	565	830	-	-	-	104	565	830	100	534	667	-	-	-	-	-	-	-	-	-	New York			
28	571	716	11	455	571	101	476	598	13	571	716	(Incl. in 17)	-	-	1	2228	2228	69	1088	1386	94	476	598	North Carolina			
(Incl. in 24)	-	-	-	-	-	18	458	565	(Incl. in 24)	-	-	4	439	731	1	1825	2133	37	1100	1467	27	300	525	North Dakota			
17	567	816	5	608	800	1	698	894	45	587	1007	22	608	800	1	1945	2408	201	1104	1612	88	567	724	Ohio			
7	520	720	-	-	-	4	370	520	-	-	-	-	-	-	1	1670	2245	27	1095	1505	88	350	490	Oklahoma			
121	712	786	(Incl., 16-17)	-	-	(Incl., 16-17)	-	-	(Incl., 16-17)	-	-	(Incl., 16-17)	-	-	1	1587	2536	62	1052	1344	(Incl. in 16)	-	-	Oregon			
66	596	761	2	541	691	14	490	626	11	840	1072	100	490	761	1	2022	2584	66	1072	1368	67	445	568	Pennsylvania			
1	560	750	-	-	-	-	-	-	2	535	605	-	-	-	-	-	-	-	-	-	5	360	455	Rhode Island			
(Incl. in 8)	(Incl., 10-11)	-	-	-	-	-	-	-	18	411	669	-	-	-	1	-	-	85	711	1201	110	337	669	South Carolina			
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	South Dakota			
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1576	2112	87	860	1060	99	395	530	Tennessee			
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2458	2458	373	1068	1437	-	-	-	Texas			
6	618	941	4	507	772	2	459	699	5	618	941	7	507	772	1	1544	2120	35	964	1331	6	618	941	Utah			
4	435	572	1	489	652	2	435	572	1	548	734	20	461	608	1	1626	2325	42	959	1325	27	435	572	Vermont			
(Incl. in 8)	13	430	536	8	640	800	18	470	612	(Incl. in 8)	-	-	-	-	1	1708	2133	44	800	1000	150	410	512	Virginia			
7	740	944	-	-	-	-	-	-	31	640	991	-	-	-	1	2833	2833	81	1041	1329	30	580	705	Washington			
-	-	-	-	-	-	-	-	-	4	460	825	10	439	466	1	1825	2235	-	-	-	150	413	465	West Virginia			
38	652	838	17	596	708	35	596	708	8	1205	1257	38	596	708	1	2044	2664	195	1030	1341	County Empl.	-	-	Wisconsin			
5	571	762	6	454	822	5	454	603	2	665	958	15	454	603	1	1750	1750	22	903	1206	-	-	-	Wyoming			
-	-	-	798	-	-	748	-	-	666	-	-	862	-	-	698	-	-	2295	-	1317	-	-	-	649 1972 Average			
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	142 1944 Average			
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	357 % Increase, 1972/1944			
6.3%	-	-	9.2%	-	-	3.1%	-	-	9.1%	-	-	9.7%	-	-	2.8%	-	-	2.6%	-	-	-	-	-	5.2% Increase, 1972/1971			

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (AS OF JULY 1, 1972)

MAINTENANCE PERSONNEL:									
State	(1) State Maintenance Engineer	(2) Asst. State Maintenance Engineer	(3) District Engineer	(4) District Maintenance Engineer	(5) Asst. Dist. Maintenance Engineer	(6) Resident Maintenance Engineer	(7) Area Supervisor	(8) Gang Foreman	(9) Sectionman
Alabama	1638	1199	1604	1377	-	1221	705	531	471
Alaska	2367	1699	2688	2057	1362	-	1692	1460	1357
Arizona	1876	1661	1995	1519	1661	-	976	-	-
Arkansas	1542	1295	1500	1073	913	817	617	-	-
California	2005	1732	2142	1495	1327	-	1230	940	874
Colorado	1528	-	1185	1257	1140	-	985	851	772
Connecticut	1545	1447	1605	1356	1208	-	1014	911	752
Delaware	2194	1806	-	1764	1554	1192	818	696	579
Florida	2146	1989	2099	1740	1631	1574	746	641	569
Georgia	1923	1591	1740	1344	1183	1044	789	656	558
Hawaii	1880	1790	1770	1624	-	-	1289	900	658
Idaho	1710	1340	1604	1109	-	-	-	871	788
Illinois	2060	1855	2160	1650	1480	1220	964	863	813
Indiana	1600	-	1443	1210	-	-	810	600	535
Iowa	1785	1542	1580	1377	-	1244	926	825	727
Kansas	1615	1465	1615	1465	931	-	931	744	744
Kentucky	1549	1475	1549	1144	998	740	650	612	550
Louisiana	1520	1440	1520	1340	1280	1200	700	550	-
Maine	1419	1288	1288	868	1168	-	882	764	518
Maryland	2145	1803	1947	1706	-	1299	1031	773	-
Massachusetts	1905	1741	1905	1576	1411	-	970	837	749
Michigan	2318	2238	-	1813	1622	1331	1215	1035	-
Minnesota	2122	1814	1886	1677	1253	(Incl. in 4)	1090	936	673
Mississippi	1656	1577	1729	1468	1430	-	836	617	348
Missouri	1625	1493	1528	1323	1135	-	883	780	697
Montana	1666	1115	-	1217	-	-	899	-	895
Nebraska	1483	?	1393	1014	-	-	863	639	603
Nevada	1697	1543	1697	-	1543	-	1164	967	870
New Hampshire	1680	1364	1364	-	1189	847	770	614	614
New Jersey	1847	-	2030	1590	1246	-	1053	885	803
New Mexico	1556	1350	1487	1216	-	-	852	741	573
New York	2998	2400	2838	2100	1438	1650	-	930	676
North Carolina	1850	1319	1601	1198	1088	822	685	676	498
North Dakota	1683	1420	1585	-	1460	-	938	790	670
Ohio	2011	1792	1868	1497	1373	844	735	670	707
Oklahoma	1505	1425	1505	-	1425	1160	-	655	-
Oregon	1987	1802	1802	-	1482	1344	-	866	786
Pennsylvania	1802	1557	2088	1280	1106	-	1003	678	-
Rhode Island	1450	-	-	-	-	-	660	560	515
South Carolina	1623	1332	1482	1262	-	965	-	602	-
South Dakota	1575	1315	1425	1195	-	905	800	-	725
Tennessee	1502	1363	1585	1190	1065	960	575	770	475
Texas	1792	-	1758	1455	1219	-	1073	843	598
Utah	1702	1267	1544	1206	-	-	964	791	852
Vermont	1547	1418	1665	1217	701	-	856	698	572
Virginia	1558	1194	1558	1194	-	1044	700	560	-
Washington	2062	1615	1799	1538	1396	1148	-	944	740
West Virginia	1655	1500	1430	1144	-	-	760	562	480
Wisconsin	2062	1721	2120	1756	1476	-	1065	-	-
Wyoming	1482	-	1482	1341	-	-	811	-	697
1972 Average	1789	1560	1721	1408	1291	1117	909	769	677

