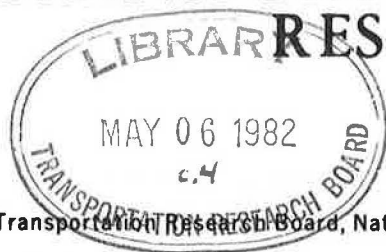


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PROGRESS REPORT ON MAINTENANCE AND OPERATIONS PERSONNEL

mode

1 highway transportation

subject areas

11 administration

40 maintenance

This report was prepared by the TRB Committee on Maintenance and Operations Personnel with the cooperation of the AASHTO Subcommittee on Maintenance. This report is the 37th in a series which began in 1944.

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.

Response to the questionnaire was excellent this year, with all 50 states responding.

For comparative purposes, this report has been broken down into four regions as follows:

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

The following are the average monthly salaries of certain positions by regions, as of July 1, 1981, 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 Maintenance Engineer | 3214 | 3146 | 3246 | 3652 |
| District Engineer | 2900 | 2974 | 3116 | 3653 |
| Area Supervisor | 1691 | 1470 | 1766 | 2113 |
| Laborer | 868 | 761 | 1010 | 1126 |
| Mechanic | 1186 | 1125 | 1285 | 1541 |
| Equipment Operator I | 963 | 869 | 1040 | 1261 |
| Equipment Operator II | 1031 | 991 | 1238 | 1479 |
| Equipment Operator III | 1145 | 1109 | 1298 | 1648 |

These averages all show an increase over 1980.

Using 1967, the current cost index base year, the relative change in selected classifications for 1981 is as follows: State Maintenance Engineer - 235.92%, Equipment Operator I - 234.17%, Laborer - 238.92% and Mechanic 232.45%. This will permit a general comparison with the various labor cost indexes available for your area.

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 five 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 | Pennsylvania |
| Mississippi Valley States | North Dakota |
| Southeastern States | Arkansas & South Carolina |
| Western States | Montana |

Retirement Plan

All states indicate their employees are protected by a state-sponsored retirement plan. In 43 of those states, all or part of the employees are also covered by Federal Social Security.

Sixteen states reported no compulsory retirement age. The compulsory retirement age is 65 in one state, 70 in 32 states, and 72 in two states. The retirement age is established by statute in 24 states and by policy in 10 states.

Forty-eight of the reporting states indicate voluntary retirement is possible at an earlier age after a prescribed number of years. The most prevalent minimum years of service for voluntary retirement is 10 years, while the most prevalent minimum retirement age is 55.

Vacation and Sick Leave

All states indicated that permanent employees are granted vacation and sick leave. The minimum or starting basis on vacations ranges from 56 to 225 hours per year, and maximum from 120 to 315 hours per year. Vacation time is cumulative in all 50 states, and the maximum time that may be carried over into a new year varies from 35 hours to unlimited, with two states reporting no limit on the amount of vacation that may be accumulated.

The minimum or starting basis on sick leave ranges from 80 to 168 hours per year, and the maximum from 80 to 240 hours per year. All states allow sick leave to be carried over into the ensuing year. The maximum that may be carried over into a new year ranges from 96 hours to unlimited, with 37 states reporting no limit to the amount that may be accumulated.

Insurance

All 50 states have a partially or wholly state-financed hospitalization plan for their permanent employees. Twenty-seven of these plans are wholly state-financed. The plan is mandatory in 10 states.

Forty-one states have a partially or wholly state-financed life insurance plan for their permanent employees, with 23 of these wholly state-financed. The plan is mandatory in 19 states.

In 29 states, all or part of the maintenance and operations personnel are protected against lawsuit by a state-financed liability plan.

Unionization

Fourteen states report that supervisory employees have collective bargaining rights, while in 28 states non-supervisory employees have collective bargaining rights.

Thirty-four states report voluntary or mandatory organization of maintenance and operations supervisory personnel in unions or employee associations, with 15 states indicating no union or employee association for supervisory employees.

Forty-four states report mandatory or voluntary organization of their non-supervisory maintenance and operations employees in either national unions, local unions or employee associations, with six states indicating no union or employee association organization.

Membership in some type of union is mandatory for supervisors in five states and for non-supervisors in seven states.

Service Awards

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

Working Hours and Conditions

Thirteen states pay all employees on a salaried basis, with 20 other states paying all permanent field and supervisory employees on a salaried basis. Eight states pay all employees on an hourly basis.

Forty-five states have an 8-hour day, with 40 hours per week as the standard workweek. Five states have a less than 40-hour week.

Forty-nine states allow either compensatory time, straight time or time-and-a-half to their permanent field employees. For overtime work, 46 states report non-supervisory personnel earn time-and-a-half compensation for overtime. In 10 states, supervisory employees do not receive any allowance for overtime work.

Forty-eight states require their employees to report to an assembly point preparatory to their day's work; 44 states pay employees from the time they leave this assembly point until they return at the close of the day's work.

All states furnish hard hats and safety vests to their employees. All states furnish welding goggles and helmets; 41 states furnish some other types of protective clothing, even though minor, to their maintenance employees.

Thirty-four states have automatic or automatically recommended salary advances.

Forty-nine states have a formalized job classification plan.

Only 13 states use convict labor.

Only two of the states do 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 four states; actual expenses with a maximum in 11 states, and on a per diem basis in 14 states. In 20 states, the basis of reimbursement for meals and lodging differs.

Forty-one 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 23 states; for their replacement and maintenance in 43 states, and for pavement marking in 40 states.

In 48 states, garage or shop operations for vehicle maintenance are under the jurisdiction of the Highway Department; in 33 states this is limited to Highway Department vehicles only, while in 11 states servicing is performed for some other state agencies and four states for all state agencies.

Lane Miles

The average lane miles per man varies from 6 to 40.4.

Maintenance Management System

Forty-three of the reporting states have changed or are in the process of changing to a maintenance management system or maintenance performance budget method of operation. Five states contemplate making this change, while one state indicates they do not contemplate 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 26 to 625 according to the answers given.

The travel distance from a gang or section headquarters to their farthest point of work varies from 8 to 55.8.

Twelve states report that the same crew handles traffic signs and striping, with the lane miles handled by each crew varying from 270 to 5,060.

Forty states have special crews for traffic signs, with the lane miles handled by each crew varying from 250 to 5,784.

Forty-two states have special crews for striping, with the lane miles handled by each crew varying from 469 to 9,070 miles.

Equipment Management System

Twenty-one states reported they have implemented an equipment management system. Another 22 states indicated they intend to implement such a system.

TRB COMMITTEE A3C03

TRB-AASHTO 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

| <u>Title No.</u> | <u>Title and Description</u> |
|------------------|---|
| 1. | <u>State Maintenance Engineer</u> - One in an executive capacity who supervises all activities of maintenance for the State Highway and Transportation Department. |
| 2. | <u>Assistant State Maintenance Engineer</u> - One who assists the State Maintenance Engineer in the work of supervising the activities of maintenance. |
| 3. | <u>District Engineer</u> (In some states, called <u>Division Engineer</u> or <u>Regional Engineer</u>) - One in an executive capacity who supervises highway activities within a district. |
| 4. | <u>District Maintenance Engineer</u> - One in an executive capacity who supervises maintenance activities of highways within a district. |
| 5. | <u>Assistant District Maintenance Engineer</u> - One who assists the District Engineer and/or the District Maintenance Engineer in supervising maintenance within a district. |
| 6. | <u>Resident Maintenance Engineer</u> - One who directs the activities of all maintenance employees and equipment and oversees the maintenance of highways within a residency. |
| 7. | <u>Area Supervisor</u> (In some states, called <u>Superintendent</u>) - One who directs the activities of all maintenance employees and equipment and oversees the maintenance of highways within a residency, excluding engineering requirements. |
| 8. | <u>Gang Foreman</u> - One who directs the activities of a group of men engaged in maintenance and betterment work such as a grading crew, bituminous repair crew, concrete pavement patching crew, bridge repair crew, roadside maintenance crew, etc. |
| 9. | <u>Sectionman</u> - One who in reality is a working foreman, or who can and does perform any of the work necessary to properly maintain the highways within a specified territory; in addition, supervises the work of operators and laborers when necessary. A highly skilled and trained man. |

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Definitions of Maintenance and Operations Personnel Titles

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Title

No.

