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PROGRESS REPORT OF AN HRB-AASHTO JOINT STUDY OF MAINTENANCE AND OPERATIONS PERSONNEL

Since its formation in 1944, the HRB Maintenance and Operations Personnel Committee, in cooperation with the AASHO (now AASHTO) Operating subcommittee on Maintenance has submitted twenty-nine annual reports. All state highway departments have cooperated in submitting information from which this and the previous reports were compiled.

In 1971 the report was expanded to include Traffic Services personnel in addition to Maintenance personnel. The policy questionnaire has been revised from time to time to keep it current with changing trends, but the general format of the report has been retained.

SALARIES

During this twenty-nine year period the average maximum salaries of state maintenance engineers have increased 370%; common laborers, 363%; mechanics, 367%. These classifications, selected at random, give a reasonable cross-section of salary increases and/or adjustments during that period.

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).

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The following are the average monthly salaries of certain positions, by regions, as of July 1, 1973, which gives a reasonable cross-section for the comparison of current salaries in these four regions:

Job Title	Average Salary ($/mo.)			
	North Atlantic States	South-eastern States	Mississippi Valley States	Western States
State Maint. Engr.	$1936	$1827	$1877	$1944
District Engr.	1950	1747	1757	1916
Area Supervisor	959	799	926	1152
Common Laborer	506	400	521	564
Mechanic	725	597	727	832
Equip. Oper. I	562	464	587	645
Equip. Oper. II	609	519	596	741
Equip. Oper. III	729	613	663	812

These averages all show an increase over 1972 with the exception of Equipment Operator II in the Mississippi Valley States.

In 19 states the average salaries of the District Engineers are equal to or more than those of the State Maintenance Engineer.

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

Only six states do not have a civil service, a merit system, or some other comparable plan for all or part of their employees, as indicated by the following tabulation:

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 -- 1 state (North Dakota) out of the 14 has no such plan.
Western States ---------- 2 states (Montana and Wyoming) out of the 14 have no such plan.

Retirement Plan

Forty-nine states indicate their employees are protected by a state-sponsored retirement plan; in forty-four of those states, all or part of the employees are also covered by Federal Social Security. Only one state does not have its employees covered by either a state-sponsored retirement plan or Federal Social Security.

Only four states do not have a compulsory retirement age; the compulsory retirement age is 65 in 21 states, between 65 and 70 in 6 states, 70 in 17 states, and 72 in 1 state. The retirement age is established by statute in 24 states and by policy in 20 states, with 2 states indicating it is governed by both policy and statute.

Forty-six states indicate voluntary retirement is possible at an earlier age after a prescribed number of years. The number of years of service at which voluntary retirement is possible varies from 4 to 35, and the minimum age varies from 43 up to 65, with five states having no age minimum if a prescribed number of years of service has been met.

Vacations and Sick Leave

One state indicated that only part of its employees are granted vacation and sick leave; the other 49 states grant vacation and sick leave to all permanent employees. The minimum or starting basis on vacations ranges from 78 to 168 hours per year, and the maximum from 96 to 225 hours per year. Only one state does not allow vacation to be carried over into the ensuing year; of the 49 states where vacation time is cumulative, the maximum that may be carried over into a new year varies from 158 to unlimited, with just 2 states having no limit on the amount of vacation thay may be accumulated.

The minimum or starting basis on sick leave ranges from 52 to 240 hours per year, and the maximum from 80 to 240 hours per year. Only one state does not allow sick leave to be carried over into the ensuing year; of the 49 states where sick leave is cumulative, the maximum that may be carried over into a new year ranges from 192 hours to unlimited, with 29 states having no limit to the amount that may be accumulated.

Insurance

Forty-nine states have a partially or wholly state-financed hospitalization plan for their permanent employees, with 13 of these wholly state-financed. The plan is mandatory in 7 states.

Thirty-four states have a partially or wholly state-financed life insurance plan for their permanent employees, with 15 of these wholly state-financed. The plan is mandatory in 12 states.

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

Unionization

Forty-three states report partial, complete, or voluntary organization of their maintenance and operations employees in either national unions, local unions, or employee associations, with 7 states indicating no union or employee association organization.

Twenty-four states have affiliation with a national union; membership is mandatory in two of these states. Thirty-seven states have local unions or employee associations; membership is mandatory in three of these states.

Service Awards

Thirty-nine states have some type of award for years of service.

Working Hours and Conditions

Twelve states pay all employees on a monthly salary basis, with 16 other states paying all permanent field and supervisory employees on a monthly or bi-weekly salary basis. Six states pay all employees on an hourly basis; in 14 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 allow either compensatory time, straight time, or time-and-a-half to their permanent field employees. The basis of the overtime allowance is variable in many states, with work on Saturdays, Sundays and holidays paid on a different basis than extra hours on a regular work day. In 16 states supervisory employees do not receive any allowance for overtime work.

Forty-seven states require their employees to report to an assembly point preparatory to their day's work; of these states, 44 pay those employees portal to portal, and 3 states report they do not allow any travel pay.

All states report that they furnish hard hats and safety vests to their employees; 47 states furnish welding goggles and helmets; 43 states furnish some other types of protective clothing, even though minor, to their maintenance employees.

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

Forty-eight states have a formalized job classification plan.

Only six 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 6 states, of actual expenses with a maximum in 10 states, and on a per diem basis in 19 states. In 14 states, the basis for meals and lodging differs.

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

Maintenance Responsibility

The Maintenance Division is responsible for all or part of the original placement of highway signs in 26 states, for their replacement and maintenance in 42 states, and for pavement marking in 36 states.

In 47 states garage or shop operations for vehicle maintenance are under the jurisdiction of the highway department; in 29 states this is limited to highway department vehicles only, while in 14 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 4.7 to 37.7. Traffic volumes per man (vehicle miles per man) vary from 2.9 million to 31.9 million.

It is realized that traffic volumes would have an effect on the lane-miles per man, and therefore a comparison between states of lane miles per man (Column 30) should be considered in relation to the traffic volumes per man (Column 32A). Hopefully, on future reports a factor between the two may be included in the report.

Maintenance Management System

Twenty-nine states have changed or are in the process of changing to a maintenance management system or maintenance performance budget method of operation, with 12 of these states indicating 100 percent of their functions and costs are now under this system. Thirteen states contemplate making this change, while 8 states indicate they do not comtemplate the change.

Basis of Crew Operations

The average number of lane miles handled by a general maintenance crew working out of one location varies from 16 to 1,560 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 26.3 for the states replying.

Forty-three states have special crews for traffic signs, with the lane miles handled by each crew varying from 146 to 5,866.

Forty-seven states have special crews for striping, with the lane miles handled by each crew varying from 494 to 10,740.

Two states indicate the same special crews handle both marking and striping.

The wide variance in the mileage handled by these special marking and striping crews indicates some misinterpretation; however, the mileage per crew is sufficient to make it evident that travel time being paid does have an effect on production costs.

(6-7-71)

HRB COMMITTEE A3C03
HRB-AASHO JOINT COMMITTEE ON MAINTENANCE AND OPERATIONS PERSONNEL

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

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

Definitions of Maintenance and Operations Personnel Titles
(6-7-71)

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

TRAFFIC OPERATIONS PERSONNEL TITLES

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

Definitions of Maintenance and Operations Personnel Titles
(6-7-71)

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.

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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, 1973)

MAINTENANCE PERSONNEL:

State	(1) State Maintenance Engineer	(2) Assistant State Maintenance Engineer	(3) District Engineer	(4) District Maintenance Engineer
Alabama	State Maint. Engr.	Asst. State Maint. Engr.	Division Engineer	Asst. Div. Engr. (Maint.)
Alaska	State Maint. Engr.	Asst. State Maint. Engr.	District Engineer	Dist. Maint. Engr.
Arizona	Asst. State Engr., Maint	Maint. Opers. Engr. Maint. Planning Engr., et al	District Engineer	Dist. Maint. Engr., et al
Arkansas	Engr. of Maint. Div.	Hwy. Civil Engr. IV	District Engineer	Hwy. Dist. Maint. Supt. II
California	Chief Branch	Chief Section	Chief Transportation Dist.	Chief Branch
Colorado	Staff Maint. Supt.	-	Principal Hwy. Engr.	Hwy. Maint. Supt.
Connecticut	Director of Maint.	Maint. Manager II	-	Maint. Manager I
Delaware	State Maint. Engr.	-	District Engineer	←
Florida	State Maint. Engr.	Deputy 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	Maint. Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr./Supt.
Illinois	Engr. of Maint.	Asst. Engr. of Maint.	District Engineer	Dist. Maint. Engr.
Indiana	Chief, Div. of Maint.	Asst. Chief, Div. of Maint.	District Engineer	Dist. Maint. Engr.
Iowa	Maint. Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
Kansas	Engr. of Maint.	Asst. Engr. of Maint.	Division Engineer	Div. Maint. Engr.
Kentucky	Dir., Div. of Maint.	Asst. Dir., Div. of Maint. Road Maint. Engr.	District Engineer	Asst. Dist. Engr., Opers.
Louisiana	Chief Maint. & Opers. Engr.	Bridge Maint. Engr., et al	District Engineer	Asst. Dist. Engr.
Maine	Engr. of Maint. & State Aid	Hwy. Maint. Engr.	Division Engineer	Div. Supr.
Maryland	Asst. Chief Engr., Maint.	Chief, Bureau Hwy. Maint.	District Engineer	Asst. Dist. Engr., Maint.
Massachusetts	Maint. Engr.	Asst. Maint. Engr.	Dist. Hwy. Engr.	Dist. Maint. Engr.
Michigan	Engr. of Maint.	Asst. Engr. of Maint. Opers.	-	Dist. Maint. Engr.
Minnesota	Asst. Comr., Maint. & Const. Opers.	State Maint. Opers. Engr.	District Engineer	Dist. Maint. Engr.
Mississippi	Maint. Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
Missouri	Div. Engr., Maint.& Traffic	Asst. Div. Engr., Maint.	District Engineer	Dist. Maint & Traffic Engr.
Montana	Administrator, Maint.	Asst. Admin., Maint.	-	Chief, Field Maint. Bureau
Nebraska	Maint. Engr.	Maint.Opers.Engr.; Maint. Bridge Engr.; Equip.Engr.	Hwy. Dist. Engr.	Dist. Hwy. Maint. Supt.
Nevada	Chief Maint. Engr.	Asst. Maint. Engr.	District Engineer	-
New Hampshire	Maint. Engr.	Asst. Maint. Engr.	Division Engineer	-
New Jersey	Chief, Bureau of Maint.	-	Regional Engr., Trans.	Dist. Supt.
New Mexico	Civil Engr. V	Civil Engr. IV	Civil Engr. V	Civil Engr. III
New York	Dir. of Trans. Maint.	Dir. of Hwy. Maint.	Reg. Dir. of Trans.	Reg. Hwy. Maint. Engr. A-B-C Dist. Engr.
North Carolina	State Maint. Engr.	Area Maint. Engr.	Division Engineer	Bridge Maint. Supt.
North Dakota	Maint. Engr.	Asst. Maint. Engr.	District Engineer	→
Ohio	Deputy Dir. of Opers.	Engr. of Maint.	Dist. Deputy Dir.	Dist. Opers. Engr.
Oklahoma	State Maint. Engr.	Asst. State Maint. Engr.	Division Engineer	Asst. Div. Engr. for Maint.
Oregon	Asst. State Hwy. Engr. for Opers.	-	Regional Engineer	-
Pennsylvania	Civil Engr. VI	Civil Engr. V	Hwy. Dist. Engr. II & III	Admin. Officer V
Rhode Island	Maint. Engr.	Chief, Maint. Oper., et al	-	-
South Carolina	Maint. Engr.	Asst. Maint. Engr.	District Engineer	Dist. Maint. Engr.
South Dakota	Engr. of Maint.	Various	District Engineer	Dist. Maint. Engr.
Tennessee	State Maint. Engr.	Asst. State Maint. Engr.	Regional Engineer	Reg. Maint. Engr.
Texas	Chief Engr., Maint. & Opers.	-	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., 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 Const. & 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 Hwy. Maint. Foreman III	Highway Foreman	Highway Camp Guard	Alabama
Dist. Maint. Supr.	-	Area Foreman	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Alaska
-	-	Hwy. Maint. Foreman	-	(Incl. in 16, 17, 18)	Arizona
Hwy. Dist. Maint. Supt. I	Hwy. Spec. Maint. Supr.	Hwy. Area Maint. Supr.	-	-	Arkansas
Chief Section	-	Hwy. Supt.	Hwy. Foreman	Hwy. Maint. Man III	California
Asst. Hwy. Maint. Supt.	-	Sr. Hwy. Foreman	Hwy. Foreman	Sr. Hwy. Maint.	Colorado
Maint. Opers. Supt.	-	Maint. General Foreman	Maint. Foreman	Maint. Crew Leader	Connecticut
Asst. Dist. Maint. Engr.	Hwy. Maint. Operator Mgr.	Hwy. Maint. Supt.	Hwy. Maint. Supr.	Labor Foreman I, II, III	Delaware
Asst. Dist. Maint. Engr.	Res. Maint. Engineer	Hwy. Maint. Supr. II	Hwy. Maint. Foreman II	Hwy. Maint. Foreman	Florida
Civil Engr. II & III	-	Hwy. Maint. Supt.	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Georgia
-	-	Hwy. Const. & Maint. Supt.	Hwy. Const. & Maint. Foreman Bridge Maint. Foreman	General Labor Foreman General Laborer III, et al	Hawaii
-	-	-	Spec. 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	Unit Foreman	Indiana
-	Res. Maint. Engr.	Hwy. Maint. Supr.	Hwy. Maint. Foreman 2 & 3	Hwy. Maint. Foreman 1	Iowa
Div. Supt.	-	Dist. Supt.	Dist. & Div. Foreman	Sub-District Foreman	Kansas
Dist. Maint. Engr.	-	Maint. Supt.	Hwy. Foreman	-	Kentucky
Asst. Dist. Maint. Engr.	Res. Maint. Engr.	Superintendent	Foreman I	-	Louisiana
Asst. Div. Engr.	-	Hwy. Dist. Supr.	Hwy. Foreman	Crew Leader	Maine
-	Res. 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. Opers. & Pre-Opers. Engr. Proj. Hwy. Tech.	Dist. Maint. Supt. Bridge Insp. Engr.	Area or County Maint. Supt.	Maint. Foreman Hwy. Maint. Foreman Hwy. Maint. Supr.	Hwy. Struct. Maint. Fm. Tree Trimmer Fm., Hwy. Maint. Fm. Hwy. Maint. Worker Hwy. Maint. Worker Sr.	Michigan
	(Incl. in 4)	Hwy. Maint. Supt.			Minnesota
-	-	Supt. II	Foreman I	Hourly Laborers	Mississippi
Maint. Supt.	-	Maint. Area Supr.	Spec. Maint. Foreman	Hwy. Maint. Foreman	Missouri
-	-	Maint. Foreman	-	Maint. Supr. I	Montana
-	-	Hwy. Maint. Supt.	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Nebraska
Asst. Dist. Engr., Maint.	-	Hwy. Maint. Supt.	Sr. Hwy. Maint. Foreman	Hwy. Maint. Foreman	Nevada
Asst. Div. Engr.	Maint. Supr.	Const. Supt.	Const. Foreman	Hwy. Patrolman	New Hampshire
Asst. Dist. Supt.	-	Dist. Supr. Area Supr.	Foreman, Hwy. Maint.	Asst. Foreman, Hwy. Maint.	New Jersey
-	-	Hwy. Maint. Supt.	Hwy. Maint. Foreman I Hwy. Gen. Maint. Foreman	Patrol Foreman	New Mexico
Senior Civil Engr. Asst. Civil Engr.	Res. Engr. A-B	-	Bridge Repair Foreman	Hwy. Light Maint. Foreman	New York
Asst. Dist. Engr.	Road Maint. Supr.	Maint. Foreman IV	Maint. Foreman II, III, et al	Maint. Foreman I	North Carolina
Asst. Dist. Maint. Engr.	←	Maint. Supt. Area Supr.	Foreman	Leadman Hwy. Worker III	North Dakota
Maint. &/or Traffic Engr.	Hwy. Maint. Supt. II, III	Hwy. Maint. Supt. I	Hwy. Worker IV	Hwy. Maint. Supt. I	Ohio
Area Maint. Engr.	-	Dist. Foreman	Const. Supt.	-	Oklahoma
Reg. Maint. Engr. Civil Engr. III Hwy. Maint. Supt. IV	Dist. Engr.	- Hwy. Maint. Supt. II, III & IV	Hwy. Maint. Foreman 1,2,3,4	Hwy. Maint. Foreman 1	Oregon
-	-		Hwy. Foreman I, II, III	←	Pennsylvania
-	-	Hwy. Maint. Supr.	Road Maint. Foreman	Labor Foreman	Rhode Island
-	Res. Maint. Engr., et al	-	Maint. Foreman I-III	-	South Carolina
-	-	Hwy. Maint. Supr.	Foreman I & II	-	South Dakota
Asst. Reg. Maint. Engr.	Dist. Maint. Engr.	County Maint. Supr.	Reg. Maint. Supt.	Foreman	Tennessee
Asst. Dist. Maint. Engr.	-	Maint. Const. Supr. I & II Sr. Marine Supt.	Maint. Const. Foreman II, III	Maint. Const. Foreman I	Texas
-	-	Dist. Maint. Oper. Supr.	Hwy. Foreman	Station Foreman	Utah
Asst. Dist. Maint. Engr.	-	Hwy. Maint. Gen. Foreman	Hwy. Maint. Man C	Hwy. Maint. Man B	Vermont
-	Hwy. Res. Engr.	Hwy. Maint. Supt. B	Hwy. Foreman	-	Virginia
Asst. Dist. Maint. Engr.	Hwy. Maint. Supt.	-	Hwy. Maint. Foreman Spec. Hwy. Maint. Foreman	Hwy. Maint. Man I & II Hwy. Maint. Leadman	Washington
-	-	County Maint. Supt.	Asst. County Maint. Supt.	Foreman	West Virginia
Area Maint. Supr.	-	Asst. Area Supr.	County Employees		Wisconsin
-	-	-	Sr. Hwy. Maint. Foreman	Hwy. Maint. Foreman	Wyoming