(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	
Common Laborer	Skilled Laborer	Shop Supt.	Garage or Shop Foreman	Mechanic	Mechanic Helper	Equipment Operator I	Equipment Operator II	Equipment Operator III	State
345	591	927	792	632	465	405	511	640	Alabama
939	1228	1773	1572	1287	1011	1011	1171	1261	Alaska
-	571	1383	888	790	739	645	739	790	Arizona
328	496	821	-	503	404	329	419	514	Arkansas
700	-	1450	1114	938	736	700	810	-	California
548	-	893	810	735	635	?	735	772	Colorado
506	692	-	911	703	650	-	646	693	Connecticut
441	448	927	843	637	505	478	526	639	Delaware
392	514	-	786	657	417	442	536	620	Florida
365	485	895	761	553	384	384	414	543	Georgia
450	744	890	795	726	527	490	630	747	Hawaii
544	615	-	902	750	553	441	607	728	Idaho
752	-	-	-	970	852	813	1002	827	Illinois
423	459	570	525	500	459	459	500	525	Indiana
-	-	-	818	706	598	557	653	-	Iowa
422	438	945	809	695	512	479	590	674	Kansas
343	372	774	612	491	372	372	453	499	Kentucky
-	335	690	700	500	425	440	480	620	Louisiana
368	571	927	693	600	470	427	518	600	Maine
450	516	920	852	715	-	614	663	730	Maryland
607	638	1657	897	749	638	-	-	749	Massachusetts
778	1035	-	1035	1035	-	731	778	-	Michigan
515	516	1134	1008	828	654	861	-	-	Minnesota
382	561	-	633	598	522	440	496	588	Mississippi
-	-	912	775	655	536	512	595	651	Missouri
702	722	856	899	823	755	755	789	823	Montana
(Incl. in 16)	(Incl. in 17)	804	648	598	525	478	539	587	Nebraska
541	703	1220	1061	902	-	-	-	840	Nevada
403	518	1153	724	606	438	467	500	-	New Hampshire
560	703	1187	930	803	544	599	660	803	New Jersey
305	430	749	658	568	495	360	461	539	New Mexico
576	737	1133	852	770	616	580	615	820	New York
432	586	1036	717	573	521	445	510	585	North Carolina
-	565	780	-	650	480	-	560	-	North Dakota
567	698	773	707	655	587	508	546	608	Ohio
402	-	720	727	580	430	437	504	542	Oklahoma
558	909	1001	909	786	679	646	712	748	Oregon
459	645	956	866	678	506	558	616	678	Pennsylvania
420	455	-	-	-	455	490	455	-	Rhode Island
394	489	-	715	555	440	-	-	-	South Carolina
450	580	-	805	590	475	450	560	635	South Dakota
375	400	670	475	400	-	400	420	-	Tennessee
364	650	1010	847	-	-	-	-	-	Texas
426	633	964	852	682	665	507	603	665	Utah
448	571	1373	870	672	557	474	501	647	Vermont
360	490	956	670	536	430	430	470	536	Virginia
609	778	1148	944	816	640	-	816	944	Washington
378	503	752	608	479	-	415	453	497	West Virginia
-	-	916	750	673	534	479	539	623	Wisconsin
-	-	916	750	673	534	479	539	623	Wyoming
484	600	991	817	688	554	525	598	680	1972 Average

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (AS OF JULY 1, 1972) - PAGE 2

State	TRAFFIC OPERATIONS PERSONNEL:							
	(19) State Traffic Engineer	(20) Asst. State Traffic Engineer	(21) District Traffic Engineer	(22) Asst. Dist. Traffic Engineer	(23) Traffic Supervisor	(24) Sign Supervisor	(25) Sign Shop Foreman	(26) Traf. Signal & Lighting Foreman
Alabama	1021	958	893	-	-	-	721	-
Alaska	1699	1466	1523	-	-	-	-	-
Arizona	1995	1661	1488	-	-	1140	1054	1383
Arkansas	1500	1193	-	-	-	444	-	-
California	2005	1732	1625	1404	-	1230	940	940
Colorado	1528	1386	1257	-	-	-	810	851
Connecticut	1817	1648	1217	1201	1063	-	995	1045
Delaware	1481	1218	1218	912	-	912	827	912
Florida	1879	1661	1400	1131	-	-	810	-
Georgia	1604	1325	1189	834	729	1138	712	-
Hawaii	1624	1403	-	-	-	867	-	1083
Idaho	1477	1340	1150	-	-	945	817	901
Illinois	2060	1900	1650	1480	1295	919	880	-
Indiana	1680	1420	1186	-	900	580	500	800
Iowa	1619	1399	-	-	-	-	742	859
Kansas	1168	1094	-	-	-	-	899	-
Kentucky	1549	1440	1037	882	665	580	473	662
Louisiana	1520	1440	1280	-	660	560	600	775
Maine	1288	-	1009	-	-	-	660	693
Maryland	Vacant	-	-	-	-	-	1114	1031
Massachusetts	1905	1741	1576	1411	1411	1187	1104	897
Michigan	2318	1947	1665	1416	1467	1215	1035	1312
Minnesota	1744	1540	1326	1134	-	828	931	1049
Mississippi	1502	1430	-	-	697	688	655	758
Missouri	-	1437	-	1063	-	-	846	797
Montana	1218	1021	-	899	-	-	895	-
Nebraska	?	?	-	-	-	891	875	?
Nevada	1543	1404	1112	-	-	1112	-	-
New Hampshire	1364	-	-	-	770	-	614	744
New Jersey	1753	-	-	-	-	1025	929	929
New Mexico	1250	1205	1017	-	-	750	-	587
New York	2500	2100	1770	1440	1492	-	1034	920
North Carolina	1850	1601	(Incl. in 3)	1386	822	-	571	749
North Dakota	1560	-	-	-	-	705	-	-
Ohio	1792	1716	1242	1064	844	1026	800	982
Oklahoma	1505	1425	-	-	746	-	-	-
Oregon	Traffic Operations under direction of Maintenance Personnel					909	866	(Incl. in 11)
Pennsylvania	1802	1557	1280	1106	-	1005	713	959
Rhode Island	1170	-	-	-	800	660	-	615
South Carolina	1623	1447	1129	548	-	-	726	675
South Dakota	1375	-	1195	-	-	840	-	-
Tennessee	1502	1298	1190	-	-	735	-	-
Texas	-	-	(Incl., 4-5)	-	-	795	-	-
Utah	1469	1267	1147	-	-	1147	735	1013
Vermont	1574	1364	-	-	-	672	719	726
Virginia	1708	1367	956	730	(Incl. in 21)	560	560	670
Washington	1696	1528	1329	1093	-	-	-	991
West Virginia	1655	1500	945	-	710	915	635	915
Wisconsin	2131	1730	1582	1434	1066	1230	886	1341
Wyoming	1331	-	892	-	978	978	905	978
1972 Average	1630	1470	1265	1128	951	884	805	898