Title and Description (Cont'd)

10. Laborer - One who performs manual labor.
11. Skilled Craftsman - 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.
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.
19. Timekeeper or Clerk - One who keeps the time records of employees, hours of equipment usage, quantities of materials received, used, and on hand; maintenance cost records, etc.

TRAFFIC OPERATIONS PERSONNEL TITLES

20. State Traffic Engineer - One in an executive capacity who supervises all activities related to traffic operations of the State Highway and Transportation Department.
21. Assistant State Traffic Engineer - One who assists the State Traffic Engineer in the work of supervising traffic operations.
22. State Traffic Maintenance Engineer - One in an administrative capacity who programs and implements all phases of maintenance for traffic control activities under the supervision of the State Maintenance Engineer.

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Definitions of Maintenance and Operations Personnel Titles

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Title
No.

Title and Description (Cont'd)

23. District Traffic Engineer - One in an executive capacity who supervises traffic operations within a district. May, in some cases, be two positions: one for design and one for maintenance.
24. Assistant District Traffic Engineer - One who assists the District Traffic Engineer in the work of supervising traffic operations within a district.
25. Traffic Supervisor - One who directs the activities of all employees and equipment related to traffic operations within a district.
26. Sign Supervisor - One who directs the activities of all signing, both fabrication and erection.
27. Sign Shop Foreman - One who directs a crew of men in the activity of fabricating traffic signs.
28. Traffic Signal & Lighting Foreman - One who directs a crew of men in activities related to the operation and maintenance of traffic signals and lighting.
29. Striper Foreman - One who directs a crew of men in activities related to pavement markings.
30. Sign Erection Foreman - One who directs a crew of men in activities related to the erection and maintenance of all traffic signs.
31. Sign Fabricator - One who specializes in the fabrication of traffic signs.
32. Sign Technician - One who operates equipment and supervises laborer for all activities associated with signing, both fabrication and erection.
33. Traffic Signal & Lighting Technician - One who works in a technical capacity for operating and maintaining traffic signal equipment and highway lighting.
34. Striper Technician - One who operates equipment and supervises laborers regarding all activities of pavement markings.

OTHER RELATED PERSONNEL TITLES

35. Chief Engineer - One in an executive capacity who supervises all engineering activities of a State Highway Department.
36. 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.

(7-1-81)

Definitions of Maintenance and Operations Personnel Titles

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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 work "Operations" in the committee's title indicates "Traffic Operation."

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MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENTS (as of July 1, 1981)

MAINTENANCE PERSONNEL:

| State | (1) State Maintenance Engineer | (2) Assistant State Maintenance Engineer | (3) District Engineer | (4) District Maintenance Engineer |
|----------------|---|--|--------------------------------------|---|
| Alabama | State Mtce Engr | Asst State Mtce Engr | Division Engineer | Division Mtce Engr |
| Alaska | Deputy Commissioner | Asst Deputy Commissioner | Director | - |
| Arizona | Asst State Engr, Mtce | Mtce Operations Engr | District Engineer | District Mtce Engr or District Mtce Supv |
| Arkansas | State Mtce Engr | Asst State Mtce Engr | District Engineer | District Mtce Supt |
| California | Chief, Div of Mtce | Chief, Hwy Mtce Chief, Struc Mtce | Dist Dir of Transp | District Mtce Engr |
| Colorado | Staff Mtce Supt | Asst Staff Mtce Supt | District Engineer | District Mtce Supt |
| Connecticut | Director of Mtce | Mtce Operations Mgr Mtce Planning Mgr | - | District Mtce Mgr |
| Delaware | Chief Mtce Engr (Civil Engr VI) | | District Engineer (Civil Engr VI) | District Mtce Engr (Civil Engr III) |
| Florida | State Mtce Engr | Deputy State Mtce Engr | District Engineer | District Mtce Engr |
| Georgia | State Mtce Engr | Asst State Mtce Engr | District Engineer | Asst Dist Engr, Mtce |
| Hawaii | Chief, Hwys Division | Asst Chief, Constr & Mtce | District Engineer | District Mtce Engr |
| Idaho | Mtce Supervisor Engineer Mgr 3 | Asst Mtce Engineer Engineer Mgr 1 | District Engineer Engineer Mgr 3 | District Mtce Engr Engineer Mgr 1 |
| Illinois | State Mtce Engr | Section Chief | District Engineer | District Mtce Engr |
| Indiana | Hwy Engr, Supv II | Hwy Engr, Supv III | Hwy Engr, Supv III | Hwy Engr, Supv IV |
| Iowa | Maintenance Engr | Asst Mtce Engineer | District Engineer | District Mtce Engr |
| Kansas | Engineer of Mtce | Asst Engr of Mtce | District Engineer | District Mtce Engr |
| Kentucky | Dir, Div of Mtce | Asst Dir, Div of Mtce | Dist Hwy Gen Mgr | Asst Dist Engr, Oper |
| Louisiana | Dir, Mtce & Field Oper | Chief Mtce & Oper Engr Mtce System Engr et al | District Admin | District Mtce Engr |
| Maine | Dir, Bureau of Mtce & Oper | Hwy Mtce Engineer | Division Engineer | - |
| Maryland | Deputy Chief Engr, Oper | Asst Chief Engr, Mtce | District Engineer | - |
| Massachusetts | Maintenance Engr | Asst Mtce Engineer | District Hwy Engr | District Mtce Engr |
| Michigan | Engineer of Mtce | Asst Engr of Mtce | District Engineer | District Mtce Engr |
| Minnesota | State Mtce Engr | Mtce Engr Coordinator, Equipment et al | District Engineer | Area Mtce Engineer |
| Mississippi | State Mtce Engr | Asst State Mtce Engr | District Engineer | District Mtce Engr |
| Missouri | Div Engr, Mtce & Traf | Asst Div Engr, Mtce | District Engineer | Dist Mtce & Traf Engr |
| Montana | Admin, Mtce Div | Asst Admin, Mtce Div | - | Chief, Field Mtce Bureau |
| Nebraska | Maintenance Engr | Mtce Opera Mgr | Hwy Distr Engr | Hwy Mtce Dist Supt |
| Nevada | Chief Mtce Engr | Asst Mtce Engineer | District Engineer | Asst Dist Engr, Mtce |
| New Hampshire | State Mtce Engr | Asst Mtce Engineer | Division Engineer | - |
| New Jersey | Chief Engr, Constr & Mtce | Chief, Bureau of Mtce | Regional Engr, Transp | Regional Mtce Engr |
| New Mexico | Director of Oper | Chief, Mtce Section | District Engineer | District Mtce Engr |
| New York | Dir of Transp Mtce | Dir of Hwy Mtce | Regional Dir of Transp | Regional Hwy Mtce Engr A-B-C |
| North Carolina | Manager of Mtce & Equip | Head of Mtce | Division Engineer | Asst Div Engr, Mtce |
| North Dakota | State Mtce Engr | Asst State Mtce Engr | District Engineer | Asst District Engr |
| Ohio | Engr of Mtce | - | Dist Deputy Dir | Dist Operations Engr |
| Oklahoma | Transp Div Engr | Transp Asst Div Engr | Transp Div Engr | Transp Asst Div Engr |
| Oregon | Asst State Hwy Engr, Mtce Branch | Mtce Oper Engr & Mtce Services Engr | Region Engineer | Region Mtce Engr |
| Pennsylvania | Hwy Engr Manager | Civil Engineer 5 | Hwy Dist Engr 3 | Civil Engineer 5 Hwy Dist Engr 1 |
| Rhode Island | Asst Dir of DOT, Division Mtce | Deputy Asst Dir DOT, Division Mtce | Senior Civil Engr | - |
| South Carolina | State Mtce Engr | Asst State Mtce Engr | District Engineer | District Mtce Engr |
| South Dakota | Constr - Mtce Engr | Constr-Mtce Oper Engr | District Engineer | Asst Dist Engr, Mtce |
| Tennessee | Engr Director, Mtce | Engr Admin, Mtce | Engineering Director | Asst to Engr Director |
| Texas | Chief Engr, Safety & Mtce Operations | Engineer V | District Engineer | Engineer V |
| Utah | Engineer of Mtce | - | District Director | District Mtce Engr |
| Vermont | Dir of Mtce | Chief of Mtce Support Chief of Tech Serv | - | Dist Transp Admin |
| Virginia | State Hwy Mtce Engr | State Hwy Mtce Engr, Asst | Highway Dist Engr | Hwy Asst Dist Engr |
| Washington | State Mtce & Oper Engr | Hwy Mtce Engineer | Dist Administrator | Dist Mtce Engineer |
| West Virginia | Dir of Maintenance | Asst Dir of Mtce | District Engineer | Asst Dist Mtce Engr |
| Wisconsin | Chief Mtce Engineer | Asst Chief Mtce Engr | District Director | Dist Chief Mtce Engr |
| Wyoming | State Constr & Mtce Engr | - | District Engineer | District Mtce Engr |