MAINTENANCE PERSONNEL (Cont'd):

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

(14) Mechanic	(15) Mechanic Helper	(16) Equipment Operator I	(17) Equipment Operator II	(18) Equipment Operator III	State
Auto Mechanic Heavy Equip. Mechanic	Assistant Mechanic	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Alabama
Auto. Mech. II, III	Auto. Mech. Helper	Auto. Equip. Oper. I	Auto. Equip. Oper. II	Auto. Equip. Oper. III	Alaska
Equip. Mechanic 2	Equip. Mechanic 1	Hwy. Maint. Man. I	Hwy. Maint. Man II	Hwy. Maint. Man III	Arizona
Auto/Diesel Mechanic	Maint. Repairman I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Arkansas
Heavy Equip. Mechanic	Mechanic Helper	Hwy. Maint. Man I	Hwy. Maint. Man II	-	California
Auto & Equip. Mechanic	Auto Maint. Man	Hwy. Maint. Man	Equip. Oper.	Heavy Equip. Oper.	Colorado
Trades Journeyman (Auto Mechanic)	D.O.T. Maintainer III & IV	(Incl. in 10)	D.O.T. Maintainer III & IV	D.O.T. Maintainer V	Connecticut
Auto Mech. I, II, III	Auto Serviceman	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Delaware
Auto Equip. Mech. II	Auto Serviceman	Motor Vehicle Oper. I	Motor Vehicle Oper. II	Heavy Equip. Oper.	Florida
Hwy. Maint. Mech. I & II	Utility Worker II	Laborer II	Equip. Oper. I	Hwy. Maint. Equip. Oper.	Georgia
Auto Mechanic I, Machinist, Welder	Auto Mechanic Helper Automotive Serviceman	Power Mower Oper. Truck Driver, et al	Truck-Tractor Trailer Oper. Heavy Truck Driver, et al	Power Shovel Oper. Crader Oper., et al	Hawaii
Mechanic	Mechanic Helper	Hwy. Maint. Oper. I	Hwy. Maint. Oper. II	Hwy. Maint. Oper. III	Idaho
Auto. Mechanic	Auto. Mechanic Helper	Hwy. Maint. Equip. Oper.	Hwy. Const. Equip. Oper.	Power Shovel Oper.	Illinois
Mechanic	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Indiana
Auto. Mechanic	Auto. Mechanic Helper	Hwy. Maint. Man 1	Hwy. Maint. Man 2	Hwy. Maint. Man 3	Iowa
Auto. Mechanic I	Auto. Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Kansas
Mechanic	Mechanic Helper	Light Equip. Oper.	Heavy Equip. Oper.	Special Equip. Oper.	Kentucky
Mechanic I, II, III	Trades Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Louisiana
Auto. Mechanic Auto. Electrician	Laborer II	Hwy. Maint. Man II & IIA	Hwy. Maint. Man III	Hwy. Maint. Man IV	Maine
Auto Mechanic 1 & 2	-	Motor Equip. Oper. 1	Motor Equip. Oper. 2	Motor Equip. Oper. 3	Maryland
Motor Equip. Repairman	Skilled Laborer Mechanical Handyman	-	-	Maint. Equip. Oper.	Massachusetts
Auto Repair Fm., Auto Body Fm., Auto Mech.	-	Hwy. Equip. Oper. 05	Hwy. Equip. Oper. 06	-	Michigan
Heavy Equip. Mechanic	Heavy Equip. Mech. Appr.	Heavy Equip. Oper.	←	→	Minnesota
Equip. Mechanic II	Equip. Mechanic I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Mississippi
Shop Mechanic	Mechanic Helper	Maint. Man	Maint. Crew Leader	Dragline Oper.	Missouri
Maint. Man V	Maint. Man III	Maint. Man III	Maint. Man IV	Maint. Man V	Montana
Auto Mechanic II	Auto Mechanic I	Hwy. Maint. Man I	Hwy. Maint. Man II	Hwy. Maint. Man III	Nebraska
Equip. Mechanic 2	-	-	-	Spec. Equip. Oper.	Nevada
Heavy Equip. Mechanic Auto Mechanic	Trades Helper	Hwy. Maintainer II	Hwy. Maintainer III	←	New Hampshire
Mechanic	Mechanic Helper	Truck Driver	Equip. Oper.	Heavy Equip. Oper.	New Jersey
Auto Mechanic	-	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	New Mexico
Motor Equip. Repairman	Maint. Man Mechanic	Hwy. Equip. Oper. Truck Driver	Const. Equip. Oper.	Crane & Shovel Oper.	New York
Mechanic I & II	Trades Helper	Machine Oper. I	Machine Oper. II & III	Machine Oper. IV & V	North Carolina
Mechanic A & B	Apprentice B	→	Equip. Oper.	←	North Dakota
Auto Mech. II, III, IV	Auto Mechanic I	Equip. Oper. I & II	Equip. Oper. III	Equip. Oper. IV	Ohio
Auto Mechanic II & III	Auto Mechanic I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Oklahoma
Heavy Equip. Mech. 1, 2	Mechanical Trades Helper	Hwy. Maint. Man 1 & 2	Hwy. Maint. Man 3	Hwy. Maint. Man 4	Oregon
Auto. Mechanic I & II Diesel Mechanic	Tradesman Helper	Equip. Oper. I & II	Equip. Oper. III	Equip. Oper. IV	Pennsylvania
-	Mechanic Helper	Heavy Motor Equip. Oper.	Motor Equip. Oper.	-	Rhode Island
Auto Mechanic	Auto Maint. Helper	(Incl. in 11)	(Incl. in 11)	(Incl. in 11)	South Carolina
Mechanic II	Mechanic I	Hwy. Maint. Worker I	Hwy. Maint. Worker II	Hwy. Maint. Worker III	South Dakota
Mechanic	-	Dist. Heavy Equip. Oper.	Reg. Heavy Equip. Oper.	-	Tennessee
-	-	-	-	-	Texas
H. D. Mechanic	-	Hwy. Oper. Specialist 8W	Hwy. Oper. Specialist 10W	Hwy. Oper. Specialist 11W	Utah
Motor Equip. Repair C	Motor Equip. Repair B	-	Equip. Oper. B	Equip. Oper. C	Vermont
Hwy. Equip. Mech. A & B	Hwy. Equip. Mech. Helper	Hwy. Equip. Oper. A	Hwy. Equip. Oper. B	Hwy. Equip. Oper. C	Virginia
Hwy. Equip. Mech. I & II	Shop Asst. Equip. Serviceman	-	Hwy. Equip. Oper. II	Hwy. Equip. Oper. III	Washington
Mechanic	-	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	West Virginia
—— County Employees				→	Wisconsin
Mechanic	-	-	Hwy. Maint. Man	Sr. Hwy. Maint. Man	Wyoming

TRAFFIC OPERATIONS PERSONNEL:

State	(19) State Traffic Engineer	(20) Assistant State Traffic Engineer	(21) District Traffic Engineer	(22) Assistant District Traffic Engineer
Alabama	Traffic Engineer	-	Division Traffic Engineer	Asst. Div. Traffic Engr.
Alaska	State Traffic Engineer	Asst. State Traffic Engr.	District Traffic Engineer	Asst. Dist. Traffic Engr.
Arizona	Asst. State Engr., Traffic	Traffic Engr., Operations	District Traffic Engineer	-
Arkansas	Chief Traffic Div.	Asst. Chief Traffic Div.	-	-
California	Traffic Engineer	Asst. Traffic Engr.	District Traffic Engineer	Asst. Dist. Traffic Engr.
Colorado	Asst. Prin. Hwy. Engr.	Supr. Hwy. Engr.	Sr. Hwy. Engr.	-
Connecticut	Manager of Traffic	Chief of Traffic Engineering	Dist. Spec. Services Engr.	-
Delaware	State Traffic Engineer	Asst. State Traffic Engr.	District Traffic Engineer	Asst. Dist. Traffic Engr.
Florida	State Traffic Opers. Engr.	Deputy State Traffic Opers. Engineer	Dist. Traf. Opers. Engr.	Asst. Dist. Traffic Opers. Engineer
Georgia	State Hwy. Traffic & Safety Engr.	Asst. State Hwy. Traffic & Safety Engr.	District Traffic Engineer	Traffic Survey Engr. Civil Engr. II
Hawaii	Traffic Engineer	Asst. Traffic Engr.	-	-
Idaho	Traffic Engineer	Asst. Traffic Engr.	District Traffic Engineer	-
Illinois	Engineer of Traffic	Asst. Engr. of Traffic	District Traffic Engineer	Asst. Dist. Traffic Engr.
Indiana	Chief, Div. of Traffic	Asst. Chief, Div. of Traffic	District Traffic Engineer	-
Iowa	Traffic & Safety Engr.	Traffic Engr.	-	-
Kansas	Hwy. Marking Engr.	-	-	-
Kentucky	Director, Div. of Traffic	Asst. Dir., Div. of Traffic	District Traffic Engineer	Asst. Dist. Traffic Engr.
Louisiana	Traffic & Planning Engr.	Asst. Traf. & Planning Engr.	District Traffic Engineer	-
Maine	Traffic Engineer	-	District Traffic Engineer	-
Maryland	Asst. Chief Engr., Traffic Opers.	-	-	-
Massachusetts	Traffic Engineer	Asst. Traffic Engr.	District Traffic Engineer	Asst. Dist. Traffic Engr.
Michigan	Engr. of Traffic & Safety	Asst. Engr. of Traffic & Safety	Dist. Traf. & Safety Engr.	Asst. Dist. Traffic & Safety Engr.
Minnesota	State Traffic Engineer	Asst. State Traffic Engr.	District Traffic Engineer	Asst. Dist. Traffic Engr.
Mississippi	Traf. Control & Safety Engr.	Asst. Traffic Control & Safety Engr.	-	-
Missouri	(Incl. in 1)	Asst. Div. Engr., Traffic	Traffic Engineer	Dist. Traffic Studies Engr.
Montana	Mgr., Traffic Design Unit	Asst. Mgr., Traf. Design Unit	-	Div. Traffic Engr.
Nebraska	Traffic Engineer	Asst. Traffic Engr.	-	-
Nevada	Chief Traffic Engr.	Hwy. Engr. 4, Traffic	Hwy. Engr. 2, Traffic	-
New Hampshire	Traffic Engineer	-	-	-
New Jersey	Chief, Bureau of Traf. Engr.	-	-	-
New Mexico	Civil Engr. IV	Civil Engr. III	Civil Engr. I	-
New York	Director, Div. of Traffic & Safety	Bureau Director	Regional Traffic Engr.	Asst. Regional Traf. Engr.
North Carolina	State Traffic Engineer	Asst. State Traffic Engr.	(Incl. in 3)	Asst. Div. Engr.
North Dakota	Traffic Engineer	-	-	-
Ohio	State Traffic Engineer	Asst. State Traffic Engr.	District Traffic Engineer	Asst. Dist. Traffic Engr.
Oklahoma	Chief Traffic Engineer	-	Division Traffic Engineer	-
Oregon	Traffic operations under direction of Regional Engineers			
Pennsylvania	Civil Engr. VI	Civil Engr. V	Civil Engr. IV Traffic Control Supr. III	Civil Engr. III
Rhode Island	State Traffic Engineer	-	-	-
South Carolina	Traffic & Planning Engr.	Asst. Traf. & Planning Engr.	Dist. Traf. & Planning Engr.	-
South Dakota	Urban & Traffic Engr.	Urban Engineer Traffic Engineer	District Traffic Engineer	-
Tennessee	State Traffic Engineer	Asst. State Traffic Engr.	Regional Traffic Engineer	-
Texas	-	-	(Incl. in 4 & 5)	-
Utah	Chief Traffic Engineer	Traffic Engineer	-	-
Vermont	State Traffic Engineer	Asst. State Traffic Engr.	-	-
Virginia	State Traf. & Safety Engr.	Asst. State Traffic & Safety Engr.	Hwy. Dist. Traffic Engr.	Hwy. Traffic Tech. Supr. Hwy. Traffic Tech. C
Washington	Traffic Engineer	Traffic Oper. Engr.	District Traffic Engineer	Asst. Dist. Traffic Engr.
West Virginia	Dir., Traffic Engr. Div.	Asst. Dir., Traffic Engr.	Regional Traffic Engineer	Asst. Regional Traffic Engr.
Wisconsin	Chief Traffic Engineer	Asst. Chief Traffic Engr.	Dist. Chief Traffic Engr.	Asst. Dist. Traffic Engr.
Wyoming	State Traf. Engr., Oper.	-	District Traffic Engineer	-

(23) Traffic Supervisor	(24) Sign Supervisor	(25) Sign Shop Foreman	(26) Traffic Signal & Lighting Foreman	(27) Striper Foreman	State
-	-	Sign Shop Foreman	-	-	Alabama
-	-	Sign Shop Foreman	Traffic Control Spec.	Striper Foreman	Alaska
Hwy. Marking Supt.	Hwy. Maint. Supr.	Sign Shop Foreman	Traf. Signal & Ltg. Foreman Traf. Signal Supt., et al	Hwy. Marking Foreman	Arizona
-	Hwy. Sign Supr.	←	-	Hwy. Sign Man II	Arkansas
-	Hwy. Supt., Sp. Crews	Hwy. Foreman	Hwy. Foreman	Hwy. Foreman	California
Traffic Foreman	-	Traffic Shop Foreman	Sr. Traffic Signal Tech.	-	Colorado
District Traffic Engineer	Signs & Marking Coordinator	Supt., Portland Plant	Dist. Electrical Supr.	Signs & Marking Foreman	Connecticut
Hwy. Maint. Supt.	Sign Supr.	Hwy. Maint. Supr.	Labor Foreman III	Labor Foreman I & II	Delaware
-	-	Sign Shop Supt.	-	Hwy. Maint. Supr. I	Florida
Traffic Engr. Tech.	Civil Engr. IV	Hwy. Maint. Supt.	-	Hwy. Maint. Foreman II	Georgia
-	Traf. Sign & Marking Foreman	-	Traffic Signal & Hwy. Lighting Foreman	Traffic Marking Foreman	Hawaii
-	Engr. Tech. VIII	Sign Shop Supt.	Traffic Signal Supt.	(Incl. in 13)	Idaho
Traffic Operations Engr.	Sign Shop Foreman	Silk Screen Oper.	-	Hwy. Maint. Labor Foreman	Illinois
Traffic Supr.	Hwy. Foreman	Engr. Asst. II & III	Engr. Asst. IV & V	Engr. Asst. IV & V	Indiana
-	Sign Shop Supt.	Sign Shop Foreman	Traffic Signal Tech. II	Hwy. Maint. Foreman 2	Iowa
-	-	Sign Shop Foreman	-	Striper Foreman	Kansas
Traffic Supr.	Traffic Foreman	Sign Painter, Sr.	Traf. Signal Repairman, Pr.	Striper Crew Foreman	Kentucky
Sign & Traffic Supt.	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
Traffic Maint. Engr.	Supr. of Traffic Equip.	Sign Shop Foreman	Traffic Electrician Foreman	Spray Painter Working Fm.	Massachusetts
District Traffic Engr.	Hwy. Sign Supr.	Hwy. Sign Foreman	Hwy. Signal Supt.	Hwy. Sign Supt.	Michigan
←	Signing Supr.	Sign Shop Hwy. Maint. Fm.	Hwy. Signal Tech. II	(Incl. in 24 & 25)	Minnesota
Engr. Aid VI	Supt. I	-	Supt. I	Foreman I	Mississippi
-	-	Sign Shop Foreman	Signal & Lighting Foreman	Special Maint. Foreman	Missouri
-	-	Maint. Supr. I	-	Maint. Man V	Montana
-	-	Sign Shop Supt.	-	-	Nebraska
-	Sign Shop Supr.	-	-	Hwy. Maint. Foreman	Nevada
Traffic Maint. Supr.	-	Sign Shop Foreman	Traffic Signal Foreman	Pavement Marking Foreman	New Hampshire
-	Supr., Signs & Traf. Lines	Foreman, Sign Shop	Electrical Foreman	Foreman, Hwy. Marking	New Jersey
Traffic Supr. I	Sign Shop Foreman	-	Traffic Elec. Supr.	Hwy. Traffic Marking Supr.	New Mexico
-	-	Sign Shop Supr.	Electrician Foreman	Labor Foreman	New York
Traffic Service Supr.	←	Traffic Sign Shop Foreman	Traffic Control Tech. II	(Incl. in 28)	North Carolina
-	Sign Foreman	←	→	Leadman	North Dakota
Hwy. Maint. Supt. III	Sign Supr.	Sign Shop Foreman	Traffic Signal Foreman	Painter Foreman	Ohio
Traffic Supt.	-	-	-	Hwy. Traf. Marking Foreman	Oklahoma
	Hwy. Shop Foreman	Hwy. Maint. Foreman 3	(Incl. in 11) Civil Engr. II	Hwy. Maint. Foreman 2	Oregon
Traffic Control Supr.	Traffic Control Spec. I	Traffic Control Spec. I	Traffic Control Spec. I	Hwy. Foreman II	Pennsylvania
Chief Traffic Maint. Supr.	Traffic Maint. Supr.	-	Electrical Foreman	Hwy. Maint. Supr., Traffic	Rhode Island
-	-	Hwy. Maint. Foreman II-III	Electrical Foreman	Foreman I-III	South Carolina
-	-	Sign Shop Foreman	-	Hwy. Maint. Worker III	South Dakota
Signing & Marking Coord.	Sign & Marking Supt.	(Incl. in 8)	-	(Incl. in 8)	Tennessee
-	Sign Supr.	-	-	-	Texas
(Incl. in 20)	Sign Supr.	Lead. Hwy. Sign Spec.	Signal Supr.	-	Utah
-	-	Sign Shop Foreman	-	Marking Crew Leader	Vermont
-	Hwy. Foreman	Hwy. Maint. Supt. B	Hwy. Eq. Elec. Foreman A & B	Hwy. Foreman	Virginia
-	-	-	Traffic Signal Foreman	Hwy. Maint. Foreman	Washington
-	Traffic Tech. V	Traffic Tech. III	Traf. Electronics Tech. III	Signman - Shop Supr.	West Virginia
Traffic Supr.	Sign Supr.	Sign Shop Foreman	Traf. Signal & Ltg. Foreman	Striper Foreman	Wisconsin
-	-	Engr. Tech. III	-	Hwy. Striping Foreman	Wyoming