OTHER RELATED PERSONNEL:

(27)	(28)	(29)	(30)	(31)	(32)	(33)	(34)	(35)	State
Striper Foreman	Sign Erection Foreman	Sign Fabricator	Sign Technician	Traf. Signal & Lighting Technician	Striper Technician	Chief Engineer	Project Engineer	Clerk or Timekeeper	
-	-	-	-	594	-	-	883	535	Alabama
-	-	1171	-	1692	-	-	-	797	Alaska
845	←	726	715	786	715	2627	1236	571	Arizona
422	←	(Incl. in 24)	(Incl. in 24)	-	363	1875	1149	447	Arkansas
940	940	855	-	951	951	2383	2292	721	California
-	-	735	-	851	-	2048	1257	-	Colorado
947	-	663	←	676	657	Vacant	1292	634	Connecticut
709	709	675	555	748	529	-	-	-	Delaware
760	623	550	-	-	-	2762	1106	689	Florida
577	660	496	451	-	487	2435	-	-	Georgia
726	(Incl. in 24)	691	-	695	595	1880	1417	719	Hawaii
767	750	647	590	719	-	2080	1191	574	Idaho
863	←	927	813	-	813	3200	1350	790	Illinois
790	785	500	590	580	650	1850	1070	459	Indiana
799	-	566	-	623	631	2169	1184	-	Iowa
?	-	730	-	-	-	1964	1214	612	Kansas
534	(Incl. in 24)	391	(Incl. in 24)	469	440	1882	961	410	Kentucky
650	440	425	375	400	520	1750	1280	540	Louisiana
600	764	571	-	600	643	1565	933	582	Maine
788	773	715	-	788	651	2375	1136	702	Maryland
791	791	791	-	897	749	2355	1259	607	Massachusetts
1103	1103	985	778	762	778	-	-	705	Michigan
-	(Incl., 24-25)	679	←	779	(Incl. in 29)	2333	1226	442	Minnesota
620	577	523	-	588	499	1917	1359	377	Mississippi
-	-	-	-	728	-	2125	1153	-	Missouri
823	-	823	-	-	-	1983	-	856	Montana
626	-	518	457	589	-	1825	1010	489	Nebraska
883	883	1013	924	-	843	2171	-	883	Nevada
614	614	614	457	645	522	1850	1030	515	New Hampshire
885	←	660	-	803	629	2636	1246	765	New Jersey
400	658	749	-	900	-	2165	997	348	New Mexico
705	700	800	-	700	600	-	-	-	New York
-	625	498	521	625	(Incl. in 17)	2228	1198	521	North Carolina
670	(Incl. in 24)	-	560	(Incl. in 24)	560	1875	1225	445	North Dakota
773	655	707	825	735	735	2193	1242	630	Ohio
602	599	-	453	-	-	1670	1190	414	Oklahoma
824	786	(Incl., 16-17)	-	(Incl., in 11)	(Incl., 16-17)	2536	1344	(Incl. in 16)	Oregon
678	678	616	558	956	?	2278	1220	506	Pennsylvania
660	615	-	-	585	-	-	-	420	Rhode Island
624	(Incl. in 8)	(Incl., 10-11)	-	574	-	2142	885	475	South Carolina
-	-	-	-	-	-	-	-	-	South Dakota
-	-	-	-	-	-	?	960	460	Tennessee
-	-	-	-	-	-	2458	1260	-	Texas
852	852	633	507	699	618	1702	1147	852	Utah
477	441	515	471	626	477	2228	1209	503	Vermont
(Incl. in 8)	(Incl. in 8)	470	700	536	(Incl. in 8)	2133	876	450	Virginia
857	857	-	-	857	-	2833	1266	672	Washington
609	←	-	-	555	446	1915	-	433	West Virginia
869	838	663	686	?	693	2434	1226	County Empl.	Wisconsin
718	667	638	529	812	529	1750	1190	-	Wyoming
730	719	674	596	726	619	2160	1192	578	1972 Average

MAINTENANCE QUESTIONNAIRE ON POLICIES AFFECTING MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL AS OF JULY 1, 1972