| (5) Assistant District Maintenance Engineer | (6) Resident Maintenance Engineer | (7) Area Supervisor | (8) Gang Foreman | (9) Sectionman | State |
|---|---|-------------------------------------|---|--|----------------|
| Asst Div Mtce Engr | District Engineer | Highway Supt | Highway Foreman | Inc in 16, 17, 18 | Alabama |
| Mtce Mgr I, II & III | Transp Mtce Supt | - | WG I & WGII | - | Alaska |
| - | - | Hwy Mtce Crew Supv | Inc in 7 | Hwy Mtce Wkr III (Leadman) Crew Leader | Arizona |
| Asst Dist Mtce Supt | - | Area Foreman | Job Supt | - | Arkansas |
| Asst Dir Mtce Engr | Region Supt | Area Supt | Supervisor | Leadworker | California |
| Asst Mtce Supt | - | Senior Foreman | Foreman | Senior Mtceman | Colorado |
| Mtce Oper Supt | - | Mtce Gen Supvr | Mtce Supvr | Mtce Crew Leader | Connecticut |
| Hwy Mtce Oper Mgr | - | Hwy Mtce Supt | Hwy Mtce Asst Supv | Labor Foreman II | Delaware |
| Asst Dist Mtce Engr | Area Mtce Engr | Hwy Mtce Supv | Labor Foreman III | Labor Foreman I | Florida |
| Maintenance Asst | Mtce Area Manager | Hwy Mtce Frm II | Hwy Mtce Frm I | Hwy Mtce Tech III | Georgia |
| - | - | Const & Mtce Supt VI | Hwy Mtce Frm II | - | Hawaii |
| - | - | Transp Mtce Foreman | Hwy Const & Mtce Supv, Br Mtce Supt | Hwy Labor Supv Hwy Mtce Supv, et al | Idaho |
| - | Dist Field Engr | - | Hwy Mtce Lead Wkr | Hwy Maintainer | Illinois |
| Hwy Engr Supv V | Hwy Engr III | Mtce Supv III | Hwy Mtce Supv V | Mtce Wkr IV | Indiana |
| - | Res Mtce Engr | Hwy Mtce Supv 1,2,3 | Hwy Mtce Supv 2&3 | - | Iowa |
| Asst Dist Mtce Engr | Area Engineer | Dist & Area Supt | Dist & Area Supv | Sub-Area Supv | Kansas |
| Dist. Mtce Engr | - | Hwy Mtce Supv | Hwy Foreman | Asst Hwy Foreman | Kentucky |
| Asst Mtce Engr | - | Hwy Mtce Supt Equip Supt, et al | Foreman 1,2,3 | - | Louisiana |
| - | - | Hwy Dist Supv | Highway Foreman | Crew Leader | Maine |
| Asst Dist Engr, Mtce | Resident Mtce Engr | Hwy Mtce Supv | - | Supv Rd Mtce | Maryland |
| Asst Dist Mtce Engr | - | Hwy Mtce Engr | Hwy Repair Frm | Hwy Repair Wkr Foreman | Massachusetts |
| Asst Dist Mtce Engr | - | Transp Mtce Supt VII | Mtce Supv VI | Transp Mtce Supv IVB | Michigan |
| Mtce Oper Engineer | Dist Methods Engr Senior Engr | Bridge Supv, Hwy Mtce Supt et al | Bridge Foreman Hwy Mtce Foreman Foreman, HM I | Hwy Mtce Wkr Hwy Mtce Wkr Sr. Equip Oper | Minnesota |
| - | - | Hwy Mtce Supt II | - | - | Mississippi |
| Mtce Superintendent | - | Mtce Area Supv | Special Mtce Frm | Hwy Mtce Frm | Missouri |
| - | - | Mtce Supervisor | - | Field Mtce Supv A & B | Montana |
| - | - | Hwy Mtce Supt | Hwy Mtce Supv | - | Nebraska |
| - | - | Hwy Mtce Supt | Sr. Hwy Mtce Frm | Hwy Mtce Foreman | Nevada |
| Asst Div Engineer | Mtce Supervisor | Mtce Superintendent | Const. Foreman | Hwy Patrol Frm | New Hampshire |
| Project Engr, Mtce | Regional Mtce Supv | Area Supervisor | Foreman, Hwy Mtce | Asst Foreman, Hwy Mtce | New Jersey |
| Mtce Superintend | - | Asst Mtce Supt | Hwy Mtce Supv I, II, III | Mtce Supv Mtce Lead Wkr | New Mexico |
| Sr Civil Engineer | Resident Engineer | - | Br Rpr Supv II | Br Rpr Supv I | New York |
| Asst Civil Engr | District Engineer | Mtce Supervisor | Hwy Mtce Supv II | Hwy Mtce Supv I | North Carolina |
| - | - | - | Mtce Crew Ldr IV | Mtce Crew Ldr I, II, etc | North Dakota |
| Dist Mtce Engr | - | Hwy Mtce Supt | Hwy Mtce Foreman | Equip Oper III (Leadman) | Ohio |
| Transp Engr II | - | County Supt | Hwy Worker 3 | Hwy Worker 2 | Oklahoma |
| Asst Region Engr | Transp Mtce Supt | - | Transp Mtce Supv | - | Oklahoma |
| Asst Region Engr | District Engineer | - | Hwy Mtce Supv | Asst Supv or Special Supv | Oregon |
| Civil Engr 4 Hwy Mtce Mgr 4 | - | Hwy Mtce Mgr 2,3,4 | Hwy Foreman 2 Hwy Foreman 3 | - | Pennsylvania |
| - | Chief Hwy Mtce Supv | Hwy Mtce Supv | Road Mtce Supv | Labor Foreman | Rhode Island |
| - | Resident Mtce Engr | - | Hwy Mtce Crew Supv I-III | - | South Carolina |
| - | Resident Mtce Engr | Hwy Mtce Supt | Hwy Mtce Supv | Hwy Mtce Foreman | South Dakota |
| Engineer 4 Engineering Tech 4 Engineer IV | Engineer 4 | Dist Mtce Supt | Asst Dist Mtce Superintendent | Mtce Crew Leader | Tennessee |
| - | - | Mtce-Constr Supt | Mtce-Constr Frm | Mtce-Const Supv | Texas |
| - | - | Dist Mtce Supv | Hwy Oper Foreman | Station Foreman | Utah |
| Asst Dist Transp Administrator | - | Transp General Mtce Supervisor | Br Mtce Supv | Trans Mtce Wkr B | Vermont |
| Hwy Asst Dist Engr | Hwy Res Mtce Supv | Hwy Mtce Supt B | Transp Mtce Wkr C Hwy Foreman | - | Virginia |
| Asst Dist Mtce Engr | - | Hwy Superintendent | Mtce Supervisor | Mtce Lead Tech | Washington |
| - | - | County Mtce Supt | Asst Co Mtce Supt | Foreman | West Virginia |
| Area Mtce Supv | - | Asst Area Supv | (County) | (County) | Wisconsin |
| - | - | Hwy Mtce Area Supv | Hwy Mtce Area Crew Leader | - | Wyoming |

MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENT (as of July 1, 1981)