TRAFFIC OPERATIONS PERSONNEL (Cont'd):

State	(28) Sign Erection Foreman	(29) Sign Fabricator	(30) Sign Technician	(31) Traffic Signal & Lighting Technician
Alabama	-	-	-	Traffic Signal Tech.
Alaska	-	Sign Painter	Sign Technician	Traf. Signal & Ltg. Tech.
Arizona	(Incl. in 27)	Hwy. Maint. Man II, et al	Hwy. Maint. Man I	Traffic Signal & Lighting Tech., et al
Arkansas	(Incl. in 27)	(Incl. in 24)	(Incl. in 24)	-
California	Hwy. Foreman	Maint. Man II & III	-	Elec. Engr. Tech. I & II
Colorado	-	Traffic Sign Fabricator	-	Signal Technician
Connecticut	(Incl. in 27)	Portland Plant Worker	←	Electronic Technician Trades Journeyman (Elect.)
Delaware	(Incl. in 27)	Sign Fabricator I & II	Laborer II, Trades Helper, Equip. Oper. I, II, III	Traffic Signal Repairman I & II
Florida	Sign Erector Foreman	Sign Technician	-	-
Georgia	Hwy. Maint. Foreman II	Skilled Laborer, Hwy. Maint. Painter	Skilled Laborer, Hwy.Maint.	-
Hawaii	-	Sign Painter	-	Lineman Electrician
Idaho	Sign Foreman	-	(Incl. in 17 & 18)	Traffic Signal Tech. II
Illinois	(Incl. in 30)	Sign Hangers	Hwy. Maint. Equip. Oper.	-
Indiana	Engineer Asst. IV & V	Engineer Asst. II & III	Engineer Asst. III	Traffic Sign Tech. I,II,III
Iowa	-	Sign Shop Worker 1, 2 & 3	-	Traffic Signal Tech. I
Kansas	-	Sign Shop Worker	-	-
Kentucky	(Incl. in 24)	Sign Painter	(Incl. in 24)	Traffic Signal Repairman Sr. & Jr.
Louisiana	Statewide Sign Foreman	Sign Tradesman	Statewide Sign Tradesman	Statewide Signal Tradesman
Maine	Hwy. Foreman	Sign Painter	-	Electrician
Maryland	Sign Foreman	Sign Fabricator	-	Traffic Control Elec.
Massachusetts	Spray Painter Working Foreman	Sign Painter & Letterer	-	Traffic Electrician Foreman
Michigan	Hwy. Sign Supt.	Sign Layout Foreman	Hwy. Sign Mechanic	Hwy. Signal Electrician
Minnesota	(Incl. in 24 & 25)	Hwy. Sign Worker Hwy.Maint.Wkr.Sr. (Signs)	←	Hwy. Signal Tech. I Electronic Tech.
Mississippi	Foreman I	Painter	Welder	Electrician II
Missouri	Special Maint. Foreman	Silk Screen Oper.	Sign Painter	Signal Electrician
Montana	-	Maint. Man V	-	-
Nebraska	-	Sign Printer I	-	Engineer II
Nevada	Hwy. Maint. Foreman	Sign Painter	Silk Screen Oper.	-
New Hampshire	District Sign Supr. Heavy Sign Maint. Foreman	Sign Fabricator Sign Letterer	Trades Helper	Intricate Repairman
New Jersey	(Incl. in 27)	Sign Fabricator	-	Electrical Mechanic I
New Mexico	Sign Foreman	Sign Technician I	Sign Technician II	Civil Engr. II
New York	Labor Foreman	Sign Shop Worker	-	Electrician
North Carolina	Traffic Service Foreman	Traffic Sign Painter	Traffic Sign Erector	Traffic Control Tech. I
North Dakota	-	(Incl. in 11)	(Incl. in 11)	-
Ohio	Traffic Control Foreman Traffic Control Spec.	Sheet Metal Worker	Sheet Metal Foreman	Signal Elec. I, II, III
Oklahoma	Sign Foreman	-	Sign Marker I & II	-
Oregon	Hwy. Maint. Foreman 1	(Incl. in 16 & 17)	-	(Incl. in 11) Civil Engineer II
Pennsylvania	Hwy. Foreman II	Sign Technician III	Sign Technician I & II	Traffic Control Spec. II
Rhode Island	-	Sign Painter	Various	Electronics Equip. Mech.
South Carolina	(Incl. in 8)	(Incl. in 10 & 11)		Electrician, et al
South Dakota	-	Traffic Sign Fabricator	-	-
Tennessee	-	-	-	-
Texas	-	-	-	-
Utah	-	Hwy. Sign Specialist	-	Electrician & Field Tech.
Vermont	Sign Crew Leader	Sign Painter	-	Traf. Signal & Ltg. Tech.
Virginia	Hwy. Foreman	Hwy. Sign Fabricator	Traffic Technician C	Hwy. Equip. Electrician
Washington	Hwy. Maint. Foreman	Sign Fabricator, Hwys.	-	Traffic Signal Tech. I & II
West Virginia	(Incl. in 27)	-	-	Traffic Electronics Tech. II
Wisconsin	Sign Erection Foreman	Sign Fabricator	Sign Technician	Traf. Signal & Ltg. Tech.
Wyoming	Traffic Signing Spec.	Sign Fabricator	-	Traffic Signal Serviceman

OTHER RELATED PERSONNEL:

(32) Striper Technician	(33) Chief Engineer	(34) Project Engineer	(35) Clerk or Timekeeper	State
-	-	Project Engineer	Clerk	Alabama
-	State Const. Engineer	Resident Engineer	Clerk III	Alaska
Hwy. Maint. Man II, et al	State Hwy. Engineer	Resident Engineer	Clerk, et al	Arizona
Hwy. Sign Man I	Deputy Dir. & Chief Engr.	Resident Engineer	Clerk II & III	Arkansas
Maint. Man II & III	State Hwy. Engineer	Resident Engineer	Hwy. Field Office Asst.	California
-	Chief Engineer	Sr. Hwy. Engineer	-	Colorado
Signs & Markings Maintainers	Chief Engineer	Project Engineer, Sr.	General Foreman's Clerk D.O.T. Maintainer IV	Connecticut
(Incl. in 30)	Chief Engineer	Hwy. Engineer	Buyer	Delaware
Heavy Equip. Oper.	Secretary	Project Engineer	Maint. Clerk I	Florida
Hwy. Maint. Equip. Oper.	State Hwy. Engineer	-	-	Georgia
Traffic Striping Machine Operator	Chief, Hwys. Division	Area Engineer	Account Clerk III	Hawaii
-	State Hwy. Engineer	Resident Engineer	Maint. Clerk	Idaho
Hwy. Maint. Man	Chief Transportation Engr.	Project Engineer Resident Engineer	Account Technician II	Illinois
Equip. Supr. I	Chief Engineer	Project Engineer	Stock Room Clerk	Indiana
Hwy. Maint. Man 1 & 2	Chief Engineer	Resident Constr. Engineer	-	Iowa
-	Chief Engineer	Resident Engineer	District Clerk	Kansas
Heavy Equip. Oper.	State Hwy. Engineer	-	-	Kentucky
Striping Machine Oper.	Chief Engineer	Project Engineer	Clerk II	Louisiana
-	Chief Engineer	Asst. Engr. to C.E. II	Clerk III	Maine
Motor Equip. Oper.	Chief Engineer	Project Engineer	Shop Clerk	Maryland
Painter	Chief Engineer	Senior Civil Engineer	Clerk Tallyman	Massachusetts
Hwy. Sign Mechanic	-	-	Acct. Clerk	Michigan
(Incl. in 29)	Deputy Commissioner	Project Engineer	Clerk II; Sr. Clerk; Clerk Typist; Clerk Steno	Minnesota
Equip. Oper. II	Chief Engineer	Project Engineer	Clerk I	Mississippi
Maint. Crew Leader	Chief Engineer	Resident Engineer	District Stock Clerk	Missouri
-	Director of Hwys.	-	Office Manager	Montana
-	Director, State Engineer	Hwy. Project Manager II	-	Nebraska
Spec. Equip. Oper.	State Hwy. Engineer	-	Hwy. Dist. Office Manager	Nevada
Carriage Oper.	Deputy Commissioner & Chief Engineer	Project Engineer	Acct. Clerk III Clerk IV	New Hampshire
Hwy. Marker	Dir., Engineering Opers.	Principal Engr., Transp.	Head Clerk	New Jersey
Equip. Oper. II	State Hwy. Engineer	Civil Engr. I	Hwy. Technician I	New Mexico
Const. Equip. Oper.	-	-	-	New York
(Incl. in 17)	Chief Engineer	Resident Engineer	Maint. Yard Foreman	North Carolina
Equip. Oper.	Chief Engineer	Project Engineer Senior Engineer	Clerk-Typist II Clerical Supr.	North Dakota
Painter	Chief Engineer	Project Engineer	Timekeeper	Ohio
-	Asst. Dir., Traffic Service	Resident Engineer	Field Clerk II	Oklahoma
(Incl. in 16 & 17)	State Hwy. Engineer	Hwy. Engineer 4 Sr. Resident Engineer	(Incl. in 16)	Oregon
Equip. Oper. I thru IV	Chief Hwy. Engineer	Civil Engineer III	Clerk II	Pennsylvania
Traffic Line Painter	-	-	Sr. Clerk Typist	Rhode Island
-	State Hwy. Engineer	Assoc. Res. Const. Engr. Res. Const. Engr., et al	Clerk I-III, et al	South Carolina
-	Director & State Hwy. Engr.	Civil Engineer	Stores Clerk II	South Dakota
-	Director, Bureau of Hwys.	Civil Engineer	Clerk I & II	Tennessee
-	State Hwy. Engineer	Resident Engineer Sr. Resident Engineer	-	Texas
-	State Hwy. Engineer	Project Engineer Resident Engineer	Maint. Operations Analyst	Utah
Equip. Oper. B	Chief Engineer	Project Engineer	District Office Clerk	Vermont
-	Hwy. Chief Engineer	Hwy. Const. Project Engr.	Hwy. Timekeeper	Virginia
-	Director of Hwys.	Project Engineer	Maint. Div. Office Manager	Washington
Centerline Paint Machine Operator	State Hwy. Engineer	-	Field Clerk	West Virginia
Striper Technician	State Hwy. Engineer	Project Engineer	County Employee	Wisconsin
Hwy. Striper	Supt. & Chief Engineer	Resident Engineer	Clerk	Wyoming

MONTHLY SALARIES OF HIGHWAY PERSONNEL (AS OF JULY 1, 1973)