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																
			State Plan				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	Minimum	Yrs. of /Yr. Service	Maximum	Yrs. of /Yr. Service	3B	3B1	3B2	3B3	3B4
Alabama	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	-	x	-	-	104	0 to 10	156	10+	Yes	240	-	x	-	-
Alaska	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	65	-	x	-	-	112½	0 to 2	275	10+	Yes	450	-	x	-	-
Arizona	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	-	x	-	-	96	1 to 2	168	15+	Yes	240	-	x	-	-
Arkansas	-	-	-	x	-	-	-	-	-	-	-	-	-	Yes	Policy	67	-	x	-	-	96	1 to 10	144	15+	Yes	184	-	x	-	-
California	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	67	-	x	-	-	80	0 to 3	160	24+	Yes	320	-	x	-	-
Colorado	-	x	-	-	-	x	-	-	-	-	-	x	-	Yes	Policy	67	-	x	-	-	96	1 to 5	168	15+	Yes	168	-	x	-	-
Connecticut	x	-	-	-	-	x	-	-	-	-	x	-	-	Yes	Statute	70	-	x	-	-	105	1 to 20	140	25+	Yes	840	-	x	-	-
Delaware	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	68	-	x	-	-	112½	1 to 10	157½	15+	Yes	315	-	x	-	-
Florida	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	65	-	x	-	-	104	1 to 5	156	10+	Yes	240	x	-	-	-
Georgia	25	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	65	x	-	-	-	120	1 to 5	168	10+	Yes	360	x	-	-	-
Hawaii	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	-	x	-	-	168	0 to any	168	Any	Yes	720	x	-	-	-
Idaho	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	-	x	-	-	96	0 to 5	168	15+	Yes	240	x	-	-	-
Illinois	-	-	-	x	-	-	-	-	-	-	-	-	-	No	-	-	-	x	-	-	80	1 to 7	160	15+	Yes	160	-	x	-	-
Indiana	-	-	x	-	-	x	-	-	-	-	-	-	-	Yes	Policy	65	-	x	-	-	96	0 to 9	160	20+	Yes	No limit	-	x	-	-
Iowa	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	x	-	-	-	40	0 to 1	160	12+	Yes	160	x	-	-	-
Kansas	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	65	-	x	-	-	96	1 to 10	144	15+	Yes	192	-	x	-	-
Kentucky	-	-	x	-	-	x	-	-	-	-	-	-	-	Yes	Statute	65	-	x	-	-	90	0 to 5	157½	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	215	20+	Yes	270	-	x	-	-
Maryland	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	-	x	-	-	80	1 to 5	200	20+	Yes	240	-	x	-	-
Massachusetts	x	-	-	-	-	x	-	-	-	-	-	x	-	Yes	Statute	70	x	-	-	-	80	1 to 5	160	10+	Yes	160	-	x	-	-
Michigan	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	x	-	-	-	120	1 to 5	184	20+	Yes	240	x	-	-	-
Minnesota	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	-	x	-	-	78	½ to 2	208	30+	Yes	208	-	x	-	-
Mississippi	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	65	-	x	-	-	96	0 to any	96	Any	Yes	296	-	x	-	-
Missouri	-	-	-	x	-	x	-	-	-	-	-	-	-	Yes	Statute	70	-	x	-	-	120	0 to 15	168	20+	Yes	336	-	x	-	-
Montana	-	-	-	x	-	x	-	-	-	-	-	-	-	Yes	Policy	65	-	x	-	-	120	0 to 10	192	20+	Yes	240	x	-	-	-
Nebraska	-	-	-	x	-	x	-	-	-	-	-	-	-	Yes	?	?	x	-	-	-	80	1 to 9	160	20+	No	-	-	x	-	-
Nevada	x	-	-	-	-	x	-	-	-	-	-	x	-	Yes	Statute	65	-	x	-	-	120	½ to 10	168	15+	Yes	240	x	-	-	-
New Hampshire	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	x	-	-	-	120	½ to any	120	Any	Yes	240	x	-	-	-
New Jersey	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	70	x	-	-	-	96	0 to 10	160	20+	Yes	160	x	-	-	-
New Mexico	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	68	-	x	-	-	120	0 to any	120	Any	Yes	240	x	-	-	-
New York	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	x	-	-	-	104	1 to 7	160	8+	Yes	240	x	-	-	-
North Carolina	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	65	-	x	-	-	120	0 to any	120	Any	Yes	240	-	x	-	-
North Dakota	-	-	-	x	-	x	-	-	-	-	-	-	-	Yes	Policy	65	-	x	-	-	96	0 to 3	192	19+	Yes	240	-	x	-	-
Ohio	-	x	-	-	-	x	-	-	-	-	-	x	-	Yes	Statute	70	-	x	-	-	80	1 to 9	160	20+	Yes	320	x	-	-	-
Oklahoma	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Both	65	-	x	-	-	120	1 to 5	144	5+	Yes	384	-	x	-	-
Oregon	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	65	-	x	-	-	80	1 to 5	160	20+	Yes	200	-	x	-	-
Pennsylvania	-	-	-	x	-	x	-	-	-	-	-	-	-	No	-	-	-	x	-	-	112½	1 to 15	150	16+	Yes	225	x	-	-	-
Rhode Island	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	x	-	-	-	105	½ to 10	176	20+	Yes	176	x	-	-	-
South Carolina	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	72	-	x	-	-	120	0 to any	120	Any	Yes	360	-	x	-	-
South Dakota	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	67	-	x	-	-	120	0 to 15	160	15+	Yes	320	x	-	-	-
Tennessee	-	-	-	x	-	x	-	-	-	-	-	x	-	Yes	Policy	65	-	x	-	-	96	0 to 5	144	5+	Yes	336	-	x	-	-
Texas	-	-	x	-	-	x	-	-	-	-	-	-	-	Yes	Policy	65	-	x	-	-	80	0 to 15	160	20+	Yes	320	x	-	-	-
Utah	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	65	x	-	-	-	96	1 to 5	144	10+	Yes	240	x	-	-	-
Vermont	-	x	-	-	-	x	-	-	-	-	-	x	-	Yes	Statute	65	-	x	-	-	96	0 to 5	144	15+	Yes	280	-	x	-	-
Virginia	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Policy	70	-	x	-	-	96	1 to 5	144	10+	Yes	288	-	x	-	-
Washington	-	x	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	70	-	x	-	-	96	1 to 2	176	26+	Yes	240	x	-	-	-
West Virginia	-	-	x	-	-	x	-	-	-	-	-	-	-	No	-	-	-	x	-	-	120	0 to 5	192	15+	Yes	240	-	x	-	-
Wisconsin	x	-	-	-	-	x	-	-	-	-	-	-	-	Yes	Statute	65	-	x	-	-	80	1 to 5	200	25+	No	-	-	x	-	-
Wyoming	-	-	-	x	-	x	-	-	-	-	-	-	-	Yes	Policy	70	-	x	-	-	96	0 to 10	144	20+	Yes	208	-	x	-	-

INSURANCE

5. Are your maintenance and operations employees protected by a wholly or partially 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 wholly or partially 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