MAINTENANCE PERSONNEL (cont'd):

| | (10) | (11) | (12) | (13) | (14) |
|----------------|-------------------------------------|--|-------------------------------------|--|--|
| State | Laborer | Skilled Craftsman | Shop Superintendent | Garage or Shop Foreman | Mechanic |
| Alabama | Laborer | Skilled Craftsman | Div Equip Mtce Engr | Mechanic Foreman | Auto & Hvy Equip Mechanic |
| Alaska | - | - | - | - | - |
| Arizona | Groundskeeper I & II | Bldg Mtce Wkr I & II | Equip Shop Supv II | Equip Shop Supv I, et al | Equip Mech I & II |
| Arkansas | Laborer | Carp, Weld, etc | Equip Mtce Supv | Shop Foreman | Mech & Sr Mech |
| California | Mtce Worker | Carpenter Struc Steel Painter | Shop Superintendent | Shop Foreman | Hvy Equip Mech |
| Colorado | Utility Worker | Maintenanceman | Sr Shop Foreman | Foreman | A&E Mechanic |
| Connecticut | DOT Mtce II | Qual Craft Worker | Repair Gar Supvr | - | Auto & Equip Mech |
| Delaware | Laborer | - | Hwy Equip Supt | Automotive Supv | Auto Mech III Auto Mech II |
| Florida | Hwy Mtce Tech I or II | Plumber, etc Carpenter, etc | - | Auto Equip Repr Frm | Auto Equip Mech I & II |
| Georgia | Laborer I | Skilled Laborer | Mtce Shop Mgr | Mech Shop Supv | Mech, Senior |
| Hawaii | Gen Laborers & Trade Helpers | Br Mtce Workers Carpenters, et al | Auto Mech Supv | Auto Mechanic II | Auto Mech I & Machinist |
| Idaho | - | Utility-Craftsman | Shop Superintendent | Shop Foreman | Mechanic |
| Illinois | - | - | - | - | Auto Mechanic |
| Indiana | Mtce Worker IV | Mtce Repairman II | Purchasing Adm V | Hwy Shop Supv IV | Mechanic II |
| Iowa | Mtce Wkr 1 & 2 | - | - | Hwy Mtce Supt 2 | Auto Mechanic |
| Kansas | - | - | Shop Superintendent | Auto Mechanic II | Auto Mechanic I |
| Kentucky | Mtce Laborer | Carpenters, Bridge-men, Welders | - | Garage Foreman | Auto & Diesel Mechanic |
| Louisiana | Laborer Utility Br Tender, et al | Mtce Repairman Painter, Carp, et al | Auto Shop Supv Equip Specialist | - | Auto Mechanic Auto Repair, et al |
| Maine | Hwy Mtccman I | Mach, Elec, Carp & Other Trades | Equip Superintendent | Auto Mech Foreman | Auto Mechanic |
| Maryland | Hwy Worker | Skilled Craftsman | Dist Equip Supv | Auto Serv Supv II | Auto Serv Spec |
| Massachusetts | Laborer | - | Supt Shop & Equip | Dist Hwy Equip Frm | Motor Equip Rprman |
| Michigan | Laborer IB | Br Worker IIIB,IV,V | Mtr Equip Supt VIIB | Transp Mtce Supv VI | Auto Mech IVB |
| Minnesota | Laborer I Laborer II, et al | Bridge Worker | Equip Fab Supt Hwy Equip Supv | Hwy Equip Mech Frm | Hwy Equip Field Mech Hwy Equip Mech |
| Mississippi | Gen Ser Bmp II | Fac Mtce Rep II | Equip Mtce Supt | Equip Repair Foreman | Equip Mech Master |
| Missouri | - | - | Dist Garage Frm | Chief Shop Mech | Shop Mechanic |
| Montana | Laborer | Carpenter | Equip Mech Foreman | Wk Shop Foreman | Mechanic/Machinist |
| Nebraska | - | - | Hwy Mechanic Supt | Hwy Mech Supv | Auto Mechanic II |
| Nevada | Hwy Mtce Laborer | Hwy Maintainer | Hwy Equip Oper Supv | Supv Equip Mech II | Equip Mech II |
| New Hampshire | Hwy Maintainer I | Asst Hwy Patrol Frm | Asst Hwy Gar Admin | Garage Foreman Shop Foreman | Hvy Equip Mech Auto Mechanic |
| New Jersey | Mtce Worker | Br & Constr Reprs | Supv Gar Foreman Master Mechanic | Foreman & Assistant Foreman, Mechanic | Auto Mechanic |
| New Mexico | Utility Worker Mtce Worker | Mtce Specialist | - | Auto Shop Frm I, II | Auto Mech, Auto Bdy Rep, Hvy Equip |
| New York | Laborer | Mtce Asst - Br Repr Asst, et al | Motor Equip Mtce Supv | Motor Equip Mtce Supv I | Motor Equip Mech |
| North Carolina | Gen Utility Wkr | Mtce Mech I, II,etc | Equip Superintendent | Mech Supv I & II | Mechanic I & II |
| North Dakota | Mtce Worker I | - | Mtr Veh Shop Foreman | - | Mechanic I & II |
| Ohio | Hwy Worker 1 | Painter, Weld et al | Equip Mtce Supt 3 | Equip Mtce Supt 2 | Auto Mechanic |
| Oklahoma | - | - | Auto Shop Supt | Auto Shop Supv | Auto Mechanic II |
| Oregon | Laborer | Elec or Carp | Hwy Shop Supt | Auto Shop Supv Hwy Shop Supv | Hvy Equip Mech |
| Pennsylvania | Hwy Mtce Wkr Semi, Skld Laborer | Weld, Carpenter Mason, Painter | - | Hwy Equip Mgr 1,2,3 | Auto Mech 1, 2 Diesel Mechanic |
| Rhode Island | Laborer | Semi-Skld Laborer | Auto Serv Specialist | - | Auto Mechanic |
| South Carolina | Hwy Mtce Wkr I | Hwy Mtce Wkr II-IV | - | Trades Wkr Supv | Mechanic |
| South Dakota | - | Mechanic II | Equip Shop Foreman | - | Mechanic I & II |
| Tennessee | Utility Wkr 1 | Carp, Elec, Weld | Regional Gar Supt | Regional Gar Supv | Mechanic |
| Texas | Mtce Tech I & II | Mtce Tech III | Shop Foreman I-IV | Shop Foreman I-IV | Mtce Tech II & III |
| Utah | Mtce Worker | Weld, Auto Body Wkr, Carp | Shop Supervisor | Shop Foreman | Mechanic |
| Vermont | Transp Mtce Worker A | Br Mtce Mechanic | Supt Central Gar | Motor Shop Supv | Motor Equip Mech B |
| Virginia | Hwy Mtce Helper | Carp, Painter, Plumb, et al | Hwy Engineer B | Hwy Equip Rpr Frm A | Hwy Equip Mech A&B |
| Washington | Laborer | Mtce Specialist | Equip Supt | Equip Supervisor | Equip Mechanic 1 |
| West Virginia | Laborer | Craftsman III&IV | Dist Equip Supv | Dist Equip Supv | Mechanic |
| Wisconsin | (County) | (County) | (County) | (County) | (County) |
| Wyoming | Hwy Mtce Wkr I | - | Dist Equip Supv | Shop Foreman I&II | Mechanic II |