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			
	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.
Alabama	1	1320	1706	1513	2	896	1433	1272	8	1109	1706	1546	8	1021	1433	1370	-	-	-	-	44	806	1209	1090
Alaska	1	2199	2648	2455	1	1969	2367	2043	5	2119	2547	2547	4	1699	2043	1829	2	1579	1898	1898	-	-	-	-
Arizona	1	1626	2075	2075	2	1236	1893	1689	7	1626	2075	2075	7	1033	1580	1360	-	-	-	-	-	-	-	-
Arkansas	1	1326	1733	1733	1	1128	1473	1397	10	1217	1590	1590	10	871	1137	1137	10	741	968	968	49	683	893	893
California	1	1810	2201	2095	5	1564	1901	1810	11	1810	2201	2095	18	1349	1641	1564	49	1166	1417	1349	-	-	-	-
Colorado	1	1478	1982	1730	-	-	-	-	6	1588	2126	1857	8	1277	1712	?	6	1103	1478	1291	-	-	-	-
Connecticut	1	1366	1673	1570	-	1366	1673	-	-	-	-	-	4	1119	1381	1337	4	1077	1295	1240	-	-	-	-
Delaware	1	1407	1995	1901	-	-	-	-	3	1281	1806	1694	←				3	1166	1638	1295	3	1061	1481	1131
Florida	1	1571	2205	2568	1	1453	2038	2367	5	1571	2205	2203	5	1335	1879	1827	5	1225	1738	1712	19	1062	1496	1395
Georgia	1	1617	2359	2146	3	1342	1953	1807	7	1473	2146	1941	7	1115	1617	1445	54	929	1473	1192	-	-	-	-
Hawaii	1	1486	2307	2198	1	1416	2198	2092	4	1416	2198	2068	1	1283	1992	1898	-	-	-	-	-	-	-	-
Idaho	1	1406	1931	1710	1	1149	1590	1340	6	1406	1931	1710	2	1042	1441	1206	-	-	-	-	-	-	-	-
Illinois	1	1780	2579	2290	-	1529	2213	-	9	1780	2579	2380	9	1380	1905	1860	9	1204	1659	1550	49	1004	1659	1375
Indiana	1	1600	2041	1850	1	1421	1761	1540	6	1421	1761	1601	6	1261	1540	1360	-	-	-	-	-	-	-	-
Iowa	1	1332	1874	1785	1	1209	1700	1619	6	1269	1785	1660	6	1096	1542	1435	-	-	-	-	24	994	1399	1288
Kansas	1	1329	2062	1696	1	1149	1781	1538	6	1329	2062	1656	6	1149	1781	1479	6	638	992	931	-	-	-	-
Kentucky	1	1549	2074	1626	6	1405	1882	1549	12	1549	2074	1626	12	1155	1583	1405	26	1048	1475	1181	-	-	-	-
Louisiana	1	1170	1570	1570	6	930	1490	1400	9	1170	1570	1520	9	1010	1410	1390	7	930	1330	1330	1	850	1250	1250
Maine	1	1380	1830	1830	1	1252	1667	1667	7	1252	1667	1667	7	848	1136	1090	7	1136	1518	1493	-	-	-	-
Maryland	1	1633	2145	2060	1	1400	1839	1720	7	1512	1986	1986	7	1296	1706	1706	-	-	-	-	23	1029	1352	1352
Massachusetts	1	1541	1962	1962	2	1481	1792	1792	8	1541	1962	1962	8	1275	1625	1625	8	1149	1453	1453	-	-	-	-
Michigan	1	2287	2525	2466	2	2102	2213	2323	-	-	-	-	9	1779	1987	1882	9	1521	1602	1583	14	1304	1461	1382
Minnesota	1	1744	2294	2206	1	1550	2122	1550	9	1550	2122	1954	15	1434	1886	1790	12	1008	1744	1395	(Incl. in 4)			
Mississippi	1	1430	2013	1826	1	1297	1826	1826	6	1430	2013	1861	6	1297	1826	1605	-	-	-	-	-	-	-	-
Missouri	1	1625	1625	1625	1	1374	1538	1538	10	1548	1584	1558	10	1219	1458	1446	18	1070	1276	1262	-	-	-	-
Montana	1	1555	1858	1622	1	1030	1238	1078	-	-	-	-	11	1126	1354	1240	-	-	-	-	-	-	-	-
Nebraska	1	1373	1840	1514	3	1068	1524	1145	7	1289	1727	1421	6	941	1037	1261	-	-	-	-	-	-	-	-
Nevada	1	1419	1799	1799	1	1293	1636	1560	6	1419	1799	1799	-	-	-	-	6	1293	1636	1636	-	-	-	-
New Hampshire	1	1458	1820	1820	1	1193	1488	1488	7	1193	1488	1488	-	-	-	-	7	1083	1303	1303	10	729	941	941
New Jersey	1	1499	2024	1762	-	-	-	-	4	1823	2461	2142	4	1428	1926	1678	4	1119	1511	1315				
New Mexico	1	1350	1735	1661	1	1250	1610	1450	5	1350	1735	1661	5	1160	1500	1310	-	-	-	-	-	-	-	-
New York	1	2847	3194	2847	1	2318	2635	2318	10	2704	3046	2890	10	1703	2379	2123	51	1118	1590	1430	65	1534	1950	1759
North Carolina	1	1526	1943	1850	3	1258	1601	1601	14	1526	1943	1943	40	1142	1455	1321	35	948	1199	1089	80	787	993	948
North Dakota	1	1550	1933	1767	2	1434	1875	1494	8	1550	1933	1655	→				4	1434	1875	1517	←			
Ohio	1	1868	2470	2011	1	1563	2107	1792	12	1716	2279	1868	12	1315	1764	1497	20	1201	1614	1373	67	707	1007	844
Oklahoma	1	1375	1870	1525	1	1240	1690	1375	8	1375	1870	1596	8	1240	1690	1420	9	820	1240	1125	-	-	-	-
Oregon	1	1810	2310	2310	-	-	-	-	5	1490	1901	1901	-	-	-	-	5	1286	1641	1641	16	1167	1490	1490
Pennsylvania	1	1821	2330	2009	2	1580	2009	1733	11	1850	2350	2015	11	1380	1740	1520	22	1026	1320	1140	-	-	-	-
Rhode Island	1	1400	1750	1500	4	750	1000	875	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Carolina	1	1353	1887	1710	2	1160	1612	1458	7	1160	1612	1569	7	1074	1493	1376	-	-	-	-	47	748	1282	1009
South Dakota	1	1425	1937	1681	3	1235	1667	1451	5	1362	1839	1601	5	1124	1507	1315	-	-	-	-	-	-	-	-
Tennessee	1	1238	1739	1656	1	1176	1576	1502	4	1431	1917	?	4	1060	1370	?	8	940	1235	?	24	860	1100	?
Texas	1	1917	1917	1917	-	-	-	-	26	1875	1917	1883	29	1302	1753	1583	15	1034	1535	1319	-	-	-	-
Utah	1	1490	2176	1896	1	1251	1828	1387	6	1332	1945	1696	5	1038	1516	1257	-	-	-	-	-	-	-	-
Vermont	-	1406	1982	-	2	1111	1544	1454	9	1252	1752	1710	9	988	1365	1292	9	767	1044	971	-	-	-	-
Virginia	1	1366	1783	1783	2	1194	1558	1491	8	1366	1783	1783	15	1194	1558	1306	-	-	-	-	43	1044	1366	1144
Washington	1	1703	2164	2064	1	1478	1875	1875	7	1624	2164	1921	7	1344	1703	1549	6	1222	1549	1409	27	1012	1281	1166
West Virginia	1	1360	1825	1740	1	1235	1655	1575	10	1235	1655	1509	10	1120	1500	1177	-	-	-	-	-	-	-	-
Wisconsin	1	1813	2361	2294	4	1527	1988	1841	9	1813	2361	2268	9	1527	1988	1879	29	1286	1678	1579	-	-	-	-
Wyoming	1	1213	1963	1690	-	-	-	-	5	1213	1963	1690	5	1044	1689	1440	-	-	-	-	-	-	-	-
1973 Average			2040	1897			1774	1615			1981	1839			1626	1490			1466	1360			1312	1203
1944 Average			434				341				-				292				264				-	
% Increase, 1973/1944			370%				420%				-				457%				455%				-	
% Increase, 1973/1972			4.8%				3.7%				3.9%				4.3%				3.2%				5.2%	

(7) Area Supervisor				(8) Gang Foreman				(9) Sectionman				(10) Common Laborer				(11) Skilled Laborer				(12) Shop Superintendent				
No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	State
77	573	836	730	131	430	573	543	78	389	525	502	1799	300	335	267	82	502	657	615	1	958	1211	982	Alabama
7	1266	1521	1466	33	1092	1313	1313	38	1015	1220	1220	16	702	844	729	5	876	1133	978	4	1466	1763	1521	Alaska
45	815	1015	989	-	-	-	-	(Incl. in 16,17,18)				39	513	624	592	-	-	-	-	1	1353	1727	1529	Arizona
99	615	762	762	-	-	-	-	-	-	-	-	367	373	567	414	84	493	690	597	11	683	893	893	Arkansas
75	1111	1349	1285	342	849	1031	983	455	810	937	893	626	666	734	700	-	-	-	-	24	1196	1603	1450	California
34	907	1216	1062	32	784	1050	917	356	-	-	-	29	-	-	-	-	-	-	-	8	823	1103	963	Colorado
18	939	1070	1020	48	817	972	934	168	660	802	792	580	484	582	538	40	657	744	728	-	-	-	-	Connecticut
4	869	1218	940	18	644	912	873	80	457	823	696	29	359	479	471	55	375	583	499	3	787	1113	991	Delaware
9	699	960	783	95	567	767	697	240	496	666	629	559	407	527	454	334	602	814	571	-	-	-	-	Florida
16	650	929	780	144	595	849	700	256	501	710	585	1236	395	415	397	163	460	650	513	7	776	1115	886	Georgia
4	1165	1807	1395	19	838	1197	994	16	506	838	704	101	452	642	487	24	672	986	829	4	844	1112	982	Hawaii
-	-	-	-	7	706	968	817	49	706	968	817	-	-	-	-	-	-	-	-	-	-	-	-	Idaho
-	-	-	-	285	-	-	897	1771	-	-	847	207	-	-	786	-	-	-	-	-	-	-	-	Illinois
36	752	940	820	38	576	670	630	139	522	608	587	439	430	500	452	26	466	537	510	38	550	642	576	Indiana
2	792	1096	948	117	689	994	839	23	628	859	763	5	458	628	512	-	-	-	-	1	818	1151	947	Iowa
28	638	992	931	43	551	856	779	114	551	856	779	1	337	525	337	-	391	608	-	6	670	1042	993	Kansas
26	583	821	647	214	457	821	549	-	-	-	-	1550	308	436	354	55	415	676	551	31	480	906	628	Kentucky
62	565	815	740	280	420	620	580	-	-	-	-	350	335	485	365	35	440	700	670	15	540	790	700	Louisiana
41	733	1030	988	177	669	890	808	50	485	640	621	555	388	508	406	15	532	700	610	6	733	981	934	Maine
31	817	1073	1073	161	600	787	752	-	-	-	-	344	387	495	473	526	408	536	516	7	700	920	920	Maryland
32	802	999	999	94	703	863	863	93	630	771	771	576	522	626	626	816	544	657	657	1	1347	1707	1707	Massachusetts
14	1194	1329	1261	38	1022	1129	1075	60	863	1129	1075	190	629	827	807	11	863	1129	1075	-	-	-	-	Michigan
16	1008	1379	1219	87	861	1179	1019	1425	642	788	750	499	548	598	548	7	757	788	779	4	969	1326	1226	Minnesota
24	758	1067	928	74	513	722	608	-	-	-	-	125	302	423	381	502	333	466	412	2	624	878	777	Mississippi
97	838	989	973	38	747	879	865	358	667	785	770	-	-	-	-	-	-	-	-	9	888	1048	1015	Missouri
22	830	988	909	-	-	-	-	137	905	905	905	20	704	704	704	200	725	725	725	11	864	864	864	Montana
28	779	1044	847	64	606	812	660	28	569	763	618	-	-	-	-	-	-	-	-	1	830	1112	871	Nebraska
6	979	1234	1234	27	816	1025	1025	48	745	935	920	-	549	682	-	260	625	780	750	1	1025	1293	1293	Nevada
6	698	859	859	14	570	693	693	113	570	693	693	284	432	506	468	115	525	621	591	1	1019	1265	1265	New Hampshire
23	920	1439	1111	103	794	1073	933	117	721	974	847	584	465	692	590	111	565	974	741	1	1065	1439	1252	New Jersey
7	690	940	924	94	500	690	628	6	480	660	613	546	347	480	354	49	380	525	493	5	575	785	747	New Mexico
-	-	-	-	227	845	1100	914	647	637	750	693	2856	537	637	585	377	602	884	680	10	1049	1217	1133	New York
154	657	825	787	766	600	752	719	90	500	628	574	989	437	548	500	290	600	752	719	16	993	1258	1199	North Carolina
9	901	1092	982	7	658	867	808	72	442	815	695	-	-	-	-	44	459	754	596	9	719	875	794	North Dakota
88	655	851	735	204	567	800	670	865	567	851	707	2147	490	628	567	79	608	800	698	2	698	900	773	Ohio
88	600	820	702	34	630	960	780	-	-	-	-	63	350	485	330	293	370	510	424	1	740	1010	780	Oklahoma
-	-	-	-	170	751	959	913	117	751	829	829	38	534	588	588	6	870	959	959	4	829	1056	1056	Oregon
67	890	1140	980	1055	560	700	610	←				3780	430	560	470	240	610	780	680	-	-	-	-	Pennsylvania
9	650	760	725	24	560	680	615	2	515	620	565	315	420	495	460	19	460	550	500	-	-	-	-	Rhode Island
-	-	-	-	273	491	880	670	-	-	-	-	1225	351	455	429	1285	367	568	485	-	-	-	-	South Carolina
12	730	934	832	90	664	889	792	-	-	-	-	(Incl. in 16)				(Incl. in 16)				1	730	934	832	South Dakota
95	500	685	?	9	685	900	?	332	420	560	?	1983	350	470	?	36	350	470	?	4	590	790	?	Tennessee
34	968	1302	1190	119	719	1068	880	2	590	743	643	1344	300	457	388	6776	420	770	649	27	906	1141	996	Texas
4	832	1173	1067	24	818	994	892	73	818	994	869	15	506	615	536	32	594	722	725	1	758	1068	997	Utah
9	767	1044	891	40	565	756	727	123	474	626	588	255	422	550	482	13	535	712	608	1	1046	1458	1190	Vermont
272	732	1000	876	545	586	732	640	-	-	-	-	525	376	430	392	-	-	-	-	8	1000	1306	1094	Virginia
-	-	-	-	86	802	1112	967	734	699	880	779	-	609	667	-	43	766	841	802	6	1212	1281	1166	Washington
55	635	1235	807	55	485	965	623	239	447	544	507	956	399	399	399	166	510	544	531	10	540	1065	792	West Virginia
39	856	1418	1140	←								County Employees												Wisconsin
-	-	-	-	24	615	997	945	28	583	945	890	-	-	-	-	-	-	-	-	5	718	1162	1050	Wyoming
		1070	960			899	803			796	743			560	496			718	652			1130	1019	1973 Average
		-				141				152				121				155				-		1944 Average
		-				538%				424%				363%				363%				-		% Increase, 1973/1944
		5.0%				3.7%				5.6%				3.9%				3.6%				3.0%		% Increase, 1973/1972

MONTHLY SALARIES OF HIGHWAY PERSONNEL (AS OF JULY 1, 1973) - PAGE 2

MAINTENANCE PERSONNEL (Cont'd):

State	(13) Garage or Shop Foreman				(14) Mechanic				(15) Mechanic Helper				(16) Equipment Operator I				(17) Equipment Operator II				(18) Equipment Operator III			
	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.
Alabama	16	686	866	835	193	525	717	657	9	408	549	474	132	353	478	428	289	430	573	513	369	549	717	671
Alaska	8	1176	1413	1362	104	876	1220	1092	22	756	909	814	78	756	909	844	184	876	1053	1015	72	943	1133	1092
Arizona	17	758	1015	947	95	709	863	851	7	665	808	770	263	579	704	665	168	665	808	795	136	709	863	858
Arkansas	-	-	-	-	102	493	690	574	20	401	567	436	239	401	567	429	909	401	567	482	229	493	690	595
California	49	983	1196	1084	316	893	983	937	20	700	772	734	(Incl. in 10)				1470	772	849	810	-	-	-	-
Colorado	9	747	1000	874	74	677	907	792	12	585	784	685	734	645	854	755	6	677	907	792	34	711	952	832
Connecticut	13	787	972	900	97	657	744	728	36	569	716	671	(Incl. in 10)				848	569	716	670	80	678	744	734
Delaware	2	644	912	912	57	479	823	643	12	435	583	417	175	414	555	466	45	457	613	543	55	523	703	629
Florida	26	666	908	798	113	602	814	711	49	519	698	469	768	423	548	499	203	477	635	584	113	539	729	678
Georgia	10	650	929	770	174	460	776	568	56	415	435	424	1189	415	435	430	404	435	455	441	215	501	710	575
Hawaii	4	773	941	897	16	704	897	806	8	529	642	579	68	459	642	539	63	562	819	683	17	672	900	822
Idaho	6	779	1068	901	57	641	879	742	7	478	657	553	86	478	657	553	317	527	724	610	39	581	798	673
Illinois	-	-	-	-	-	-	-	-	-	-	-	-	515	-	-	847	72	-	-	?	11	-	-	861
Indiana	53	522	608	576	93	504	587	558	37	466	536	491	1065	466	536	491	279	504	587	491	93	522	608	576
Iowa	3	830	902	878	137	722	830	791	23	628	689	650	1050	548	689	598	233	600	756	662	113	628	792	707
Kansas	7	608	944	838	91	525	815	712	27	391	608	525	794	391	608	482	435	432	670	595	172	477	739	686
Kentucky	-	-	-	-	243	340	676	514	27	308	436	385	1458	308	436	372	1051	376	530	482	66	415	583	527
Louisiana	20	460	660	630	140	420	700	530	30	350	500	455	1050	350	500	470	600	400	600	510	180	460	660	650
Maine	13	610	808	733	144	532	700	640	28	465	610	508	814	425	582	532	258	485	640	582	100	532	700	669
Maryland	30	648	852	830	72	514	788	732	-	-	-	-	315	476	626	576	146	514	676	702	26	556	730	712
Massachusetts	8	755	923	923	18	630	771	771	83	544	657	657	-	-	-	-	-	-	-	-	84	630	771	771
Michigan	-	-	-	-	73	863	1129	1075	-	-	-	-	60	668	777	759	380	713	827	807	-	-	-	-
Minnesota	17	931	1179	1147	143	887	922	922	23	680	858	755	27	887	922	922	←				←			
Mississippi	3	566	796	723	35	423	594	541	6	366	513	443	372	366	513	472	173	423	594	535	12	513	722	581
Missouri	10	747	879	867	49	630	740	724	22	530	625	590	1985	502	591	567	891	561	659	656	6	630	740	728
Montana	11	830	988	909	55	830	830	830	11	759	759	759	150	759	759	759	75	795	795	795	74	830	830	830
Nebraska	7	779	1044	820	66	569	763	609	36	501	671	535	571	444	595	490	220	501	671	552	68	534	716	597
Nevada	8	894	1125	1125	68	816	1025	980	-	-	-	-	-	-	-	-	-	-	-	-	65	682	854	845
New Hampshire	10	587	830	811	19	543	693	685	5	488	534	505	119	449	557	535	48	506	594	572	←			
New Jersey	18	835	1127	981	95	721	974	847	52	488	659	573	390	583	726	654	158	593	801	697	39	721	974	847
New Mexico	9	525	720	666	23	480	660	539	-	-	-	-	435	380	525	413	368	420	575	493	103	480	660	584
New York	20	795	920	852	268	709	830	770	49	565	667	616	1356	568	672	616	420	602	710	680	111	754	884	820
North Carolina	154	687	864	787	449	548	687	628	7	500	628	548	1795	437	574	500	929	478	600	574	1067	548	687	657
North Dakota	-	-	-	-	31	520	789	673	5	477	546	508	→				232	407	780	575	←			
Ohio	9	630	816	707	305	567	851	655	38	525	669	587	31	456	628	508	25	490	669	546	47	525	800	608
Oklahoma	7	665	915	791	69	485	740	698	2	415	570	450	556	390	540	473	250	460	630	542	90	510	705	586
Oregon	6	870	959	959	84	789	913	870	1	682	751	751	789	618	716	682	247	682	751	751	41	716	789	789
Pennsylvania	67	810	1036	890	473	610	780	680	130	530	670	580	1400	530	670	580	2070	580	730	635	350	640	815	710
Rhode Island	-	-	-	-	-	-	-	-	2	460	550	500	26	500	600	540	132	460	550	500	-	-	-	-
South Carolina	31	647	880	753	146	563	762	614	78	411	538	500	(Incl. in 11)				(Incl. in 11)				(Incl. in 11)			
South Dakota	10	730	934	832	14	695	889	792	20	605	761	683	163	478	593	536	250	575	725	650	78	664	844	754
Tennessee	21	420	560	?	148	370	500	?	-	-	-	-	153	350	470	?	64	370	500	?	-	-	-	-
Texas	15	794	1000	900	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Utah	7	818	994	896	80	630	818	715	-	-	-	-	115	561	681	594	169	630	767	688	110	673	818	761
Vermont	1	767	1044	804	13	565	756	755	13	535	712	606	-	-	-	-	9	448	589	509	40	535	712	670
Virginia	87	670	876	732	270	536	764	641	72	430	560	512	2386	450	560	512	854	490	612	560	44	536	700	586
Washington	6	841	1061	967	132	802	967	860	42	637	766	699	-	-	-	-	104	802	880	841	17	880	1012	967
West Virginia	10	460	705	643	445	413	544	507	-	-	-	-	387	413	458	436	1001	468	499	476	441	510	544	522
Wisconsin	County Employees																							
Wyoming	24	615	1079	920	86	407	876	800	-	-	-	-	-	-	-	-	154	471	763	615	143	524	849	685
1973 Average			936	861			804	728			645	574			617	566			685	624			774	711
1944 Average			206				172				136				-				-				-	
% Increase, 1973/1944			354%				367%				374%				-				-				-	
% Increase, 1973/1972			4.5%				4.4%				5.6%				5.5%				4.3%				3.3%	