HA	Annual Sick Leave Schedule		INSURANCE										UNIONIZATION			SERVICE AWARDS 9	State									
	Minimum	Maximum	Cumulative		Hospitalization				Life Insurance				Public Liability		National Union			Local								
	Hrs. of /Yr. Service	Hrs. of /Yr. Service	4B	Maximum	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	Any	Yes	No limit	-	x	-	-	-	-	-	x	-	x	-	-	No	-	-	Yes	-	x	Yes	Alabama	
112½	0 to any	112½	Any	Yes	No limit	x	-	-	-	x	-	-	-	x	-	-	-	No	-	-	Yes	-	x	Yes	Alaska	
96	0 to any	96	Any	Yes	No limit	-	x	-	-	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	Yes	Arizona	
96	1 to any	96	Any	Yes	720	-	-	-	x	-	-	-	x	-	-	x	-	-	-	-	Yes	-	x	Yes	Arkansas	
96	0 to any	96	Any	Yes	No limit	-	x	-	-	-	-	-	x	x	-	-	-	-	-	-	Yes	-	x	Yes	California	
120	0 to any	120	Any	Yes	No limit	-	x	-	-	-	-	-	x	x	-	-	x	No	-	-	Yes	-	x	Yes	Colorado	
105	1 to any	105	Any	Yes	No limit	-	x	-	-	-	-	-	x	x	-	-	-	Yes	-	x	Yes	-	x	Yes	Connecticut	
112½	1 to 10	135	15+	Yes	675	-	x	-	-	-	-	-	x	x	-	-	-	-	-	-	Yes	-	x	Yes	Delaware	
104	1 to 5	104	10+	Yes	No limit	x	-	-	-	-	-	-	x	x	-	-	-	-	-	-	Yes	-	x	Yes	Florida	
120	?	?	?	Yes	720	x	-	-	-	x	-	-	-	x	-	-	-	No	-	-	No	-	-	Yes	Georgia	
168	0 to any	168	Any	Yes	No limit	-	x	-	-	-	x	-	-	-	-	-	x	No	-	-	Yes	-	x	Yes	Hawaii	
96	0 to any	96	Any	Yes	No limit	-	x	-	-	-	x	-	-	x	-	-	-	No	-	-	Yes	-	x	Yes	Idaho	
96	1 to any	96	Any	Yes	No limit	-	x	-	-	-	x	-	-	x	-	-	-	Yes	-	x	Yes	-	x	No	Illinois	
96	0 to any	96	Any	Yes	No limit	x	-	-	-	-	-	-	x	Pl.	-	-	-	-	-	-	Yes	-	x	Yes	Indiana	
240	0 to any	240	Any	Yes	720	-	x	-	-	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	Yes	Iowa	
96	0 to any	96	Any	Yes	No limit	-	x	-	-	-	-	-	x	-	-	x	-	Yes	-	x	Yes	-	x	No	Kansas	
90	0 to any	90	Any	Yes	900	-	-	-	x	-	-	-	-	-	-	x	-	No	-	-	-	-	-	-	Yes	Kentucky
96	0 to 3	144	10+	Yes	No limit	x	-	-	-	x	-	-	-	-	-	-	-	Yes	-	x	Yes	-	x	Yes	Louisiana	
108	0 to any	108	Any	Yes	810	-	x	-	-	-	-	-	x	x	-	-	-	Yes	-	x	Yes	-	x	No	Maine	
240	0 to any	240	Any	Yes	800	-	x	-	-	-	-	-	x	Pl.	-	-	-	Yes	-	x	Yes	-	x	Yes	Maryland	
120	1 to any	120	Any	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	Any	Yes	No limit	-	x	-	-	-	-	-	x	-	-	-	-	No	-	-	No	-	-	-	Yes	Mississippi
120	0 to any	120	Any	Yes	960	-	-	-	x	-	-	-	-	x	-	-	-	Yes	-	x	Yes	-	x	Yes	Missouri	
120	1 to ?	?	?	Yes	No limit	x	-	-	-	x	-	-	-	-	-	-	x	Yes	-	x	Yes	-	x	Yes	Montana	
96	-	-	-	Yes	960	-	-	-	x	-	-	-	-	x	-	-	-	Yes	-	x	Yes	-	x	Yes	Nebraska	
120	0 to any	120	Any	Yes	720+	-	x	-	-	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	Yes	Nevada	
120	½ to any	120	Any	Yes	720	-	x	-	-	-	-	-	-	-	-	-	-	No	-	-	Yes	-	x	Yes	New Hampshire	
96	0 to 1	120	1+	Yes	No limit	-	x	-	-	-	-	-	-	-	-	-	x	Yes	-	x	Yes	-	x	Yes	New Jersey	
96	0 to any	96	Any	Yes	960	x	-	-	-	x	-	-	-	-	-	-	x	No	-	-	No	-	-	-	Yes	New Mexico
104	0 to any	104	Any	Yes	1320	x	-	-	-	-	-	-	-	-	-	-	-	No	-	-	Yes	-	x	No	New York	
80	0 to any	80	Any	Yes	No limit	-	x	-	-	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	Yes	North Carolina	
96	0 to any	96	Any	Yes	No limit	-	x	-	-	-	-	-	x	x	-	-	-	Yes	-	x	Yes	-	x	Yes	North Dakota	
120	0 to any	120	Any	Yes	960	-	x	-	-	-	-	-	x	-	-	-	-	No	-	-	Yes	-	x	Yes	Ohio	
120	1 to any	120	Any	Yes	360	-	x	-	-	-	-	-	-	-	-	-	x	No	-	-	No	-	-	-	Yes	Oklahoma
96	0 to any	96	Any	Yes	No limit	x	-	-	-	-	-	-	x	x	-	-	-	No	-	-	Yes	-	x	Yes	Oregon	
112½	1 to any	112½	Any	Yes	675	-	x	-	-	-	-	-	x	x	-	-	-	Yes	-	x	No	-	-	-	Yes	Pennsylvania
130	0 to any	130	Any	Yes	960	x	-	-	-	x	-	-	-	-	-	-	x	Yes	-	x	Yes	-	x	Yes	Rhode Island	
120	0 to any	120	Any	Yes	720	-	x	-	-	-	-	-	-	-	-	-	-	x	No	-	-	Yes	-	x	Yes	South Carolina
112	?	?	?	Yes	672	-	-	-	x	-	-	-	-	x	-	-	-	Yes	-	x	Yes	-	x	Yes	South Dakota	
96	0 to any	96	Any	Yes	960	x	-	-	-	x	-	-	-	-	-	-	-	No	-	-	No	-	-	-	Yes	Tennessee
96	0 to any	96	Any	Yes	192	-	x	-	-	-	-	-	-	-	-	-	-	No	-	-	Yes	-	x	Yes	Texas	
96	0 to any	96	Any	Yes	No limit	x	-	-	-	-	-	-	-	-	-	-	-	No	-	-	Yes	-	x	Yes	Utah	
96	0 to 5	280	15+	Yes	No limit	-	x	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes	-	x	Yes	Vermont	
120	0 to any	120	Any	Yes	No limit	-	x	-	-	-	-	-	-	-	-	-	-	No	-	-	-	-	-	-	Yes	Virginia
96	0 to any	96	Any	Yes	960	x	-	-	-	-	-	-	-	Pl.	-	-	-	Yes	-	x	Yes	-	x	Yes	Washington	
144	0 to any	144	Any	Yes	720	-	x	-	-	-	-	-	-	x	-	-	-	No	-	-	No	-	-	-	No	West Virginia
104	0 to any	104	Any	Yes	No limit	-	x	-	-	-	-	-	-	x	-	-	-	No	-	-	Yes	-	x	No	Wisconsin	
96	0 to any	96	Any	Yes	960	-	x	-	-	-	-	-	-	x	-	-	-	No	-	-	Yes	-	x	Yes	Wyoming	