| (15) | (16) | (17) | (18) | (19) | |
|----------------------------|----------------------------------|----------------------------------|------------------------------------|--|----------------|
| Mechanic Helper | Equipment Operator I | Equipment Operator II | Equipment Operator III | Timekeeper or Clerk | State |
| Asst Mechanic & Serviceman | Hwy Mtce Tech I | Hwy Mtce Tech II | Hwy Mtce Tech III | Clerk I & Engr Asst II | Alabama |
| - | WG VI | WG IV | WG III | Clerk Typist III | Alaska |
| Auto Serv Atten I, et al | Hwy Mtce Wkr I | Hwy Mtce Wkr II | Hwy Mtce Wkr III | Clerk Typist I,II,III | Arizona |
| - | Single Axle Tr Dr Mower Operator | Bkh Opr, Mtr Pat-Rough et al | Distp Opr, Lboy Float Tr Driver | Payroll Clerk | Arkansas |
| Mechanic Helper | Mtce Worker | Equip Oper | Hvy Equip Oper | Hwy Fld Off Asst | California |
| Auto Mechanic | - | - | Hvy Equip Oper | Typist B | Colorado |
| - | DOT Mtce III | DOT Mtce IV | DOT Mtce V | Supvr Clerk | Connecticut |
| Auto Mechanic I | Equip Oper I | Equip Oper II | Equip Oper III | Area Clerk (Clerk II & III) | Delaware |
| Auto Servman | Hwy Mtce Tech I&II | Hvy Equip Oper I | Hvy Equip Oper II | Clerk V | Florida |
| Mechanic | Laborer II | Equip Operator I | Mtce Equip Oper | Clerk Senior or Mtce Clerk | Georgia |
| Auto Mech Help | Equip Oper I, Trac Oper, et al | Equip Oper II & III | Equip Oper IV | Account Clerk IV | Hawaii |
| Auto Serv Wkr | Hwy Mtce Oper | Truck Driver, et al | Grader Oper, et al | Maintenance Clerk | Idaho |
| Mech Helper | Trainee | - | Hwy Mtce Operator | - | Illinois |
| Serviceman | Hwy Mtce Equip Oper | Hwy Constr Equip Oper | Power Shovel Oper | - | Illinois |
| Mechanic IV | Mtce Worker III | - | Mtce Worker II | Clerk IV | Indiana |
| Auto Mech Help | Equipment Oper 1 | Equipment Oper 2 | Equipment Oper 3 | - | Iowa |
| Auto Mech Help | Equipment Oper I | Equipment Oper II | Equipment Oper III | Area Office Manager | Kansas |
| Mechanic Help | Lt Equip Operator | Hvy Equip Operator | Spec Equip Operator | Timekeeper | Kentucky |
| Trades Help | Equipment Oper 1 | Equipment Oper 2 | Equipment Oper 3 | Clerk 2,3,4,Ldrman | Louisiana |
| Laborer I&II | Hwy Mtce II&IIA | Hwy Mtce III | Hwy Mtce IV | - | Maine |
| Auto Serv Mech | Equipment Oper I | Equipment Oper II | Equipment Oper III | Timekeeper or Clerk | Maryland |
| Auto Serv Help | Skilled Laborer | - | Mtce Equip Operator | Clerk Tallyman | Massachusetts |
| Skld Laborer | Laborer II | Equip Oper IIIB | Equip Oper IV | Account Clerk | Michigan |
| Mech Handyman | (Incl 9) | Hwy Equip Operator | (Incl 9) | (Incl 8) | Minnesota |
| Trades Help IIB | Equip Operator | Equip Oper Master | - | Clerk | Mississippi |
| Hwy Equip Mech | Maintenanceman | Mtce Crew Leader | Dragline Operator | Dist Stock Clerk | Missouri |
| Auto Serv Att | Equipment Oper I | Equipment Oper II | - | Fld Business Mgr | Montana |
| Equip Mech | Hwy Mtce Worker | - | Hwy Mtce Wkr/Senior | Office Clerk II | Nebraska |
| Mechanic Help | - | - | Mtce Spec Roadway | Hwy Dist Off Mgr | Nevada |
| Stockman & Serv Comb A & B | Hwy Maintainer II | Hwy Maintainer III-A | Hwy Maintainer III-B | Account Clerk III | New Hampshire |
| Auto Mechanic I | Truck Driver | Equipment Operator | Hvy Equip Operator | Clerk IV | New Jersey |
| - | Equip Oper I, Hwy Maintainer I | Equip Oper II, Hwy Maintainer II | Equip Oper III, Hwy Maintainer III | Timekeeper or Clerk | New Mexico |
| Asst Mechanic | Hwy Equip Oper | Const Equip Oper | Crane & Shovel Oper | Transp Office Asst | New York |
| (Incl 14) | Trk Driver & Machine Oper I | Machine Oper II & III | Machine Oper IV & V | Clerk III, etc | North Carolina |
| - | Equipment Oper I | Equipment Oper II | Equipment Oper III | Timekeeper or Clerk | North Dakota |
| Asst Auto Mech | Equipment Oper 1 | Equipment Oper 2 | Equipment Oper 3 | Timekeeper | Ohio |
| Auto Mechanic I | Transp Mtce Wkr I | Transp Mtce Wkr II | Senior Transp Mtce Wkr | Transp Field Clerk | Oklahoma |
| Hvy Equip Mech | Hwy Mtce Worker 2 | Hwy Mtce Worker 3 | Hwy Mtce Worker 4 | (Incl 16) | Oregon |
| Trainee | Equipment Oper 2 | Equipment Oper 3 | Equipment Oper 4 | Clerk 2 | Pennsylvania |
| Tradesman Help | Motor Equip Oper | Utility Motor Equip Operator | Hvy Motor Equip Oper | Clerk Dispatcher | Rhode Island |
| Auto Mech Help | (Incl 11) | (Incl 11) | (Incl 11) | Clerk II,III, Chief Clerk, Cl Typ I,II | South Carolina |
| Trades Helper | Hwy Mtce Wkr I | Hwy Mtce Wkr II | Hwy Mtce Wkr III | Adm Services Asst | South Dakota |
| Trades Worker | Utility Wkr 2 | Utility Wkr 3 | Reg Hvy Equip Oper | Office Supervisor | Tennessee |
| Equip Serv Wkr I | Mtce Tech I | Mtce Tech II | Mtce Tech III | Jr. Account Clerk | Tennessee |
| Equip Serv Wkr II | Mtce Oper Spec 15 | Mtce Oper Spec 17 | Mtce Oper Spec 19 | - | Texas |
| Mtce Tech I | (Incl 10) | (Incl 9) | Equipment Oper C | Storekeeper | Utah |
| Auto Serviceman | Hwy Equip Oper A | Hwy Equip Oper B | Hwy Equip Oper C | Highway Timekeeper | Vermont |
| Hvy Equip Mech | - | Mtce Tech I & II | Mtce Tech III | Office Assistant | Virginia |
| Apprentice | Equipment Oper I | Equipment Oper II | Equipment Oper III | Field Clerk | Washington |
| Shop Assistant | (County) | (County) | (County) | (County) | West Virginia |
| Mechanic Help | (County) | (County) | (County) | (County) | Wisconsin |
| Mechanic I | Hwy Mtce Worker II | Hwy Mtce Equip Oper | Hwy Mtce Hvy Equip Oper | - | Wyoming |

MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENTS (as of July 1, 1981)