TRAFFIC OPERATIONS PERSONNEL:

(19) State Traffic Engineer				(20) Asst. State Traffic Engineer				(21) District Traffic Engineer				(22) Asst. District Traffic Engineer				(23) Traffic Supervisor				(24) Sign Supervisor				
No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	State
1	1021	1320	1109	-	-	-	-	8	806	1109	944	2	746	927	896	-	-	-	-	-	-	-	-	Alabama
1	1699	2043	1829	1	1466	1763	1579	2	1466	1763	1579	2	1362	1638	1413	-	-	-	-	-	-	-	-	Alaska
1	1626	2075	2075	1	1353	1727	1727	3	1236	1580	1580	-	-	-	-	1	954	1186	1186	2	881	1096	1096	Arizona
1	1217	1590	1590	1	1127	1473	1473	-	-	-	-	-	-	-	-	-	-	-	-	4	458	567	483	Arkansas
1	1810	2201	2201	34	1166	1901	1589	14	1349	1901	1696	126	1349	1641	1443	-	-	-	-	11	1111	1349	1285	California
1	1440	1929	1685	1	1306	1750	1528	2	1185	1588	1387	-	-	-	-	8	784	1050	917	-	-	-	-	Colorado
1	1515	1842	1842	1	1366	1672	1672	4	1119	1381	1381	-	-	-	-	4	954	1025	988	-	970	1177	-	Connecticut
1	1407	1995	1806	1	1061	1481	1344	3	1061	1481	1267	2	869	1218	1008	2	869	1218	1012	1	712	1008	912	Delaware
1	1453	2038	1973	1	1335	1879	1744	5	1225	1738	1470	5	1061	1496	1186	-	-	-	-	-	-	-	-	Florida
1	1617	2359	2146	2	1342	1953	1736	7	929	1473	1180	8	776	1223	1000	11	710	1017	820	1	1115	1617	1281	Georgia
1	1283	1992	1898	1	1165	1807	1639	-	-	-	-	-	-	-	-	-	-	-	-	3	806	979	933	Hawaii
1	1267	1752	1477	1	1149	1590	1340	5	1042	1441	1206	-	-	-	-	-	-	-	-	10	779	1068	901	Idaho
1	1780	2579	2290	-	1529	2213	-	9	1380	1905	1895	9	1204	1659	1650	9	1004	1380	1295	10	-	-	953	Illinois
1	1601	2041	1920	1	1421	1761	1601	6	1107	1360	1225	-	-	-	-	2	1261	1540	1335	12	?	?	?	Indiana
1	1209	1700	1700	1	1096	1542	1399	-	-	-	-	-	-	-	-	-	-	-	-	1	722	994	859	Iowa
1	992	1538	1329	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Kansas
1	1549	2074	1626	2	1405	1882	1549	14	1048	1475	1213	2	782	1213	845	13	583	821	676	11	530	745	607	Kentucky
1	1170	1570	1570	11	1050	1490	1350	8	930	1330	1330	-	-	-	-	9	500	700	700	35	420	620	590	Louisiana
1	1252	1667	1667	-	-	-	-	3	981	1314	1201	-	-	-	-	-	-	-	-	-	-	-	-	Maine
1	1633	2145	2145	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Maryland
1	1541	1962	1962	1	1481	1792	1792	8	1275	1625	1625	8	1149	1453	1453	8	1149	1453	1453	1	970	1223	1223	Massachusetts
1	2287	2525	2406	1	1909	2133	2021	9	1636	1822	1728	5	1394	1546	1521	9	1439	1607	1523	1	1194	1329	1261	Michigan
1	1550	2122	1886	4	1434	1886	1713	9	1326	1744	1434	5	1179	1550	1226	←				15	797	1008	910	Minnesota
1	1297	1826	1656	1	1176	1656	1577	-	-	-	-	-	-	-	-	1	758	1067	878	2	688	968	758	Mississippi
(Incl. in 1)				1	1374	1538	1538	3	1143	1366	1366	13	996	1183	1152	-	-	-	-	-	-	-	-	Missouri
1	1126	1354	1238	1	945	1126	1126	-	-	-	-	5	830	980	988	-	-	-	-	-	-	-	-	Montana
1	1289	1727	1353	1	1137	1524	1160	-	-	-	-	-	-	-	-	1	830	1112	915	-	-	-	-	Nebraska
1	1293	1636	1636	1	1178	1488	1488	2	935	1178	1178	-	-	-	-	-	-	-	-	1	936	1178	1178	Nevada
1	1193	1488	1488	-	-	-	-	-	-	-	-	-	-	-	-	1	698	859	859	-	-	-	-	New Hampshire
1	1574	2126	1850	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	920	1242	1081	New Jersey
1	1250	1610	1440	1	1160	1500	1310	2	980	1300	1025	-	-	-	-	3	600	820	692	1	550	750	750	New Mexico
1	2578	2903	2740	2	2093	2379	2300	10	1700	1950	1825	10	1374	1586	1480	-	-	-	-	-	-	-	-	New York
1	1526	1943	1943	1	1321	1680	1680	-	-	-	-	14	1321	1680	1526	14	787	993	905	←				North Carolina
1	1550	1933	1642	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	641	832	733	North Dakota
1	1563	2107	1792	1	1430	1936	1716	12	1104	1612	1242	12	844	1478	1064	12	773	1007	844	1	982	1217	1026	Ohio
1	1375	1870	1375	-	-	-	-	6	820	1525	1170	-	-	-	-	5	665	915	812	-	-	-	-	Oklahoma
Traffic operations under direction of Regional Engineers ←																				1	870	959	959	Oregon
1	1821	2330	2009	2	1580	2009	1733	11	1200	1550	1330	40	1026	1320	1140	11	640	815	710	11	850	1030	900	Pennsylvania
1	1100	1550	1350	-	-	-	-	-	-	-	-	-	-	-	-	1	750	1000	900	1	650	760	725	Rhode Island
1	1353	1887	1726	1	1160	1612	1587	2	864	1493	1223	-	-	-	-	-	-	-	-	-	-	-	-	South Carolina
1	1235	1667	1451	2	1124	1507	1315	5	1124	1507	1315	-	-	-	-	-	-	-	-	-	-	-	-	South Dakota
1	1298	1739	?	1	1176	1576	?	4	1060	1370	?	-	-	-	-	1	1060	1370	?	5	650	860	?	Tennessee
-	-	-	-	-	-	-	-	(Incl. in 4 & 5)				-	-	-	-	-	-	-	-	3	719	906	876	Texas
1	1332	1945	1638	8	914	1828	1161	-	-	-	-	-	-	-	-	(Incl. in 20)				1	832	1173	1185	Utah
1	1252	1752	1641	?	1111	1544	1435	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Vermont
1	1491	1950	1950	2	1194	1538	1558	8	1044	1366	1144	9	700	1094	798	-	-	-	-	8	586	732	640	Virginia
1	1624	2064	2064	1	1344	1703	1703	7	1166	1549	1469	6	923	1156	1061	-	-	-	-	-	-	-	-	Washington
1	1360	1825	1500	-	1235	1655	-	3	745	1360	995	2	745	1120	830	-	-	-	-	1	745	1120	965	West Virginia
1	1813	2361	2280	4	1527	1988	1851	6	1527	1988	1593	6	1286	1678	1534	3	1001	1303	1141	1	1089	1418	1316	Wisconsin
1	1125	1822	1550	-	-	-	-	5	667	1079	900	-	-	-	-	-	-	-	-	-	-	-	-	Wyoming
	1925	1771			1723	1572			1522	1351			1374	1201			1103	979			1032	942		1973 Average
	-				-				-				-				-				-			1944 Average
	-				-				-				-				-				-			% Increase, 1973/1944
	5.4%				5.5%				3.9%				5.5%				4.5%				5.8%			% Increase, 1973/1972

MONTHLY SALARIES OF HIGHWAY PERSONNEL (AS OF JULY 1, 1973) - PAGE 3

TRAFFIC OPERATIONS PERSONNEL (Cont'd):

State	(25) Sign Shop Foreman				(26) Traffic Signal & Lighting Foreman				(27) Striper Foreman				(28) Sign Erection Foreman				(29) Sign Fabricator				(30) Sign Technician			
	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.
Alabama	7	597	777	768	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Alaska	1	943	1133	1092	1	1266	1521	1413	2	943	1133	1092	-	-	-	-	2	876	1053	978	2	876	1053	978
Arizona	1	758	924	924	9	815	1438	1106	7	758	924	911	←				21	665	808	774	34	579	704	657
Arkansas	(Incl. in 24)				-	-	-	-	5	394	488	479	←				(Incl. in 24)				(Incl. in 24)			
California	11	849	1031	983	27	849	1031	983	15	849	1031	983	12	849	1031	983	12	772	937	855	-	-	-	-
Colorado	1	907	1216	1062	5	784	1050	917	-	-	-	-	-	-	-	-	5	677	907	792	-	-	-	-
Connecticut	1	828	1019	1019	4	873	1070	1070	4	787	972	972	←				18	562	802	694	←			
Delaware	1	644	912	827	5	613	823	784	11	457	709	564	←				5	479	784	574	20	375	709	485
Florida	1	774	1065	1055	-	-	-	-	10	633	860	804	38	567	767	686	7	219	292	256	-	-	-	-
Georgia	-	-	-	-	-	-	-	-	8	595	849	708	8	595	849	670	19	460	650	493	18	460	650	480
Hawaii	-	-	-	-	1	1005	1223	1223	1	675	820	820	-	-	-	-	6	672	819	731	-	-	-	-
Idaho	1	706	968	817	1	779	1068	901	(Incl. in 13)				6	641	879	742	-	-	-	-	(Incl. in 17 & 18)			
Illinois	16	-	-	914	-	-	-	-	34	-	-	897	(Incl. in 30)				37	-	-	?	181	-	-	847
Indiana	6	576	691	600	6	821	1027	860	6	821	1027	895	7	821	1027	875	12	576	691	600	6	600	752	790
Iowa	1	628	859	792	1	722	994	902	6	689	947	838	-	-	-	-	10	479	792	629	-	-	-	-
Kansas	1	608	944	944	-	-	-	-	6	551	856	779	-	-	-	-	5	525	815	595	-	-	-	-
Kentucky	8	415	583	496	13	530	745	588	13	457	643	555	(Incl. in 24)				3	340	480	416	(Incl. in 24)			
Louisiana	9	440	640	630	11	565	815	805	7	540	790	680	3	420	620	500	22	350	500	475	9	350	500	405
Maine	1	582	770	733	1	640	848	770	2	532	700	669	1	669	890	808	2	508	669	610	-	-	-	-
Maryland	2	882	1159	1159	1	817	1073	1073	5	600	788	758	27	600	788	761	7	408	788	729	-	-	-	-
Massachusetts	1	755	923	923	1	755	923	923	2	663	815	815	2	663	815	815	7	663	815	815	-	-	-	-
Michigan	1	1022	1129	1075	1	1295	1429	1362	8	1091	1199	1145	8	1091	1199	1145	1	997	1049	1022	30	787	827	807
Minnesota	6	861	1030	1008	1	997	1037	1037	(Incl. in 24 & 25)				(Incl. in 24 & 25)				48	668	788	775	←			
Mississippi	-	-	-	-	2	688	968	779	(Incl. in 8)				11	513	722	617	3	423	594	494	2	423	594	594
Missouri	1	792	932	932	3	747	879	879	12	747	879	865	10	747	879	865	2	530	625	625	3	502	591	591
Montana	1	905	905	905	-	-	-	-	11	830	830	830	-	-	-	-	7	830	830	830	-	-	-	-
Nebraska	1	732	981	890	5	569	981	685	-	-	-	-	-	-	-	-	4	418	560	455	-	-	-	-
Nevada	-	-	-	-	-	-	-	-	6	746	935	935	2	746	935	935	2	854	1074	1074	1	780	979	979
New Hampshire	1	570	693	693	1	676	830	830	8	570	693	693	6	570	693	693	5	525	693	693	8	448	524	524
New Jersey	1	835	1127	981	27	835	1127	981	6	795	1073	934	←				9	593	801	697	-	-	-	-
New Mexico	-	-	-	-	1	860	1160	900	1	720	980	940	7	460	630	594	1	420	575	460	3	460	630	583
New York	1	1057	1230	1140	10	845	988	915	20	632	760	720	63	632	760	720	13	601	711	680	-	-	-	-
North Carolina	13	548	687	600	16	719	905	787	→				28	600	752	687	11	500	628	574	99	500	628	574
North Dakota	(Incl. in 24)				(Incl. in 24)				2	442	815	714	-	-	-	-	(Incl. in 11)				(Incl. in 11)			
Ohio	1	707	960	800	1	844	1085	982	25	698	894	773	17	567	816	655	5	608	800	707	1	698	894	825
Oklahoma	-	-	-	-	-	-	-	-	6	540	740	640	7	540	740	657	-	-	-	-	6	390	600	510
Oregon	2	829	913	913	(Incl. in 11)				10	789	870	870	16	751	829	829	(Incl. in 16 & 17)				-	-	-	-
Pennsylvania	1	680	740	860	11	850	1030	900	20	560	700	610	67	560	700	610	2	580	740	640	15	530	680	580
Rhode Island	-	-	-	-	1	600	800	675	1	750	1000	900	-	-	-	-	5	456	645	500	21	375	565	439
South Carolina	6	563	880	749	7	647	880	704	10	491	880	688	(Incl. in 8)				(Incl. in 10 & 11)				-	-	-	-
South Dakota	1	664	844	754	-	-	-	-	10	664	844	754	-	-	-	-	2	575	725	650	-	-	-	-
Tennessee	(Incl. in 8)				-	-	-	-	(Incl. in 8)				-	-	-	-	-	-	-	-	-	-	-	-
Texas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Utah	1	695	845	805	1	914	1289	1203	-	-	-	-	-	-	-	-	5	630	767	644	-	-	-	-
Vermont	7	767	1044	767	-	-	-	-	7	504	671	547	7	448	589	446	7	504	671	610	-	-	-	-
Virginia	9	732	1000	876	7	700	956	800	8	586	732	640	8	586	732	640	18	490	612	560	8	700	916	800
Washington	-	-	-	-	4	880	1112	1012	7	880	1112	1012	7	880	1112	1012	5	802	880	841	-	-	-	-
West Virginia	1	570	870	705	1	705	1065	1015	10	485	745	644	←				-	-	-	-	-	-	-	-
Wisconsin	6	741	944	771	1	1089	1418	1418	11	741	944	771	39	697	883	722	25	607	766	632	39	607	766	632
Wyoming	1	667	1079	1000	-	-	-	-	5	583	945	750	5	497	896	700	6	471	896	750	-	-	-	-
1973 Average			933	867			1047	947			861	790			828	745			744	667			714	654
1944 Average			-				-				-				-				-				-	
% Increase, 1973/1944			-				-				-				-				-				-	
% Increase, 1973/1972			5.9%				8.5%				7.2%				3.8%				(0.5%)				7.2%	

OTHER RELATED PERSONNEL:

(31) Traffic Signal & Lighting Technician				(32) Striper Technician				(33) Chief Engineer				(34) Project Engineer				(35) Clerk or Timekeeper				
No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	No.	Min.	Max.	Aver.	State
18	502	896	540	-	-	-	-	-	-	-	-	250	746	988	901	105	335	836	517	Alabama
1	876	1053	978	-	-	-	-	1	2199	2648	2648	7	1466	1763	1638	7	606	729	677	Alaska
21	665	924	848	21	665	808	774	1	2140	2732	2732	15	1126	1438	1307	35	456	553	501	Arizona
-	-	-	-	21	386	478	407	1	1543	2017	2017	32	944	1473	1284	25	386	510	453	Arkansas
157	791	1111	951	?	791	1111	951	1	2288	2478	2383	330	1166	1417	1349	85	651	791	721	California
5	677	907	792	-	-	-	-	1	1929	2461	2195	75	1185	1588	1387	-	-	-	-	Colorado
35	657	856	734	75	569	716	676	-	2045	2482	-	28	1023	1235	1219	18	590	716	678	Connecticut
6	503	784	599	(Incl. in 30)				1	1722	2415	2195	8	1061	1638	1438	4	583	784	755	Delaware
-	-	-	-	20	539	729	678	1	1850	1850	1850	136	1061	1496	1161	29	539	729	699	Florida
-	-	-	-	21	501	710	561	1	2146	3126	2711	-	-	-	-	-	-	-	-	Georgia
6	704	986	851	3	562	683	610	1	1486	2307	2198	6	1165	1807	1588	4	589	913	850	Hawaii
4	641	879	742	-	-	-	-	1	-	-	2184	12	1042	1441	1206	7	478	657	553	Idaho
-	-	-	-	98	-	-	847	1	2793	3902	3500	?	1152	1659	1450	?	668	911	820	Illinois
26	600	752	821	1	660	821	786	1	2041	2587	2140	72	981	1210	1027	25	466	537	510	Indiana
2	628	859	830	20	548	756	668	1	1700	2391	2277	23	994	1399	1297	-	-	-	-	Iowa
-	-	-	-	-	-	-	-	1	-	-	2273	43	856	1329	1300	28	432	670	614	Kansas
19	376	643	485	23	376	530	450	1	1882	2286	?	-	-	-	-	-	-	-	-	Kentucky
25	350	500	430	21	460	660	550	1	1450	1950	1800	66	930	1330	1330	62	380	580	570	Louisiana
2	532	770	640	-	-	-	-	-	-	-	-	121	770	1314	1028	8	485	640	610	Maine
15	600	852	812	13	476	730	654	1	2375	2375	2375	109	882	1251	1130	38	556	730	684	Maryland
1	755	923	923	5	630	771	771	1	1909	2427	2427	89	1083	1368	1368	1	522	626	626	Massachusetts
24	771	811	791	10	787	829	807	-	-	-	-	-	-	-	-	25	627	753	731	Michigan
14	650	957	820	(Incl. in 29)				1	1744	2294	2666	33	1179	1550	1326	270	400	680	496	Minnesota
4	566	796	649	(Incl. in 17)				1	1577	2157	2013	39	1067	1502	1421	47	366	513	405	Mississippi
25	705	828	810	31	561	659	656	1	2125	?	2125	60	1070	1276	1272	19	552	652	651	Missouri
-	-	-	-	-	-	-	-	1	2041	2041	2041	-	-	-	-	12	795	945	900	Montana
1	830	1112	1009	-	-	-	-	1	-	-	1917	21	941	1261	950	-	-	-	-	Nebraska
-	-	-	-	6	682	854	854	1	2387	2387	2387	-	-	-	-	4	746	935	935	Nevada
5	506	726	726	12	448	594	594	1	2061	2311	2311	70	941	1303	1122	7	488	654	587	New Hampshire
90	721	974	847	27	565	763	664	1	?	2824	?	209	1119	1511	1315	9	687	927	807	New Jersey
1	1070	1400	1160	1	420	575	413	1	2000	2250	2250	32	980	1300	1074	?	575	785	634	New Mexico
52	754	884	820	60	602	710	680	-	-	-	-	-	-	-	-	-	-	-	-	New York
13	600	752	657	(Incl. in 17)				1	-	-	2228	69	1142	1455	1385	96	500	628	574	North Carolina
-	-	-	-	1	407	780	520	1	1917	2275	1967	57	892	1542	1200	8	375	680	552	North Dakota
45	587	1007	735	22	608	800	735	1	1945	2408	2193	201	1104	1612	1242	88	567	724	630	Ohio
-	-	-	-	-	-	-	-	1	1525	2065	1690	27	1115	1525	1268	102	415	570	455	Oklahoma
(Incl. in 11)				(Inc. in 16 & 17)				1	2096	2675	2675	71	1110	1418	1418	(Incl. in 16)				Oregon
11	900	1140	1000	100	580	730	685	1	2150	2800	2000	120	1026	1320	1140	67	512	654	565	Pennsylvania
3	600	665	625	5	456	550	500	-	-	-	-	-	-	-	-	4	400	500	460	Rhode Island
19	411	818	559	-	-	-	-	1	-	-	2333	73	748	1282	1013	112	347	710	492	South Carolina
-	-	-	-	-	-	-	-	1	1641	2250	1945	20	846	1117	981	7	456	585	520	South Dakota
-	-	-	-	-	-	-	-	1	1576	2112	?	87	?	?	?	99	350	560	?	Tennessee
-	-	-	-	-	-	-	-	1	2625	2625	2625	352	1141	1535	1343	-	-	-	-	Texas
9	607	1068	778	-	-	-	-	1	1607	2346	1908	35	1038	1663	1301	6	690	975	903	Utah
1	632	851	827	7	448	598	446	1	1677	2396	2325	47	988	1365	1165	9	565	756	695	Vermont
21	560	732	640	-	-	-	-	1	1866	2441	2441	33	876	1144	1000	132	450	560	512	Virginia
34	841	1061	967	-	-	-	-	1	2918	2918	2918	70	1112	1409	1281	32	637	766	732	Washington
2	600	915	770	10	458	489	454	1	1825	2440	2010	-	-	-	-	151	433	489	455	West Virginia
10	1104	1368	?	44	607	766	632	1	2155	2806	2535	195	1089	1418	1312	County Employee				Wisconsin
2	471	997	750	25	471	849	600	1	-	-	2000	36	898	1454	1250	5	360	723	450	Wyoming
		907	775			716	642			2454	2278			1417	1248			698	624	1973 Average
		-				-				-				-				142		1944 Average
		-				-				-				-				392%		% Increase, 1973/1944
		5.2%				2.6%				6.9%				7.6%				7.6%		% Increase, 1973/1972

MAINTENANCE QUESTIONNAIRE ON POLICIES AFFECTING MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL AS OF JULY 1, 1973

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.

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?
3. Are your maintenance and operations employees included in a Federal Social Security retirement plan?
4. Do you have a compulsory retirement age?
   If answer is "Yes," indicate the following:
   a. Is it established by Policy or Statute?
   b. Compulsory Retirement Age?

4A. Is voluntary retirement possible after a prescribed number of years?
   If answer is "Yes," indicate the following:
   a. Minimum years of service at which voluntary retirement is possible?
   b. Minimum age at which voluntary retirement is possible (predicated on years of service where applicable)?

VACATIONS

5. Do maintenance and operations employees receive an annual vacation on full pay?
6. What is your annual vacation schedule, minimum and maximum, for maintenance and operations personnel (working hours per year per years of service)?
7. Are your annual vacations cumulative?
   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

8. Do you grant sick leave with pay to maintenance and operations employees?
9. What is your annual sick leave schedule, minimum and maximum, for maintenance and operations personnel (working hours per year per years of service)?
10. Is your sick leave cumulative?
   If answer is "Yes," what is the maximum?

State	Civil Service or Merit System 1a	1b	1c	1d	Retirement Plan: State Plan 2	Fed. Soc. Sec. 3	Compulsory Retirement 4	4a	4b	Voluntary Retirement 4A	Min. Yrs. of Serv. 4Aa	Minimum Age 4Ab	Vacations 5	6. Annual Vacation Schedule: Minimum Hrs./Yr.	Minimum Yrs. of Service	Maximum Hrs./Yr.	Maximum Yrs. of Service	Cumulative 7	Maximum	Sick Leave 8	9. Annual Sick Leave Schedule: Minimum Hrs./Yr.	Minimum Yrs. of Service	Maximum Hrs./Yr.	Maximum Yrs. of Service
Alabama	-	x	-	-	Yes	Yes	Yes	Statute	70	Yes	10 Yrs.	Age 60	Pt.	104	0 to 10	156	10+	Yes	240	Pt.	104	0 to any	104	Any
Alaska	x	-	-	-	Yes	Yes	Yes	Policy	65	Yes	8 Yrs.	Age 60	Yes	112½	0 to 2	225	10+	Yes	450	Yes	112½	0 to any	112½	Any
Arizona	x	-	-	-	Yes	Yes	Yes	Statute	70	Yes	-	Age 65	Yes	96	0 to 3	168	15+	Yes	240	Yes	96	0 to any	96	Any
Arkansas	-	-	-	x	Yes	Yes	Yes	Policy	67	Yes	10 Yrs. if Age 65	Any Age/35 Yrs.	Yes	96	1 to 10	144	15+	Yes	134	Yes	96	1 to any	96	Any
California	x	-	-	-	Yes	Yes	Yes	Statute	67	Yes	5 Yrs.	Age 55	Yes	80	0 to 3	160	24+	Yes	320	Yes	96	0 to any	96	Any
Colorado	-	x	-	-	Yes	No	Yes	Policy	66	Yes	20 Yrs. if Age 60	Age 55	Yes	96	1 to 5	168	15+	Yes	336	Yes	120	1 to any	120	Any
Connecticut	-	x	-	-	Yes	Yes	Yes	Statute	70	Yes	25 Yrs.	Age 55	Yes	105	1 to 20	140	25+	Yes	840	Yes	105	1 to any	105	Any
Delaware	-	x	-	-	Yes	Yes	Yes	Statute	67	Yes	30 Yrs.	Age 60	Yes	112½	0 to 10	158	15+	Yes	1 Yr's.	Yes	112½	0 to any	112½	Any
Florida	-	x	-	-	Yes	Yes	Yes	Both	70	Yes	10 Yrs.	-	Yes	104	0 to 5	156	10+	Yes	240	Yes	104	0 to any	104	Any
Georgia	-	-	x	-	Yes	Yes	Yes	Policy	65	Yes	5 Yrs.	Any Age/35 Yrs.	Yes	120	1 to 5	168	10+	Yes	360	Yes	120	?	?	?
Hawaii	x				Yes	Yes	Yes	Statute	70	Yes	25 Yrs.	Age 55	Yes	168	0 to any	168	Any	Yes	720	Yes	168	0 to any	168	Any
Idaho	x	-	-	-	Yes	Yes	Yes	Statute	70	Yes	5 Yrs.	Age 60	Yes	96	0 to 5	168	10+	Yes	240	Yes	96	0 to any	96	Any
Illinois	-	x	-	-	Yes	Yes	No	-	-	Yes	8 Yrs.	Age 55	Yes	80	1 to 7	160	15+	Yes	1 Yr's.	Yes	96	1 to any	96	Any
Indiana	-	-	x	-	Yes	Yes	Yes	Policy	65	Yes	10 Yrs.	Age 55	Yes	96	1 to 10	160	15+	Yes	No Limit	Yes	96	1 to 10	?	?
Iowa	x	-	-	-	Yes	Yes	No	-	-	Yes	-	Age 55	Yes	80	0 to 4	160	11+	Yes	160	Yes	240	0 to any	240	Any
Kansas	-	x	-	-	Yes	Yes	Yes	Policy	65	Yes	-	Age 62	Yes	96	0 to 10	144	15+	Yes	192	Yes	96	0 to any	96	Any
Kentucky	-	Pt.	-	-	Yes	Yes	Yes	Policy	65	Yes	30 Yrs.	Age 55	Yes	90	0 to 5	158	15+	Yes	225	Yes	90	0 to any	90	Any
Louisiana	x	-	-	-	Yes	Pt.	Yes	Policy	65	Yes	30 Yrs., Any Age	Age 55/25 Yrs.	Yes	96	0 to 3	192	15+	Yes	No Limit	Yes	96	?	192	?
Maine	x	-	-	-	Yes	No	Yes	Statute	70	Yes	25 Yrs.	Age 43	Yes	108	0 to 5	216	20+	Yes	270	Yes	108	0 to any	108	Any
Maryland	-	x	-	-	Yes	Yes	Yes	Statute	70	Yes	25 Yrs., Any Age	No Minimum	Yes	80	1 to 5	200	20+	Yes	240	Yes	240	0 to any	240	Any
Massachusetts	x	-	-	-	Yes	No	Yes	Statute	70	Yes	20 Yrs.	Age 55	Yes	80	1 to 5	160	10+	Yes	160	Yes	120	1 to any	120	Any
Michigan	x	-	-	-	Yes	Yes	Yes	Statute	70	Yes	10 Yrs. if Age 60	Age 55/15 Yrs.	Yes	120	1 to 5	104	20+	Yes	240	Yes	104	0 to 1	?	?
Minnesota	-	x	-	-	Yes	Yes	Yes	Statute	68	Yes	10 Yrs.	Age 62/30 Yrs.	Yes	78	1 to 2	208	26+	Yes	208	Yes	52	0 to 1	104	2+
Mississippi	-	x	-	-	Yes	Yes	Yes	Policy	65	Yes	10 Yrs.	Age 60	Yes	96	0 to any	96	Any	Yes	296	Yes	96	0 to any	96	Any
Missouri	x	-	-	-	Yes	Yes	Yes	Statute	?	Yes	20 Yrs.	Age 60	Yes	120	0 to 15	168	20+	Yes	336	Yes	120	0 to any	120	Any
Montana	-	-	-	x	Yes	Yes	Yes	Policy	65	Yes	10 Yrs. if Age 55	Any Age/30 Yrs.	Yes	120	1 to 10	192	21+	Yes	240	Yes	96	1 to any	96	Any
Nebraska	x	-	-	-	Yes	Yes	Yes	Statute	65	No	-	-	Yes	96	0 to 5	200	16+	Yes	200	Yes	96	0 to 5	240	19+
Nevada	x	-	-	-	Yes	No	Yes	Statute	65	Yes	10 Yrs. if Age 60	Age 55/30 Yrs.	Yes	120	½ to 10	168	15+	Yes	240	Yes	120	0 to any	120	Any
New Hampshire	x	-	-	-	Yes	Yes	Yes	Statute	70	Yes	15 Yrs.	Age 60	Yes	120	½ to any	120	Any	Yes	240	Yes	120	½ to any	120	Any
New Jersey	x	-	-	-	Yes	Yes	Yes	Policy	70	Yes	25 Yrs.	Age 55/25 Yrs.	Yes	96	0 to 10	160	20+	Yes	160	Yes	96	0 to 1	120	1+
New Mexico	x	-	-	-	Yes	Yes	Yes	Policy	65	Yes	20 Yrs.	Age 60	Yes	120	0 to any	120	Any	Yes	240	Yes	96	0 to any	96	Any
New York	x	-	-	-	Yes	Yes	Yes	Statute	70	Yes	10 Yrs.	Age 55	Yes	104	1 to 7	160	8+	Yes	240	Yes	104	0 to any	104	Any
North Carolina	-	x	-	-	Yes	Yes	Yes	Policy	65	Yes	30 Yrs.	-	Yes	80	0 to 2	192	20+	Yes	240	Yes	80	0 to any	80	Any
North Dakota	-	-	-	x	Yes	Yes	Yes	Policy	65	Yes	-	Age 55	Yes	96	0 to 3	192	19+	Yes	240	Yes	96	0 to any	96	Any
Ohio	-	x	-	-	Yes	No	Yes	Statute	70	Yes	32 Yrs.	Age 60	Yes	80	1 to 9	160	20+	Yes	320	Yes	120	0 to any	120	Any
Oklahoma	-	x	-	-	Yes	Yes	Yes	Policy	65	Yes	-	Age 62	Yes	120	1 to 5	144	5+	Yes	384	Yes	120	1 to any	120	Any
Oregon	-	x	-	-	Yes	Yes	Yes	Statute	65	Yes	25 Yrs.	Age 60	Yes	88	1 to 5	168	20+	Yes	250	Yes	96	0 to any	96	Any
Pennsylvania	-	-	-	x	Yes	Yes	No	-	-	Yes	25 Yrs.	Age 60	Yes	112½	2 to 15	150	15+	Yes	900	Yes	112½	0 to any	112½	Any
Rhode Island	-	x	-	-	Yes	Yes	Yes	Statute	70	Yes	10 Yrs.	-	Yes	120	1 to ?	176	20+	Yes	?	Yes	104	0 to any	104	Any
South Carolina	x	-	-	-	Yes	Yes	Yes	Statute	72	Yes	35 Yrs.	Age 60	Yes	120	-	-	-	Yes	360	Yes	120	0 to any	120	Any
South Dakota	x	-	-	-	Yes	Yes	Yes	Both	67	Yes	20 Yrs.	Age 55	Yes	120	0 to 15	160	15+	Yes	320	Yes	112	0 to any	112	Any
Tennessee	-	-	-	x	Yes	Yes	Yes	Policy	65	Yes	30 Yrs.	Age 48	Yes	96	1 to 6	192	20+	Yes	336	Yes	96	0 to any	96	Any
Texas	-	-	x	-	Yes	Yes	Yes	Policy	65	-	-	-	Yes	80	0 to 15	160	20+	Yes	320	Yes	96	0 to any	96	Any
Utah	-	x	-	-	Yes	Yes	Yes	Statute	65	No	-	-	Yes	96	0 to 5	144	10+	Yes	240	Yes	96	0 to any	96	Any
Vermont	-	x	-	-	Yes	Yes	Yes	Statute	65	Yes	30 Yrs.	Age 62	Yes	96	0 to 5	144	10+	Yes	280	Yes	96	0 to 5	144	10+
Virginia	-	x	-	-	-	-	Yes	Policy	70	No	-	-	Yes	96	1 to 5	144	10+	Yes	288	Yes	120	0 to any	120	Any
Washington	-	x	-	-	Yes	Yes	Yes	Statute	70	Yes	5 Yrs. if Age 60	Age 48/30 Yrs.	Yes	96	1 to 2	176	26+	Yes	240	Yes	96	0 to any	96	Any
West Virginia	-	-	x	-	Yes	Yes	No	-	-	Yes	5 Yrs.	Age 60	Yes	120	0 to 5	192	15+	Yes	240	Yes	144	0 to any	144	Any
Wisconsin	x	-	-	-	Yes	Yes	Yes	Policy	65	Yes	-	Age 55	Yes	80	1 to 5	200	25+	No	-	Yes	104	0 to any	104	Any
Wyoming	-	-	-	x	Yes	Yes	Yes	Policy	65	Yes	4 Yrs. if Age 60	Any Age/25 Yrs.	Yes	96	1 to 9	144	20+	Yes	160	Yes	96	1 to any	96	Any

INSURANCE

11. Are your maintenance and operations employees protected by a wholly or partially state-financed hospitalization plan?
    11A. If answer is "Yes," indicate whether plan is wholly state financed or partially state financed.
    11B. Is participation optional or mandatory with employee?
12. Are your maintenance and operations employees protected by a wholly or partially state-financed life insurance plan?
    12A. If answer is "Yes," indicate whether plan is wholly state financed or partially state financed.
    12B. Is participation optional or mandatory with employee?
13. 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

14. 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

15. 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?