WORKING CONDITIONS

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. Harsh 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?

WORKING CONDITIONS (Cont'd)

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)
 - 16A. If answer is "Yes," is payment based on:
 - a. Actual
 - b. Actual with a Maximum
 - c. Per Diem
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

LANE MII
20.
21.
22.

MAINTENANCE RESPONSIBILITY

18. Is the physical placement and maintenance of signing and marking the responsibility of the Maintenance Division?
 - a. Original Placement of Highway Markers
 - b. Replacement and Maintenance of Highway Markers
 - c. Pavement Marking
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

State	Salary Basis				Working Hours per Day Week			Adjustment for Overtime			Travel Expenses														
	10a	10b	10c	10d	10A	10B	10Bn	10Bb	10Bc	11	11A	12a	12b	13	14	15	16	Meals			Lodging				
																		16Aa	16Ab	16Ac	16Aa	16Ab	16Ac		
Alabama	-	Both	Monthly	Hourly	8	40	Yes	Str. or Comp.	Str. or Comp.	Str. or Comp.	Yes	Yes	No	Yes	Yes	Yes	Yes	-	-	x	-	-	x		
Alaska	Monthly	-	-	-	7½	37½	Yes	1½	1½	1½	Yes	Yes	Yes	No	Yes	Yes	No	-	-	x	-	-	x		
Arizona	Monthly	-	-	-	8	40	Yes	1½	None	1½	Yes	Yes	Yes	No	No	Yes	No	-	-	x	-	-	x		
Arkansas	-	Hourly	Monthly	Hourly	8	40	Yes	Straight	-	Straight	Yes	Yes	No	No	No	Yes	No	Yes	-	x	-	-	x		
California	-	Monthly	Monthly	Both	8	40	Yes	1½	Str. or Comp.	1½	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	-	x		
Colorado	Monthly	-	-	-	8	40	Yes	1½ Comp.	None	Straight	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	-	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	Both	7½	37½	Yes	1½	Straight	1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-	x	-	-	x		
Florida	Bi-Wkly.	-	-	-	8	40	Yes	1½	Comp.	1½	Yes	Yes	Yes	Yes	No	Yes	Yes	Opt.	-	Opt.	Opt.	-	Opt.		
Georgia	Monthly	-	-	-	8	40	Yes	Straight	Straight	-	Yes	No	Yes	No	Yes	Yes	Yes	Yes	-	x	-	-	x		
Hawaii	Monthly	-	-	-	8	40	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	-	-	x	-	-	x		
Idaho	-	Monthly	Monthly	Hourly	8	40	Yes	Cash or Comp.	Comp.	Straight	Yes	Pt.	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	Bi-Wkly.	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	Yes	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	-	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	-	x		
Maine	-	Hourly	-	Hourly	9	45	Yes	Straight	-	Straight	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	-	x		
Maryland	-	Bi-Wkly.	Bi-Wkly.	Hourly	8	40	Yes	1½	Comp.	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	-	x			
Massachusetts	Hourly	-	-	-	8	40	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	?	?	?	?	?	?		
Michigan	Hourly	-	-	-	8	40	Yes	1½	-	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-	x	-	-	x		
Minnesota	Hourly	-	-	-	8	40	Yes	1½	Str. or 1½	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	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	Straight	Straight	Yes	Yes	Yes	No	No	Yes	No	Yes	x	-	-	-	x		
Montana	Monthly	-	-	-	8	40	Yes	1½	None	1½	Yes	Yes	No	No	Yes	No	No	Yes	-	x	-	-	x		
Nebraska	Hourly	-	-	-	8	40	Yes	Straight	Straight	Straight	Yes	Yes	No	No	Yes	No	Yes	Yes	-	x	-	-	x		
Nevada	Monthly	-	-	-	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	-	x	-	-	x		
New Jersey	?	?	?	?	8	40	Yes	1½	1½	Straight	Yes	Yes	Yes	Yes	Yes	No	Yes	-	-	x	-	-	x		
New Mexico	Monthly	-	-	-	8	40	Yes	Straight	None	Straight	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	-	x		
New York	-	Monthly	Monthly	?	8	40	Yes	1½	-	?	Yes	Yes	Yes	Yes	Yes	No	Yes	-	-	x	-	-	x		
North Carolina	-	Monthly	Monthly	Hourly	8	40	Yes	1½	None	1½	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	-	x	-	-	x		
North Dakota	-	Hourly	Monthly	Hourly	8	40	Yes	Straight	None	Straight	Yes	Yes	Yes	No	No	Yes	No	Yes	-	-	x	-	x		
Ohio	Hourly	-	-	-	8	40	Yes	1½	Comp.	None	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	x		
Oklahoma	Monthly	-	-	-	8	40	Yes	Comp.	Comp.	Comp.	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	x		
Oregon	Monthly	-	-	-	8	40	Yes	1½	None	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	-	-	x	-	x		
Pennsylvania	-	Bi-Wkly.	Bi-Wkly.	Hourly	7½	37½	Yes	1½	Straight	1½	Yes	No	Yes	Yes	Yes	Yes	No	Yes	x	-	-	-	x		
Rhode Island	Hourly	-	-	-	7-8	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	-	Bi-Wkly.	Bi-Wkly.	Hourly	8	40	Yes	Str. or Comp.	None	Straight	Yes	Yes	Yes	No	No	No	No	Yes	-	x	-	-	x		
Tennessee	Monthly	-	-	-	8	40	Yes	Straight	None	None	Yes	Yes	No	No	Yes	Yes	No	No	-	-	x	-	x		
Texas	-	Hourly	Monthly	Hourly	8	40	Yes	Comp.	Comp.	Comp.	Yes	Yes	Yes	Yes	No	Yes	No	Yes	-	-	x	-	x		
Utah	Monthly	-	-	-	8	40	Yes	Straight	Straight	Straight	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	x		
Vermont	-	Hourly	Monthly	Hourly	9	45	Yes	1½	None	1½	Yes	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	No	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	Yes	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	Yes	Yes	Yes	Yes	Yes	No	Yes	x	-	-	-	x		