TRAFFIC OPERATIONS PERSONNEL

| | (20) | (21) | (22) | (23) | (24) |
|----------------|---|--|------------------------------------|---------------------------------|---|
| State | State Traffic Engineer | Assistant State Traffic Engineer | State Traffic Maintenance Engineer | District Traffic Engineer | Assistant District Traffic Engineer |
| Alabama | Traffic Engr (Design) | - | Traffic Engr (Serv) | Div Traffic Engr | - |
| Alaska | - | - | - | - | - |
| Arizona | Asst State Engr, Traf | Traf Engr Oper & Design | - | Dist Traf Engr or Supervisor | - |
| Arkansas | Div Head, Traffic | Asst Div Head, Traf | - | - | - |
| California | Chief, Div of Oper | Chief, Traff Engr Chief, Transp Oper | - | Dist Traf Engineer | Asst Dist Traf Engr |
| Colorado | Principal Hwy Engr | Asst Prin Hwy Engr | - | Sr Hwy Engineer | - |
| Connecticut | Manager of Traffic | Chief Traffic Engr | Operations Supt | Transp Asst Engr | Dist Serv Agent II |
| Delaware | Chief, Bureau of Traf (Civil Engr VI) | - | - | Civil Engr IV Civil Engr III | Civil Engr II |
| Florida | State Traf Oper Engr | Dep St Traf Oper Engineer | St Traf Oper Engr | Asst Traf Oper Engineer | Asst Dist Traf Oper Engineer |
| Georgia | St Traf & Safety Engr | Asst St Traf & Safety Engr | - | Dist Traf & Saf Engineer | Transp Engr I |
| Hawaii | Traffic Engr | Asst Traffic Engr | - | - | - |
| Idaho | Traf Supv Engr Manager 2 | Asst Traf Engr Engr Manager 1 | - | Dist Traf Engr Engr Proj Supv | - |
| Illinois | Engr of Traffic | Traf Oper Engr | - | Dist Traf Engr | Dist Traf Design, Spec Stud, Plan, Inv Hwy Engineer III |
| Indiana | Hwy Engr Supv II | Hwy Engr Supv IV | Hwy Engr Supv IV | Hwy Engr Supv V | - |
| Iowa | State Traf Engr | Traf Sign & Mark Engineer | - | - | - |
| KANSAS | Hwy Mark Engineer | - | - | - | - |
| Kentucky | Dir, Div of Traf | Asst Dir, Div of Traffic | - | Dist Traf Engr | Asst Dist Traf Engr |
| Louisiana | Hwy Coord Engineer | Asst Traf Pl Engr Traf Oper Engr, etal | Traf S & O Engr | Dist Traf Oper Engineer | Traffic Engineer |
| Maine | Traffic Engineer | Asst Traf Engineer | - | Div Traf Engr | - |
| Maryland | Asst Chief Engr, Traf | - | Chief, Bureau of Traf Operations | Dist Traf Engr | Asst Dist Traf Engr |
| Massachusetts | Traffic Engineer | Asst Traf Engr | Traf Mtce Engr | Dist Traf Engr | Asst Dist Traf Engr |
| Michigan | Engr of Safety & Traf | Asst Engr of Traf & Safety | Fld Admin Engineer | Dist Traf Engr | Asst Dist Traf Engr |
| Minnesota | Traffic Engineer | Asst Traf Engr | (Incl 20) | Dist Traf Engr | (Incl 23) |
| Mississippi | Traf Control & Safety Engineer (Incl 1) | Asst Traf Control & Safety Engineer | - | - | - |
| Missouri | (Incl 1) | Asst Div Engr, Traf | - | Traffic Engr | Dist Traf Studies Engineer |
| Montana | Manager, Traf Unit | Asst Mgr, Traf Unit | - | Engr. Traf II | - |
| Nebraska | Traffic Engineer | - | - | - | - |
| Nevada | Chief, Traf Engineer | - | - | Hwy Engr II, Traf | - |
| New Hampshire | Traffic Engineer | Traf Constr Engr | - | - | - |
| New Jersey | Chief Engr Transp Oper & Local Aid | Chief, Bureau of Electrical Oper | Supt Elec, Constr, Mtce & Other | District Supv, Electrical | Asst Dist Supv Electrical |
| New Mexico | Traf Serv Engineer | Asst Traf Serv Engineer | - | Dist Traf Engr | - |
| New York | Dir, Traf & Safety Div G-35 | Deputy Dir, Tr. & Safety Div G-34 | Dir, Oper Bureau G-35 | Regional Traf Engr G-29 | Sr. Civil Engineer G-23 |
| North Carolina | Mgr of Traf Engr | Asst Mgr Traf Engr Tech & Fld Oper | - | Div Traf Engr | - |
| North Dakota | Transp Serv Engr | Hwy Engineer IV | - | - | - |
| Ohio | Engr of Traffic | Asst Traffic Engr | - | Dist Traf Engr | Asst Dist Traf Engr |
| Oklahoma | Transp Div Engr | Transp Asst Div Engineer | Transp Div Engr | Transp Engr II | - |
| Oregon | State Traf Engr | - | (Incl 2) | (Incl 3) | Regional Traf Engr |
| Pennsylvania | Civil Engineer 6 | Civil Engineer 5 | - | Civ Engr 4 or 5 Tf Cnt Spec Mgr | Civ Engineer 3 Tf Cnt Spec Supv |
| Rhode Island | - | - | Chief Hwy Mtce Supv, Traffic | - | - |
| South Carolina | Traf & Plan Engr | Asst Traf & Plan Engineer | - | Dist Traf Engr | - |
| South Dakota | Traf Oper Engr Traf Design Engr | - | - | Dist Traf Engr | - |
| Tennessee | Engr Admin, Mtce | - | Sign & Marking Coordinator | Reg Traffic Engr | - |
| Texas | - | - | - | Dist Traf Engr | - |
| Utah | Engr for Safety | - | Traffic Engineer | Dist Traf Engr | Asst Dist Traf Engr |
| Vermont | - | - | (Incl 2) | - | - |
| Virginia | State Traf Engr | Asst State Traf Engineer | Dist Traf Engr | Dist Traf Engr | Engineer A |
| Washington | State Traf Engr | Asst State Traf Engineer | - | Dist Traf Engr | Asst Dist Traf Engr |
| West Virginia | Dir of Traf Engr Div | Asst Dir Traf Engr | - | Reg Traf Engr | Asst Reg Traf Engr |
| Wisconsin | Chief Traf Engr | Traffic Engr Supvr | - | Dist Chief Traf Engineer | Dist Traffic Engr, Supervisor |
| Wyoming | State Traf Engr Operations | Traffic Staff Engr | - | Dist Traf Engr | - |

| (25) | (26) | (27) | (28) | (29) | |
|--------------------------------|---|-------------------------------|--|---|----------------|
| Traffic Supervisor | Sign Supervisor | Sign Shop Foreman | Traffic Signal & Lighting Foreman | Striper Foreman | State |
| - | - | Sign Fab Plant Mgr | Signal Shop Supv | - | Alabama |
| - | - | - | - | - | Alaska |
| Hwy Mark Crew Supv | Hwy Mtce Crew Supv | Hwy Mark Crew Supv | Traf Signal & Light Crew Supv I & II | Hwy Mtce Wkr III | Arizona |
| - | Sec Head Traf Serv | Sign Shop Supv | - | Striping Supv | Arkansas |
| - | Supervisor | Supervisor | Hwy Elec Supv | Supervisor | California |
| - | Foreman | Foreman | Sr Traf Signal Frm | Highway Foreman | Colorado |
| - | Signs & Mark Coord | Supt Portland Plant | Dist Elec Supv | General Supv | Connecticut |
| Traf Oper Mgr | - | Sign Shop Foreman | Signals Supt (Hwy Mtce Supt) | - | Delaware |
| - | Sign Shop Supv | Sign Shop Foreman | - | Hwy Foreman II | Florida |
| - | Chief, Sign Shop Operations Traf Signs & Mark Supervisor | Sign Shop Prod Mgr | Elec Signal Engr | Hwy Mtce Frm II | Georgia |
| - | - | - | Traf Signal & Hwy Light Supv | Traf Mark Supv | Hawaii |
| - | - | Sign Shop Supt | Traf Signal Supt | Transp Mtce Frm | Idaho |
| Field Engr Oper | (Incl 25) | Sign Shop Supv | - | Lead Worker Pavt Mark Foreman | Illinois |
| Elec Tech Supv IV | Engr Asst V | Mtce Worker II | Elec Tech II | Mtce Worker II | Indiana |
| Dist Traf Tech | - | Sign Shop Supt | Traf Sig Repair Supt Light Mtce Supt | Dist Paint Supt | Iowa |
| - | - | Sign Shop Wkr Supervisor | - | Mtce Supervisor | Kansas |
| Traf Engr Tech I | Traf Foreman | Sign Painter, Sr. | Traf Sig Repairman | Striper Foreman | Kentucky |
| Sign & Traf Supv | Sign & Strip Supv | Sign Shop Foreman | Elec Foreman | Striper Gang Frm | Louisiana |
| - | - | Sign Shop Foreman | Elec Foreman | Hwy Foreman | Maine |
| - | Traf Sign Shop Supervisor | Traf Sign Shop Assistant Supv | Traf Signal Shop Supervisor | Supv, Pavement Mark | Maryland |
| Hwy Traf Mtce Frm | Supv, Traf Equip Traf Sec Foreman | Sign Shop Foreman | Traf Elec Foreman | Traf Sec Foreman | Massachusetts |
| Sign Supv VIII | Sign Supv VII | Sign Supv VB | Electrician VI | Sign Mechanic IV | Michigan |
| Principal Hwy Tech | Sign Supervisor | (Incl 8) | Elec Traf Mtce Supv | (Incl 25) | Minnesota |
| - | - | Foreman HM II | - | - | Mississippi |
| - | - | Sign Shop Foreman | Signal & Light Frm | (Incl 8) | Missouri |
| - | - | Painter Foreman | - | Painter Foreman | Montana |
| - | Sign Shop Supt | Sign Shop Supv | Hwy Comm Manager | (Incl 8) | Nebraska |
| - | Sign Shop Supv | - | - | Hwy Mtce Foreman | Nevada |
| Traf Mtce Supv | - | Sign Shop Foreman | Traf Signal Foreman | Pavt Mark Foreman | New Hampshire |
| - | Supv of Hwy Mark | Foreman Sign Shop | Foreman Electrical | Foreman Hwy Mark | New Jersey |
| Traf Serv Supv | - | Sign Shop Foreman | Traf Elec Supv | (Incl 8) | New Mexico |
| Asst Civil Engr | Sign Shop Supv II | Sign Shop Supv I | Supv Electrician | Labor Supervisor | New York |
| Traf Serv Supv | Traf Serv Crew Ldr | - | Traf Control Tech Supervisor | Traf Serv Crew Ldr | North Carolina |
| - | - | Sign Shop Foreman | - | - | North Dakota |
| Traf Control Supv | Sign Superintendent | Sign Supervisor | Signal Elec Supv | Hwy Worker 3 | Ohio |
| Transp Mtce Supt | Transp Mtce Supv | - | - | Transp Mtce Supv | Oklahoma |
| (Incl 4 & 5) | - | Sign Shop Supt | Elec Superintendent | Strip Crew Supv | Oregon |
| - | Traf Cont Tech 3 | Sign Shop Foreman | Civ Engr 2 Traf Cont Spec Elec Foreman | Hwy Foreman 2 | Pennsylvania |
| Hwy Mtce Supv Line Striping | Hwy Mtce Supv, Sign | Commercial Artist | - | Traf Line Painter Foreman | Rhode Island |
| - | - | Trades Wkr Supv | Trades Wkr Supv | Hwy Mtce Crew Supv I - III | South Carolina |
| - | Sign Supervisor | Sign Shop Foreman | - | Hwy Mtce Worker II Hwy Mtce Worker III | South Dakota |
| Hwy Marking Supt | Hwy Marking Supt | - | - | - | Tennessee |
| - | - | - | - | - | Texas |
| Signal Supervisor | Sign Supervisor | Sign Shop Foreman | Traf Signal Foreman | Paint Foreman | Utah |
| Traf Shop Supv | (Incl 25) | (Incl 25) | Traf Signal Supv | Mark Crew Ldr B | Vermont |
| Engineer A | Mtce Supt B | (Incl 8) | Hwy Equip Elec Foreman A & B | (Incl 8) | Virginia |
| Highway Supt | - | Sign Fabricator | Traf Signal Supv Electronic Supv | Mtce Supervisor | Washington |
| Traf Technician | - | Sign Shop Foreman | Traf Signal & Lighting Foreman | Sign Shop Supv | West Virginia |
| Dist Traf Supv | Mark Sign Supv | Mark Sign Coord | Elec Supervisor | Pavt Mark Crew Chief | Wisconsin |
| Dist Traf Tech | - | Sign Shop Supv | Sign & Elec Foreman | Hwy Striping Frm | Wyoming |

MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENT (as of July 1, 1981)

TRAFFIC OPERATIONS PERSONNEL (Cont'd):

| State | (30) Sign Erection Foreman | (31) Sign Fabricator | (32) Sign Technician | (33) Traffic Signal & Lighting Technician |
|----------------|--------------------------------------|--|------------------------------------|---|
| Alabama | - | Sign Painter | Maintenance Tech | Traf Signal Tech |
| Alaska | - | - | - | Traf Signal Tech, WG III |
| Arizona | Hwy Mtce Wkr III | Hwy Sign Fab | Painter, Hwy Sign Install, et al | Traf Signal & Light Technician I & II |
| Arkansas | Signing Supervisor | Sign Maker | Sign Layout Spec | - |
| California | Supervisor | Supervisor | - | Hwy Elec I or II |
| Colorado | - | - | Maintenanceman | Traffic Signal Tech 1 |
| Connecticut | Sign & Mark Supv | QCW & Mtce V | - | Elec Technician |
| Delaware | Sign Supervisor (Hwy Mtce Supv) | Trades Helper Sign Fab I & II | - | Signal Reprn I & II Instrument Tech I & II |
| Florida | Hwy Foreman I | - | Sign Technician | - |
| Georgia | Hwy Mtce Foreman II | Skilled Lab (DOT) | Skilled Lab (DOT) | Traf Signal Tech |
| Hawaii | - | Sign Painter & Painter | - | Hwy Light Wkr & Electrician |
| Idaho | Transp Mtce Frm | Hwy Sign Fab | - | Electrician |
| Illinois | (Incl 29) | Silk Screen Oper Sign Painter | (Incl 25) | Traf Signal Engr Traf Signal Tech Elec Technician II |
| Indiana | Mtce Worker II | Mtce Worker III | Mtce Worker II | - |
| Iowa | - | Sign Shop Wkr | - | Traf Sig Repair Tech Light Mtce Tech |
| Kansas | - | Sign Shop Worker | - | - |
| Kentucky | (Incl 26) | Sign Painter | (Incl 26) | Traf Sig Repairman (Jr & Sr) |
| Louisiana | Sign Foreman (Stwide) | Bldg Mtce Supt 1 Carp, Welder, et al | Statewide Sign Trademan | Statewide Electrician |
| Maine | Hwy Mtce Foreman IV | Sign Painter | Sign Shop Tech | Traf Sig & Light Tech |
| Maryland | Supv Rd Mtce | Sign Fabricator III | Sign Fab I & II | Elec Tech Traf Control |
| Massachusetts | Traf Sec Foreman | Sign Painter & Letterer | Sign Shop Foreman Traf Sec Foreman | Traffic Electrician |
| Michigan | Sign Mechanic IIIB | Sign Moch II & III | Sign Moch IIIB | Elec III, IV, V |
| Minnesota | (Incl 8) | (Incl 9) | (Incl 26) | Hwy Signal Technician Electronic Technician Electronic Technician |
| Mississippi | - | Silk Screen Printer | - | - |
| Missouri | (Incl 8) | Silk Screen Oper | Sign Painter | Signal Electrician |
| Montana | - | Painter | - | Engr Traffic I & II |
| Nebraska | - | Sign Printer II | (Incl 27) | Electronics Tech II |
| Nevada | Hwy Mtce Foreman | Sign Painter | Silk Screen Oper | - |
| New Hampshire | Dist Sign Supv | Sign Fabricator | Hwy Maintainer II | Traf Signal Reprman I |
| New Jersey | Hwy Sign Mtce Frm (Incl 29) | Sign Letterer Sign Fabricator | Highway Marker | Traf Signal Reprman II Elec Mechanic I |
| New Mexico | (Incl 8) | Sign Tech II | - | Traf Elec Tech I, II, III |
| New York | Labor Supervisor | Sign Shop Worker | - | Electrician |
| North Carolina | Traffic Sign Erector | Traf Sign Painter | - | Traf Control Technician |
| North Dakota | - | Sign Fabricator I Sign Fabricator II Sign Worker 1 | - | - |
| Ohio | Routemarker 2 | Sign Worker 1 | Sign Worker 2 | Signal Electrician 2 |
| Oklahoma | - | Senior Sign Shop Wkr | - | - |
| Oregon | Sign Crew Supv | (Incl 16, 17, 18) | - | (Incl 11) |
| Pennsylvania | Hwy Foreman 3 | Sign Technician 2 | Sign Technician 1 | Civil Engr 2 Trf Cnt Spec |
| Rhode Island | Sign Erector Foreman | Sign Painter | - | Electronic Equip Mechanic |
| South Carolina | (Incl 8) | Trades Worker | - | Electrician |
| South Dakota | Hwy Mtce Foreman Hwy Mtce Worker III | Traf Sign Fab II | - | - |
| Tennessee | - | Mtce Crew Leader Utility Worker | - | - |
| Texas | - | - | - | - |
| Utah | Sign Foreman | Sign Fabricator | - | Traf Signal Tech |
| Vermont | Sign Crew Leader | Sign Painter | - | Mtce Mechanic B |
| Virginia | (Incl 8) | Hwy Sign Fabricator | Traf Tech C | Hwy Equip Elec |
| Washington | - | - | Sign Install Tech | Sign Tech I, II or III Electronic Tech I, II, III |
| West Virginia | - | Sign Fabricators | - | Traffic Signal & Lighting Technician Electrician |
| Wisconsin | Signing Crew Chief | (Various Titles) | Sign Crew Member | - |
| Wyoming | Hwy Traf Sign Tech | Sign Fabricator | Hwy Traf Sign Tech I | Hwy Traf Signal Tech |