WORKING CONDITIONS

16. Check which of your maintenance and operations field employees are paid on a monthly salaried basis and which are paid on an hourly basis.
    a. All
    b. Permanent Field Employees (exclusive of Supervisory)
    c. Supervisory
    d. Temporary
17. Standard number of hours worked by each permanent field employee per day and per week.

("Working Conditions" continued on next page)

		INSURANCE										UNIONIZATION				SERVICE AWARDS	WORKING CONDITIONS						
Cumulative		Hospitalization			Life Insurance			Public Liability				National Union		Local Union			Salary Basis				Working Hrs. per Day	Working Hrs. per Week	
10	Maximum	11	11A	11B	12	12A	12B	13a	13b	13c	13d	14a		14b		15	16a	16b	16c	16d	17		State
Yes	No Limit	Yes	Partially	Optional	No	-	-	-	x	-	-	No	-	Yes	Voluntary	Yes	-	Both	Monthly	Hourly	8	40	Alabama
Yes	No Limit	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	x	-	-	-	No	-	Yes	Mandatory	Yes	-	Monthly	Monthly	Hourly	7½	37½	Alaska
Yes	No Limit	Yes	Partially	Optional	No	-	-	x	-	-	-	No	-	Yes	Voluntary	Yes	Monthly	-	-	-	8	40	Arizona
Yes	720	Yes	Partially	Optional	Yes	Partially	Optional	-	-	-	x	-	-	Yes	Voluntary	Yes	-	Hourly	Monthly	Hourly	8	40	Arkansas
Yes	No Limit	Yes	Partially	Optional	No	-	-	x	-	-	-	No	-	Yes	Voluntary	Yes	-	Monthly	Monthly	Both	8	40	California
Yes	No Limit	Yes	Partially	Optional	No	-	-	x	-	-	-	No	-	Yes	Voluntary	Yes	-	Monthly	Monthly	Hourly	8	40	Colorado
Yes	No Limit	Yes	Wholly	Optional	Yes	Partially	Optional	x	-	-	-	Yes	Voluntary	Yes	Voluntary	No	-	Hourly	Monthly	Hourly	7	35	Connecticut
Yes	675	Yes	Partially	Optional	Yes	Partially	Optional	-	x	-	-	Yes	Voluntary	Yes	Voluntary	Yes	-	Hourly	Monthly	Hourly	7½	37½	Delaware
Yes	No Limit	Yes	Partially	Optional	No	-	-	-	-	-	x	Yes	Voluntary	Yes	Voluntary	No	-	Bi-Wkly.	Bi-Wkly.	Hourly	8	40	Florida
Yes	720	Yes	Partially	Mandatory	Yes	Partially	Mandatory	x	-	-	-	No	-	No	-	Yes	Monthly	-	-	-	8	40	Georgia
Yes	No Limit	Yes	Partially	Optional	Yes	Wholly	Optional	-	-	-	x	No	-	Yes	Voluntary	Yes	Monthly	-	-	-	8	40	Hawaii
Yes	No Limit	Yes	Partially	Optional	Yes	Wholly	Mandatory	x	-	-	-	No	-	Yes	Voluntary	Yes	-	Monthly	Monthly	Hourly	8	40	Idaho
Yes	No Limit	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	x	-	-	-	Yes	Voluntary	Yes	Voluntary	No	-	Monthly	Monthly	Hourly	8	40	Illinois
Yes	No Limit	Yes	Partially	Optional	No	-	-	x	-	-	-	Yes	Voluntary	Yes	Voluntary	Yes	?	?	?	?	8	40	Indiana
Yes	720	Yes	Partially	Optional	Yes	Wholly	?	x	-	-	-	No	-	Yes	Voluntary	Yes	Monthly	-	-	-	8	40	Iowa
Yes	No Limit	Yes	Partially	Optional	No	-	-	-	-	x	-	Yes	Voluntary	Yes	Voluntary	No	-	Monthly	Monthly	Hourly	8	40	Kansas
Yes	900	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	-	-	-	x	No	-	Yes	Voluntary	Yes	-	Hourly	Monthly	Both	8	40	Kentucky
Yes	No Limit	Yes	Partially	Optional	Yes	Partially	Optional	-	-	-	x	Yes	Voluntary	-	-	Yes	Monthly	-	-	-	8	40	Louisiana
Yes	810	Yes	Partially	Optional	No	-	-	x	-	-	-	Yes	Voluntary	Yes	Voluntary	No	-	Hourly	Weekly	Hourly	9	45	Maine
Yes	800	Yes	Partially	Optional	No	-	-	Pt.	-	-	-	Yes	Voluntary	Yes	Voluntary	Yes	-	Bi-Wkly.	Bi-Wkly.	Hourly	8	40	Maryland
Yes	No Limit	Yes	Partially	Optional	Yes	Partially	Optional	-	-	-	x	Yes	Voluntary	Yes	Voluntary	No	Hourly	-	-	-	8	40	Massachusetts
Yes	No Limit	Yes	Partially	Optional	Yes	Partially	Optional	x	-	-	-	Yes	Voluntary	Yes	Voluntary	Yes	Hourly	-	-	-	8	40	Michigan
Yes	800	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	-	x	-	-	Yes	Voluntary	-	-	Yes	Hourly	-	-	-	8	40	Minnesota
Yes	No Limit	Yes	Partially	Optional	Yes	Partially	Optional	-	-	-	x	No	-	No	-	Yes	-	Monthly	Monthly	Both	8	40	Mississippi
Yes	No Limit	No	-	-	No	-	-	x	-	-	-	Yes	Voluntary	Yes	Voluntary	Yes	-	Monthly	Monthly	Hourly	8	40	Missouri
Yes	No Limit	Yes	Partially	Optional	Yes	Partially	Optional	x	-	-	-	Yes	Mandatory	-	-	Yes	Monthly	-	-	-	8	40	Montana
Yes	1440	Yes	Wholly	Optional	Yes	Wholly	Mandatory	-	-	-	x	Yes	Voluntary	Yes	Voluntary	Yes	Hourly	-	-	-	8	40	Nebraska
Yes	No Limit	Yes	Wholly	Optional	Yes	Wholly	Optional	x	-	-	-	-	-	Yes	Voluntary	Yes	Monthly	-	-	-	8	40	Nevada
Yes	720	Yes	Wholly	Optional	Yes	Partially	Optional	-	-	-	x	Yes	Voluntary	Yes	Voluntary	Yes	-	Hourly	Both	Hourly	8	40	New Hampshire
Yes	No Limit	Yes	Wholly	Optional	Yes	Wholly	Mandatory	-	-	-	x	Yes	Voluntary	Yes	Voluntary	Yes	?	?	?	?	8	40	New Jersey
Yes	No Limit	Yes	Partially	Optional	Yes	Partially	Optional	-	-	-	x	Yes	Voluntary	-	-	Yes	-	Monthly	Monthly	Hourly	8	40	New Mexico
Yes	1350	Yes	Partially	Optional	No	-	-	-	-	-	-	No	-	Yes	Voluntary	No	Monthly	-	-	-	8	40	New York
Yes	No Limit	Yes	Partially	Optional	No	-	-	-	-	-	x	No	-	No	-	Yes	-	Monthly	Monthly	Hourly	8	40	North Carolina
Yes	No Limit	Yes	Wholly	Optional	Yes	Wholly	Optional	x	-	-	-	Yes	Voluntary	Yes	Voluntary	Yes	-	Hourly	Monthly	Hourly	8	40	North Dakota
Yes	960	Yes	Partially	Optional	Yes	Wholly	Mandatory	x	-	-	-	Yes	Voluntary	Yes	Voluntary	No	Hourly	-	-	-	8	40	Ohio
Yes	360	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	-	-	-	x	No	-	No	-	Yes	Monthly	-	-	-	8	40	Oklahoma
Yes	No Limit	Yes	Partially	Optional	No	-	-	x	-	-	-	No	-	Yes	Voluntary	Yes	Monthly	-	-	-	8	40	Oregon
Yes	675	Yes	Wholly	Optional	Yes	Wholly	Optional	x	-	-	-	Yes	Voluntary	No	-	Yes	-	Monthly	Monthly	Hourly	7½	37½	Pennsylvania
Yes	960	Yes	Partially	Optional	Yes	Partially	Mandatory	x	-	-	-	Yes	Mandatory	Yes	Mandatory	Yes	Hourly	-	-	-	8	40	Rhode Island
Yes	720	Yes	Partially	Mandatory	Yes	Wholly	-	-	-	-	x	No	-	Yes	Voluntary	Yes	-	Both	Monthly	Hourly	9	45	South Carolina
-	-	Yes	Partially	Optional	No	-	-	x	-	-	-	Yes	Voluntary	-	-	No	-	Hourly	Bi-Wkly.	?	8	40	South Dakota
Yes	960	Yes	Partially	Optional	Yes	Partially	Optional	-	-	-	x	No	-	No	-	Yes	Monthly	-	-	-	8	40	Tennessee
Yes	192	Yes	Partially	Optional	Yes	Partially	Optional	-	x	-	-	No	-	Yes	Voluntary	Yes	-	Hourly	Monthly	Hourly	8	40	Texas
Yes	No Limit	Yes	Partially	Optional	Yes	Partially	Optional	x	-	-	-	-	-	Yes	Voluntary	Yes	Monthly	-	-	-	8	40	Utah
Yes	No Limit	Yes	Partially	Optional	Yes	Partially	Optional	-	-	-	x	No	-	Yes	Voluntary	Yes	-	Hourly	Monthly	Hourly	9	45	Vermont
Yes	No Limit	Yes	Wholly	Optional	Yes	Partially	Mandatory	x	-	-	-	No	-	No	-	Yes	-	Monthly	Monthly	Hourly	8	40	Virginia
Yes	No Limit	Yes	Partially	Optional	No	-	-	-	-	-	-	Yes	?	Yes	Mandatory	Yes	-	Monthly	Monthly	Hourly	8	40	Washington
Yes	720	Yes	Partially	Optional	Yes	Partially	Optional	x	-	-	-	No	-	No	-	No	-	Hourly	Monthly	Hourly	8	40	West Virginia
Yes	No Limit	Yes	Partially	Optional	Yes	Partially	Optional	x	-	-	-	No	-	Yes	Voluntary	No	-	Both	Monthly	?	8	40	Wisconsin
Yes	960	Yes	Partially	Optional	No	-	-	-	-	-	x	No	-	Yes	Voluntary	Yes	-	Monthly	Monthly	Hourly	8	40	Wyoming

WORKING CONDITIONS (Continued)

18. Is any allowance or adjustment made for overtime work?
    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
19. Are your field employees required to report at an assembly point, such as a headquarters garage or shop, preparatory to their day's work?
    19A. If answer to Question 19 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)?
20. Are maintenance and operations employees furnished any type of protective clothing as indicated below:
    a. Hard Hats and Safety Vests
    b. Welding Goggles and Helmets
    c. Other Protective Clothing for Specialized Operations (Bituminous Work, Shop Mechanics, etc.)
    d. Normal Operations (Rain Outfits, Insulated Undergarments, etc.)
21. Do you have automatic or automatic recommended salary advancements?
22. Do you by law or policy require a formalized job classification plan?
23. Do you use convict labor?

WORKING CONDITIONS (Continued)

24. Do you pay any travel expenses for maintenance and operations employees when they are away from the home station over night?
    If answer is "Yes," is payment for meals and lodging respectively based on:
    a. Actual
    b. Actual with a Maximum
    c. Per Diem
25. Does your policy provide reimbursement of expenses incurred when a maintenance or operations employee is required to change residence which necessitates his moving his family and furniture?
    a. Total
    b. Limited
    c. None

MAINTENANCE RESPONSIBILITY

26. Is the physical placement and maintenance of signing and marking the responsibility of the Maintenance Division?
    a. Original Placement of Highway Signs
    b. Replacement and Maintenance of Highway Signs
    c. Pavement Marking
27. Are garage or shop operations for vehicle maintenance under the jurisdiction of the Highway Department?
    If answer 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