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, and Service Roads
 - 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 "Aren 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. Average lane miles covered by general maintenance crews working out of one location (gang or section headquarters).
- 24A. Average travel distance to farthest point of work from gang or section headquarters.
- 24B. Do you have special crews for traffic signs and striping, and if so, what are the lane miles handled by each crew?
- a. Traffic Signs (Yes or No; Lane Miles)
 - b. Striping (Yes or No; Lane Miles)

Moving Expenses			MAINTENANCE RESPONSIBILITY						LANE MILES						BASIS OF OPERATIONS						State							
17a	17b	17c	Signing & Marking Responsibility			Vehicle Maintenance			Lane Miles			Aver. No. of Employees			22	23a	23b	23c	24	24a	24Ba	24Bb						
			18a	18b	18c	19	19Aa	19Ab	19Ac	20a	20b	20c	20d	21a	21b	21c												
-	x	-	Yes	Yes	Yes	Yes	-	x	-	639	9,846	10,182	20,667	3,552	559	4,111	5.0	x	-	-	688	35	No	-	No	-	Alabama	
x	-	-	Yes	Yes	Yes	Yes	-	-	x	-	7,344	2,208	9,552	264	60	324	29.5	-	x	-	120	20	Yes	340	Yes	1,400	Alaska	
-	x	-	Yes	Yes	Yes	Yes	x	-	-	3,063	11,655	-	14,718	746	29	775	19	-	x	-	359	30	Yes	1,923	Yes	1,923	Arizona	
-	x	-	No	No	No	Yes	x	-	-	1,907	23,021	-	30,928	2,054	24	2,078	14.9	-	x	-	150	20	Yes	30,928	Yes	30,928	Arkansas	
-	x	-	No	Yes	Yes	Yes	x	-	-	21,501	22,541	-	44,142	4,239	193	4,432	10	-	x	-	70	25	Yes	4,000	Yes	3,000	California	
-	x	-	Yes	Yes	Yes	Yes	x	-	-	4,880	24,042	-	28,922	1,236	111	1,347	30	-	x	-	60	45	Yes	2,400	Yes	2,400	Colorado	
-	-	x	Yes	Yes	Yes	Yes	x	-	-	1,495	8,274	-	9,769	2,169	20	2,189	4.4	x	-	-	112	19	Yes	Varies	Yes	Varies	Connecticut	
-	x	-	No	No	No	Yes	-	x	-	164	4,713	4,406	9,283	434	15	449	21.4	-	x	-	200	58	Yes	844	Yes	4,641	Delaware	
-	x	-	Yes	Yes	Yes	Yes	x	-	-	5,289	34,657	-	39,946	3,680	24	3,656	11	x	-	-	66	30	Yes	975	Yes	3,995	Florida	
-	x	-	Yes	Yes	Yes	Yes	x	-	-	3,508	34,510	-	38,018	4,161	-	4,161	9.1	x	-	-	170	20	Yes	4,356	Yes	6,000	Georgia	
-	x	-	No	Yes	Yes	Yes	x	-	-	164	1,833	-	2,052	321	-	321	6.4	x	-	-	114	36	Yes	513	Yes	513	Hawaii	
-	x	-	No	Yes	No	Yes	x	-	-	1,780	9,300	-	11,080	478	54	532	21	x	Pt.	-	250	24	Yes	1,845	Yes	3,700	Idaho	
-	x	-	No	No	No	No	-	-	-	5,400	31,249	264	36,913	3,550	100	3,650	10.1	x	-	-	300	20	Yes	500	Yes	1,500	Illinois	
-	x	-	No	?	No	Yes	x	-	-	?	?	?	28,800	2,120	88	2,208	13	-	-	-	260	?	Yes	?	Yes	?	Indiana	
-	x	-	Yes	Yes	Yes	Yes	x	-	-	23,100	-	-	23,100	1,570	73	1,643	14.1	-	-	-	140	20	No	-	Yes	3,850	Iowa	
-	x	-	No	Yes	Yes	Yes	x	-	-	2,340	19,472	819	22,631	1,607	100	1,707	13	-	-	-	100	20	No	-	Yes	?	Kansas	
-	x	-	No	No	No	Yes	x	-	-	24,000	32,000	34,800	90,800	4,182	190	4,372	20.5	x	-	-	720	16	Yes	7,500	Yes	7,500	Kentucky	
-	-	x	Yes	Yes	Yes	Yes	x	-	-	2,050	19,218	14,144	35,412	3,432	-	3,432	10.3	-	x	-	?	40	Yes	142	Yes	4,427	Louisiana	
-	x	-	Yes	Yes	No	Yes	x	-	-	675	6,700	13,925	21,300	1,500	200	1,700	12.6	-	-	x	280	15	Yes	3,500	Yes	7,000	Maine	
-	Pt.	-	Yes	Yes	Yes	Yes	x	-	-	1,300	11,500	1,200	14,000	1,548	30	1,578	8.9	x	-	-	87	?	Yes	?	Yes	?	Maryland	
-	-	x	Yes	Yes	Yes	Yes	x	-	-	1,861	7,574	-	9,435	1,692	-	1,692	5.6	-	-	x	90	15	Yes	270	Yes	270	Massachusetts	
-	x	-	No	No	No	Yes	x	-	-	7,028	-	-	7,028	497	15	512	13.7	-	x	-	201	23	Yes	Varies	Yes	Varies	Michigan	
-	-	-	No	Yes	Yes	Yes	-	x	-	2,627	24,745	141	27,583	1,800	80	1,880	15	-	-	x	128	23	Yes	1,189	Yes	2,281	Minnesota	
-	-	x	No	No	No	Yes	x	-	-	2,469	18,865	-	21,334	1,408	3	1,411	15	x	-	-	125	12	Yes	21,334	Yes	21,334	Mississippi	
-	-	-	No	Yes	Yes	Yes	x	-	-	6,537	63,937	-	70,474	3,364	157	3,521	20	-	-	x	190	15	No	-	Yes	1,820	Missouri	
-	-	-	No	Yes	Yes	Yes	-	x	-	4,220	11,817	-	16,037	737	50	787	20.4	-	-	x	109	25	No	-	Yes	1,158	Montana	
-	-	-	Yes	Yes	Yes	Yes	x	-	-	1,712	19,848	-	21,560	1,145	38	1,213	18.8	x	-	-	118	25	No	-	Yes	7,187	Nebraska	
-	x	-	No	Yes	Yes	Yes	x	-	-	2,536	8,710	136	11,442	445	10	455	25.2	x	-	-	226	27	Yes	?	Yes	?	Nevada	
-	-	x	No	No	No	Yes	x	-	-	1,207	7,749	-	8,956	688	81	769	10.1	x	-	-	85	10	Yes	1,800	Yes	2,000	New Hampshire	
-	-	x	Yes	Yes	Yes	Yes	x	-	-	?	?	?	7,839	1,589	2	1,591	4.6	x	-	-	120	15	Yes	Varies	Yes	Varies	New Jersey	
-	x	-	Pt.	Yes	Yes	Yes	x	-	-	2,012	17,044	15,348	35,404	1,370	70	1,440	25	-	-	x	350	40	Yes	5,000	Yes	9,000	New Mexico	
-	x	-	Yes	Yes	Yes	Yes	x	-	-	3,366	32,990	-	36,356	6,144	10	6,154	6	x	-	-	200+	?	Yes	2004	Yes	1,400+	New York	
-	-	x	Yes	Yes	Yes	Yes	-	x	-	1,870	140,653	7,831	150,354	6,081	1,886	7,957	18.9	x	-	-	1460	19	Yes	2,005	Yes	10,740	North Carolina	
-	-	x	No	Yes	Yes	Yes	x	-	-	1,823	12,706	472	15,001	360	46	406	37	-	x	-	195	39	Yes	1,850	Yes	7,380	North Dakota	
-	x	-	Yes	Yes	Yes	Yes	-	x	-	5,068	35,162	-	40,230	4,718	110	4,828	8.3	-	-	x	457	20	Yes	3,352	Yes	3,352	Ohio	
-	-	x	Yes	Yes	Yes	Yes	-	x	-	2,348	24,864	-	27,212	1,377	85	1,462	18.6	x	-	-	50	20	Yes	2,000	Yes	7,500	Oklahoma	
-	x	-	Yes	Yes	Yes	Yes	x	-	-	3,551	15,555	-	19,106	?	?	1,290	15	-	-	x	200	50	Yes	1,200	Yes	3,800	Oregon	
-	-	x	No	Yes	Yes	Yes	x	-	-	8,034	85,755	-	94,790	8,800	120	8,920	10.6	-	x	-	120-	30	Yes	?	Yes	?	Pennsylvania	
-	-	x	Yes	Yes	Yes	No	-	-	-	562	2,870	-	3,432	522	5	527	6.5	-	-	x	16	10	Yes	3,432	Yes	3,432	Rhode Island	
-	-	x	Yes	?	?	Yes	-	x	-	5,468	70,506	-	75,974	?	?	3,152	24.1	-	-	x	675	25	Yes	540	Yes	1,265	South Carolina	
-	x	-	Pt.	Yes	Yes	Yes	Yes	-	x	2,425	13,800	200	16,425	617	20	637	25.8	-	x	-	180	30	Yes	1,600	Yes	2,000	South Dakota	
-	-	x	No	Yes	Yes	Yes	x	-	-	3,177	18,872	-	22,056	2,450	60	2,500	8.8	-	x	-	235	20	Yes	22,055	Yes	22,055	Tennessee	
-	-	-	Yes	Yes	Yes	Yes	x	-	-	21,830	137,750	-	152,580	8,200	260	8,450	18.9	-	-	x	500	25	Yes	500	Yes	5,000	Texas	
-	-	-	Yes	Yes	Yes	Yes	-	x	-	1,904	9,720	474	12,098	478	16	494	24.5	-	-	x	200	35	Yes	2,000	Yes	2,000	Utah	
-	-	-	Yes	Yes	Yes	Yes	x	-	-	1,104	4,366	-	5,470	553	83	636	8.6	-	-	x	168	25	Yes	2,735	Yes	1,823	Vermont	
-	-	-	Yes	Yes	Yes	Yes	-	x	-	3,519	103,822	-	107,341	5,108	660	5,758	19	-	-	x	445	18	Yes	?	Yes	1,500	Virginia	
-	-	-	No	Yes	Yes	Yes	x	-	-	4,533	11,925	-	16,458	1,014	60	1,074	15.3	-	-	x	130	30	Yes	650	Yes	2,700	Washington	
-	-	-	?	?	?	Yes	x	-	-	988	64,474	-	65,462	3,341	-	3,341	19.6	x	-	-	190	25	Yes	2,600	Yes	1,577	West Virginia	
-	-	-	No	No	No	No	-	-	-	5,000	25,000	-	30,000	County Employees	?	?	?	-	-	-	x	150	10	Yes	1,500	Yes	2,000	Wisconsin
-	x	-	No	Yes	Yes	Yes	x	-	-	3,612	10,968	-	14,580	362	29	391	37	x	-	-	270	25	Yes	2,916	Yes	2,916	Wyoming	

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