	WORKING CONDITIONS (Continued)																						MAINTENANCE RESPONSIBILITY						
		Adjustment for Overtime			Travel Time		Protective Clothing							Travel Expenses									Signing & Marking Responsibility			Vehicle Maintenance			
															Meals			Lodging			Moving Expenses								
State	18	18a	18b	18c	19	19A	20a	20b	20c	20d	21	22	23	24	24a	24b	24c	24a	24b	24c	25a	25b	25c	26a	26b	26c	27	27a	27b	27c
Alabama	Yes	Str. or Comp.	Str. or Comp.	Str. or Comp.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	-	-	x	-	-	x	-	x	-	Yes	Yes	Yes	Yes	-	x	-
Alaska	Yes	1½	None	Straight	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	-	-	x	-	-	x	-	x	-	Some	Yes	Yes	Yes	-	-	x
Arizona	Yes	1½	None	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	-	x	-	x	-	Yes	Yes	Yes	Yes	x	-	-
Arkansas	Yes	1½	?	1½	Yes	Yes	Yes	No	No	No	No	Yes	No	Yes	-	x	-	-	x	-	-	x	-	No	No	No	Yes	x	-	-
California	Yes	1½	Str. or Comp.	1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	-	x	-	-	x	-	x	-	No	Yes	Yes	Yes	x	-	-
Colorado	Yes	1½ Comp.	None	None	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	-	x	-	-	x	-	Yes	Yes	Yes	Yes	x	-	-
Connecticut	Yes	Str. or 1½	Str. or 1½	Str. or 1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	-	x	-	-	x	-	-	x	10%	Yes	Yes	Yes	x	-	-
Delaware	Yes	1½	Straight	1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-	x	-	-	x	-	-	-	x	No	No	No	Yes	-	x	-
Florida	Yes	1½	Comp.	1½	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	-	x or x		-	x or x		-	x	-	Yes	Yes	Yes	Yes	x	-	-
Georgia	Yes	Straight	?	?	Yes	No	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	-	x	-	x	-	-	No	Yes	Yes	Yes	-	-	x
Hawaii	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	-	x	-	-	x	-	x	-	No	Yes	Yes	Yes	x	-	-
Idaho	Yes	Str. or Comp.	Comp.	Straight	Yes	No	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	x	-	-	-	x	-	No	Yes	No	Yes	-	x	-
Illinois	Yes	Straight	Straight	Straight	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	Yes	-	-	x	-	x	-	-	x	-	No	No	No	No	-	-	-
Indiana	Yes	Straight	Straight	Straight	Yes	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes	-	-	x	-	-	x	-	x	-	Yes	Yes	Yes	Yes	x	-	-
Iowa	Yes	Straight	None	Straight	Yes	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes	-	x	-	-	x	-	-	x	-	Yes	Yes	Yes	Yes	x	-	-
Kansas	Yes	Str. or Comp.	None	Straight	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	-	-	x	-	-	x	x	-	-	No	Yes	Yes	Yes	x	-	-
Kentucky	Yes	Str. or Comp.	Comp.	Comp.	Yes	No	Yes	Yes	Yes	No	No	Yes	No	Yes	-	x	-	-	x	-	-	-	x	No	Yes	No	Yes	-	x	-
Louisiana	Yes	1½	1½	?	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	x	-	x	-	-	Yes	Yes	Yes	Yes	x	-	-
Maine	Yes	Straight	Straight	Straight	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-	-	x	-	-	x	-	x	-	Yes	Yes	No	Yes	x	-	-
Maryland	Yes	1½	Comp.	1½	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	-	x	-	x	-	-	-	x	-	Yes	Yes	Yes	Yes	x	-	-
Massachusetts	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	?	?	?	?	?	?	-	-	x	Yes	Yes	Yes	Yes	x	-	-
Michigan	Yes	1½	?	?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-	-	x	-	-	x	-	x	-	No	No	No	Yes	-	x	-
Minnesota	Yes	1½	Str. or 1½	1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	x	-	-	x	-	-	No	Yes	Yes	Yes	-	x	-
Mississippi	Yes	Comp.	-	-	Yes	Yes	Yes	No	No	No	Yes	No	No	Yes	x	-	-	x	-	-	-	-	x	No	No	No	Yes	x	-	-
Missouri	Yes	Straight	Straight	Straight	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	Yes	x	-	-	x	-	-	x	-	-	Yes	Yes	Yes	Yes	x	-	-
Montana	Yes	1½	None	1½	Yes	Yes	Yes	Yes	No	No	No	Yes	No	Yes	-	-	x	-	-	x	-	x	-	No	Yes	Yes	Yes	-	x	-
Nebraska	Yes	Straight	?	?	Yes	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes	-	x	-	x	-	-	x	-	-	Yes	Yes	Yes	Yes	x	-	-
Nevada	Yes	1½	Straight	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	-	x	-	x	-	Some	Yes	Yes	Yes	x	-	-
New Hampshire	Yes	Str. or 1½	Straight	Str. or 1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	x	-	-	-	x	-	-	x	No	No	No	Yes	x	-	-
New Jersey	Yes	1½	1½	Straight	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	-	x	-	-	x	-	-	x	Yes	Yes	Yes	Yes	x	-	-
New Mexico	Yes	Straight	Straight	Straight	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	-	x	-	x	-	No	Yes	Yes	Yes	x	-	-
New York	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	-	x	-	x	-	Yes	Yes	Yes	Yes	x	-	-
North Carolina	Yes	1½	None	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	-	x	-	-	x	-	Yes	Yes	Yes	Yes	-	x	-
North Dakota	Yes	Comp. or 1½	None	Straight	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	Yes	-	-	x	-	x	-	-	-	x	No	Yes	Yes	Yes	x	-	-
Ohio	Yes	1½	Comp.	None	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	x	-	-	x	-	x	-	-	Yes	Yes	Yes	Yes	-	x	-
Oklahoma	Yes	Comp.	Comp.	Comp.	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	x	-	-	x	-	Yes	Yes	Yes	Yes	-	x	-
Oregon	Yes	1½	None	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	-	x	-	x	-	Yes	Yes	Yes	Yes	x	-	-
Pennsylvania	Yes	1½	None	1½	No	-	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	-	x	-	-	x	x	-	-	Yes	Yes	No	Yes	x	-	-
Rhode Island	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	x	-	-	x	-	-	-	-	x	Yes	Yes	Yes	No	-	-	-
South Carolina	Yes	Straight	Comp.	Straight	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	-	x	-	-	x	-	-	-	x	?	?	?	Yes	-	x	-
South Dakota	Yes	1½	None	1½	Yes	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes	-	x	-	-	x	-	-	x	-	Some	Yes	Yes	Yes	-	x	-
Tennessee	Yes	Straight	?	?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	-	-	-	-	-	-	-	-	x	No	Yes	Yes	Yes	?	?	?
Texas	Yes	Comp.	Comp.	Comp.	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	-	-	x	-	-	x	x	-	-	Yes	Yes	Yes	Yes	x	-	-
Utah	Yes	1½	None	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes		-	x	-	x	-	-	x	-	No	Yes	Yes	Yes	-	x	-
Vermont	Yes	1½	None	1½	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	x	-	-	x	-	-	x	-	-	Yes	Yes	Yes	Yes	x	-	-
Virginia	Yes	1½	1½	1½	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	x	-	-	x	-	-	x	-	-	No	Yes	Yes	Yes	-	-	x
Washington	Yes	1½	None	1½	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	-	-	x	-	-	x	-	x	-	No	Yes	No	Yes	-	x	-
West Virginia	Yes	Str. or 1½	Comp.	?	No	-	Yes	Yes	Yes	Yes	No	No	No	Yes	-	x	-	x	-	-	-	x	-	No	Yes	Yes	Yes	x	-	-
Wisconsin	Yes	1½	Comp.	1½	No	-	Yes	?	Yes	No	Yes	Yes	No	Yes	-	x	-	x	-	-	-	x	-	No	No	No	No	-	-	-
Wyoming	Yes	Comp.	None	Straight	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	x	-	-	x	-	-	x	-	-	No	Yes	No	Yes	x	-	-

RELATIONSHIP, MILES TO NUMBER OF EMPLOYEES

28. 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
29. What is your average number of maintenance and traffic operations field employees?
    a. Permanent
    b. Temporary
    c. Total

NOTE: The above would include permanent and temporary employees in the following titles on the Personnel Questionnaire:
Maintenance Personnel:
"Area Supervisor" through "Skilled Laborer" and "Equipment Operator I" through "Equipment Operator III"
Traffic Operations Personnel:
"Traffic Supervisor" through "Striper Technician"
This does NOT include garage or equipment 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.

30. Average lane miles per man, using information from Questions 28 and 29?
31. Annual vehicle miles of travel on highways included in Question 28?
32. Average annual vehicle miles per lane mile?
    32A. Average annual vehicle miles per man, using information from Questions 29 and 31?

BASIS OF OPERATIONS

Maintenance Management System:

33. Have you changed or do you contemplate changing to a maintenance management system or maintenance performance budget method of operation?
    a. Contemplate changing
    b. Have changed
    c. Are in the process of changing
    d. Not under consideration
34. If answer to Question 33 is (b) or (c), for what percentage of your total maintenance work functions has this change been made?
35. If answer to Question 33 is (b) or (c), what percentage of your maintenance work function cost is based on the use of a maintenance management system or maintenance performance budget?

Basis of Crew Operations:

36. Average lane miles covered by each general maintenance crew working out of one location (gang or section headquarters)?
37. Average travel distance for each general maintenance crew from gang or section headquarters to farthest point of work?
38. Do you have special crews for traffic signs and striping, and if so, what is the average number of lane miles handled by each crew?
    a. Traffic Signs
    b. Striping

RELATIONSHIP, MILES TO NUMBER OF EMPLOYEES											BASIS OF OPERATIONS												
Lane Miles				Aver. No. of Employees				Annual Vehicle Mile Basis			Maintenance Management System						Basis of Crew Operations		Signing		Striping		
28a	28b	28c	28d	29a	29b	29c	30	31	32	32A	33a	33b	33c	33d	34	35	36	37	38a		38b		State
3,057	23,137	21,282	47,476	2,982	250	3,232	14.7	19.0 Billion	0.4 Million	5.9 Million	-	x	-	-	100%	100%	750	22	Yes	750	Yes	5,934	Alabama
-	10,000	-	10,000	280	150	430	23.0	1.7 Billion	0.2 Million	3.9 Million	-	x	-	-	100%	100%	150	25	Yes	500	Yes	3,000	Alaska
4,434	10,477	-	14,911	831	2	833	17.9	13.2 Billion	0.9 Million	15.9 Million	-	x	-	-	93%	97%	365	40	Yes	?	Yes	?	Arizona
2,030	30,093	-	32,123	1,590	-	1,590	20.2	9.7 Billion	0.3 Million	6.1 Million	-	x	-	-	95%	100%	400	20	Yes	1,428	Yes	1,428	Arkansas
21,601	22,541	-	44,142	3,088	125	3,213	13.7	-	-	-	-	x	-	-	90%	100%	70	25	Yes	4,000	Yes	3,000	California
4,960	24,022	28,922	49,904	1,243	115	1,358	36.7	-	-	-	-	-	-	x	-	-	60	45	Yes	2,400	Yes	2,400	Colorado
1,495	8,289	-	9,784	2,076	20	2,096	4.7	11.6 Billion	1.2 Million	5.6 Million	-	-	x	-	80%	80%	191	20	Yes	1,630	Yes	1,630	Connecticut
164	4,713	4,406	9,283	578	-	578	16.1	3.4 Billion	0.4 Million	5.9 Million	-	x	-	-	75%	75%	200	58	Yes	844	Yes	4,641	Delaware
3,710	34,094	-	39,378	5,138	-	5,138	7.7	29.7 Billion	0.8 Million	5.8 Million	-	x	-	-	86%	95%	45	24	Yes	984	Yes	3,940	Florida
3,508	34,510	-	38,018	3,765	-	3,765	10.1	-	-	-	-	x	-	-	100%	100%	170	20	Yes	4,750	Yes	4,750	Georgia
133	1,843	-	1,976	364	-	364	5.4	3.8 Billion	1.9 Million	10.3 Million	x	-	-	-	-	-	110	34	Yes	494	Yes	494	Hawaii
2,071	9,258	-	11,329	514	78	592	19.1	3.4 Billion	0.3 Million	5.8 Million	-	x	-	-	-	-	258	30	Yes	1,888	Yes	3,776	Idaho
5,697	31,172	1,289	38,158	3,285	125	3,410	11.2	36.9 Billion	1.0 Million	10.8 Million	x	-	-	-	-	-	300	20	Yes	850	Yes	1,450	Illinois
4,024	25,053	-	29,077	2,550	190	2,740	10.6	-	-	-	x	-	-	-	-	-	200	30	Yes	800	Yes	1,500	Indiana
→	23,200	-	23,200	1,584	76	1,660	14.0	10.9 Billion	0.5 Million	6.6 Million	-	-	x	-	65%	-	140	20	No	-	Yes	3,866	Iowa
2,684	18,518	815	22,017	1,691	100	1,791	12.3	6.8 Billion	0.3 Million	3.8 Million	-	x	-	-	100%	100%	100	20	No	-	Yes	3,700	Kansas
4,760	47,463	37,808	90,031	4,550	75	4,625	19.5	-	-	-	-	-	x	-	?	?	795	20	Yes	4,800	Yes	4,430	Kentucky
2,128	20,215	14,158	36,501	2,822	-	2,822	12.9	13.6 Billion	0.4 Million	4.8 Million	-	x	-	-	100%	100%	589	40	Yes	146	Yes	4,563	Louisiana
810	6,964	13,683	21,457	1,370	85	1,455	14.7	4.2 Billion	0.2 Million	2.9 Million	-	-	-	x	-	-	325	20	Yes	3,000	Yes	5,000	Maine
1,300	11,500	1,200	14,000	1,548	30	1,578	8.9	14.5 Billion	1.0 Million	9.2 Million	x	-	-	-	-	-	87	-	Yes	467	Yes	2,800	Maryland
1,861	7,574	-	9,435	1,692	28	1,720	5.5	10.5 Billion	1.1 Million	6.1 Million	-	-	-	x	-	-	90	15	Yes	270	←		Massachusetts
8,858	?	?	?	846	52	898	?	26.8 Billion	?	29.9 Million	-	x	-	-	100%	100%	217	24	Yes	?	Yes	?	Michigan
2,713	25,030	45	27,788	1,596	200	1,796	15.5	37.0 Billion	1.3 Million	20.6 Million	x	-	-	-	-	-	128	23	Yes	958	Yes	2,315	Minnesota
2,516	18,836	-	21,352	1,352	4	1,356	15.7	8.7 Billion	0.4 Million	6.4 Million	x	-	-	-	-	-	125	12	Yes	?	Yes	?	Mississippi
4,230	63,593	2,828	70,651	3,479	158	3,637	19.4	21.0 Billion	0.3 Million	5.8 Million	-	x	-	-	?	?	195	-	No	-	Yes	3,509	Missouri
3,148	12,693	737	16,578	527	50	577	28.7	3.0 Billion	0.2 Million	5.3 Million	x	-	-	-	-	-	100	25	No	-	No	-	Montana
1,734	18,932	-	20,666	1,195	130	1,325	15.6	5.9 Billion	0.3 Million	4.4 Million	x	-	-	-	-	-	217	24	No	-	Yes	4,914	Nebraska
2,625	9,032	-	11,657	410	-	410	28.4	3.0 Billion	0.3 Million	7.2 Million	-	-	x	-	100%	100%	29	27	Yes	950	Yes	950	Nevada
1,130	7,796	-	8,926	734	93	827	10.8	3.8 Billion	0.4 Million	4.6 Million	x	-	-	-	-	-	85	10	Yes	1,800	Yes	2,000	New Hampshire
→	8,660	-	8,660	1,432	2	1,434	6.0	45.8 Billion	5.3 Million	31.9 Million	x	-	-	-	-	-	101	20	Yes	?	Yes	?	New Jersey
3,600	18,300	5,400	27,300	1,430	85	1,515	18.0	4.5 Billion	0.2 Million	3.0 Million	x	-	-	-	-	-	329	42	Yes	273	Yes	9,100	New Mexico
3,564	33,556	-	37,120	6,223	10	6,233	6.0	-	-	-	-	-	x	-	100%	92%	225	?	Yes	400	Yes	2,200	New York
2,372	142,546	8,400	153,318	7,240	1,480	8,720	17.6	31.2 Billion	0.2 Million	3.6 Million	-	-	x	-	29%	29%	1560	20	Yes	2,005	Yes	10,740	North Carolina
1,943	12,773	270	14,986	356	41	397	37.7	1.9 Billion	0.1 Million	4.9 Million	-	x	-	-	35%	54%	194	39	Yes	1,868	Yes	7,470	North Dakota
5,096	35,093	-	40,189	3,600	100	3,700	10.9	30.7 Billion	0.8 Million	8.3 Million	-	-	-	x	-	-	456	20	Yes	3,350	←		Ohio
2,792	23,074	-	25,866	1,516	22	1,538	16.8	-	-	-	-	x	-	-	100%	100%	290	30	Yes	2,880	Yes	7,700	Oklahoma
3,551	15,606	-	19,157	?	?	1,280	15.0	9.2 Billion	0.5 Million	7.2 Million	x	-	-	-	-	-	200	50	Yes	1,200	Yes	3,800	Oregon
8,034	86,756	-	94,790	8,920	312	9,232	10.3	?	?	?	-	-	x	-	?	75%	120	30	Yes	?	Yes	?	Pennsylvania
575	2,366	-	2,941	568	62	630	4.7	5.4 Billion	1.8 Million	8.6 Million	-	-	-	x	-	-	16	10	Yes	573	Yes	861	Rhode Island
2,747	63,371	10,468	76,586	?	?	2,825	27.1	19.5 Billion	0.3 Million	6.9 Million	-	-	-	x	-	-	675	25	Yes	547	Yes	1,275	South Carolina
1,285	6,920	240	8,445	597	31	628	13.4	3.3 Billion	0.4 Million	5.3 Million	-	x	-	-	85%	100%	100	35	Yes	850	Yes	1,200	South Dakota
3,952	19,175	-	23,127	2,600	-	2,600	8.9	-	-	-	-	x	-	-	100%	100%	243	25	Yes	3,854	Yes	3,854	Tennessee
24,920	139,220	-	164,140	8,275	250	8,525	19.3	78.7 Billion	0.5 Million	9.2 Million	-	-	-	x	-	-	500	25	Yes	500	Yes	5,000	Texas
2,452	9,647	108	12,207	545	58	603	20.2	5.3 Billion	0.4 Million	8.8 Million	-	x	-	-	100%	100%	167	38	Yes	2,035	Yes	2,035	Utah
1,191	4,386	12,020	17,597	594	102	696	25.3	2.7 Billion	0.2 Million	3.9 Million	-	-	x	-	100%	10%	96	25	Yes	5,866	Yes	1,369	Vermont
8,777	98,509	-	107,286	5,120	400	5,520	19.4	20.6 Billion	0.2 Million	3.7 Million	-	x	-	-	72%	67%	445	18	Yes	?	Yes	?	Virginia
4,554	11,907	-	16,461	1,032	48	1,080	15.2	12.3 Billion	0.7 Million	11.4 Million	-	x	-	-	100%	100%	130	30	Yes	650	Yes	2,700	Washington
1,072	57,232	-	58,304	2,911	-	2,911	20.0	8.4 Billion	0.1 Million	2.9 Million	x	-	-	-	-	-	190	25	Yes	2,000	Yes	2,000	West Virginia
5,000	25,000	-	30,000	Part County Employees				9.0 Billion	0.3 Million	?	-	-	-	x	-	-	150	10	Yes	1,500	Yes	2,000	Wisconsin
3,582	10,828	212	14,622	376	53	429	34.1	-	-	-	-	-	x	-	100%	100%	45	25	Yes	2,924	Yes	2,924	Wyoming

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