OTHER RELATED PERSONNEL:

| (34) | (35) | (36) | |
|--|---|---|----------------|
| Striper Technician | Chief Engineer | Project Engineer | State |
| - | Chief Engineer | Civil Engr I,II,III | Alabama |
| - | - | - | Alaska |
| Hwy Mtce Wkr II | State Engineer | Resident Engineer Chief Proj Supv, etal | Arizona |
| Striping Machine Dr | Chief Engineer | Resident Engineer | Arkansas |
| Leadworker, Hwy Equip Operator Maintenanceman | Deputy Director | Resident Engineer | California |
| - | Chief Engineer | Project Engineer | Colorado |
| DOT Maintainers III, IV, V | Chief Engineer | Transp Senior Engr | Connecticut |
| - | Civil Engineer VII | - | Delaware |
| - | - | - | Florida |
| Mtce Equipment Oper Heavy Duty | Asst State Hwy Engr | Project Engineer | Georgia |
| Traf Strip Machine Oper | Chief, Hwys Div | Area Engineer | Hawaii |
| Hwy Mtce Operator | State Hwy Admin | Project Engineer Engrs Proj Coord | Idaho |
| - | Dir of Highways | Project Engineer Resident Engineer Hwy Engineer IV | Illinois |
| Mtce Worker II | - | - | Indiana |
| Equip Oper 2 & 3 | Dir of Highways Chief Engineer | Resident Constr Engr | Iowa |
| - | State Transp Engr | Construction Engr | Kansas |
| Hvy Equip Operator | State Hwy Engr | Res Constr Engineer | Kentucky |
| Equip Oper 1,2,3 | Chief Hwy Engineer | Dist Constr Engr Project Engr et al | Louisiana |
| - | Civil Engineer V | - | Maine |
| - | Chief Engineer | Project Engineer | Maryland |
| Spray Painter Working Foreman Sign Mechanic IIIB | Chief Engineer | Sr Civil Engineer | Massachusetts |
| (Incl 9) | Transp Admin Engr | Transp Constr Engr VII Transp Engineer IX (Incl 6) | Michigan |
| Equipment Operator | Deputy Commissioner | - | Minnesota |
| (Incl 17) | Chief Engineer | Project Engineer | Mississippi |
| Striping Machine Oper | Chief Engineer | Resident Engineer | Missouri |
| (Incl 8) | Dir of Highways | - | Montana |
| Mtce Specialist Striping & Sign Carriage Operator Hwy Maintainer II | Deputy State Engr | Highway Proj Mgr II | Nebraska |
| (Incl 8) | Dir of Transportation | Hwy Engineer III | Nevada |
| Constr Equip Oper | Deputy Commissioner & Chief Engineer | Project Engineer | New Hampshire |
| Machine Oper III | Dir of Engineer & Operations | Project Engr Mtce Project Engr Constr Proj Mgr I, II, III | New Jersey |
| Equip Operator III | Chief Hwy Admin | - | New Mexico |
| Routemarker 1 | - | - | New York |
| (Incl 16 & 17) | Chief Engr, Oper | Resident Engineer | North Carolina |
| Equip Operator 3 | Chief Engineer | Project Coordinator | North Dakota |
| Traffic Line Painter | Chief Engineers (3) | Project Engineer 2 | Ohio |
| (Incl 10 & 11) | - | Transp Engr Br Mgr | Oklahoma |
| Paint Machine Oper | State Highway Engr | Resident Engineer | Oregon |
| - | Chief Highway Engr | Civ Engineer 2 or 3 T C Manager 1 or 2 | Pennsylvania |
| Marking Crew Ldr A | - | - | Rhode Island |
| (Incl 8) | State Highway Engr | Project Engineer | South Carolina |
| Mtce Technician III | Dir & State Hwy Engr | Resident Engineer | South Dakota |
| Center Line Paint Machine Operator Pavt Mark Crew Member | State Transp Engr | Engineer 2 Engr Tech 2 Engineer IV | Tennessee |
| Hwy Paint Tech I & II | State Engr, Dir | - | Texas |
| - | Assistant Director | Proj & Res Engineer | Utah |
| - | Dir of Engr & Constr | Resident Engineer | Vermont |
| - | Chief Engineer | Constr Proj Engr | Virginia |
| - | Deputy Secretary of Transp | Project Engineer | Washington |
| - | Chief Engr, Fld Oper | - | West Virginia |
| - | - | Project Engineer | Wisconsin |
| - | Supt & Chief Engr | Resident Engineer | Wyoming |

MONTHLY SALARIES OF HIGHWAY PERSONNEL (as of July 1, 1981)

MAINTENANCE PERSONNEL:

| State | (1) State Maintenance Engineer | | | | (2) Assistant State Maintenance Engineer | | | | (3) District Engineer | | | | (4) District Maintenance Engineer | | | | (5) Assistant District Maintenance Engineer | | | |
|----------------------|-----------------------------------|------|------|-------|---|------|------|-------|--------------------------|------|------|-------|--------------------------------------|------|------|-------|--|------|------|-------|
| | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. |
| Alabama | 1 | 2497 | 3308 | 3308 | 3 | 1147 | 2740 | 2528 | 9 | 2111 | 3308 | 3142 | 9 | 1588 | 2740 | 2549 | 9 | 1305 | 2202 | 1716 |
| Alaska | 1 | 4819 | 5770 | 5184 | 1 | 4648 | 5575 | 4996 | 5 | 4483 | 5371 | 4819 | - | - | - | - | 8 | 2891 | 3441 | 3095 |
| Arizona | 1 | 2739 | 3719 | 3719 | 1 | 2499 | 3393 | 3393 | 7 | 2739 | 3719 | 3719 | 7 | 1757 | 2833 | 2710 | - | - | - | - |
| Arkansas | 1 | 3044 | 3409 | 3202 | 1 | 1804 | 2771 | 2771 | 10 | 2944 | 3297 | 3096 | 10 | 1590 | 2487 | 2470 | 10 | 1317 | 2089 | 2089 |
| California | 1 | 3167 | 4211 | 3837 | 2 | 2951 | 3921 | 3249 | 11 | 2879 | 4415 | 4023 | 12 | 2563 | 3566 | 3093 | 20 | 2563 | 3093 | 2956 |
| Colorado | 1 | 2713 | 3636 | 3636 | 1 | 2584 | 3463 | 3463 | 6 | 2991 | 4009 | 4009 | 9 | 2584 | 3463 | 3463 | 9 | 2409 | 3227 | 3227 |
| Connecticut | 1 | 2876 | 3530 | 3145 | 2 | 2659 | 3264 | 3154 | - | - | - | - | 4 | 2458 | 3018 | 2796 | 8 | 2273 | 2790 | 2499 |
| Delaware | 1 | 2173 | 3474 | 3313 | - | - | - | - | 3 | 2173 | 3474 | 3420 | 1 | 1641 | 2556 | 2322 | 4 | 1534 | 2322 | 1884 |
| Florida | 1 | 2392 | 3323 | 3207 | 2 | 2246 | 3110 | 3097 | 6 | 2549 | 3556 | - | 6 | 2097 | 2917 | 2906 | 6 | 1851 | 2762 | 2410 |
| Georgia | 1 | 2192 | 3397 | 3260 | 1 | 1839 | 2849 | 2849 | 7 | 2192 | 3397 | 3192 | 7 | 1688 | 2608 | 2507 | 7 | 1547 | 2392 | 2242 |
| Hawaii | 1 | 2267 | 3780 | 3609 | 1 | 2165 | 3623 | 3453 | 4 | 2165 | 3623 | 3325 | 1 | 1974 | 2993 | 2859 | - | - | - | - |
| Idaho | 2 | 2613 | 3863 | 3590 | 1 | 2149 | 3177 | 2881 | 6 | 2613 | 3863 | 3435 | 6 | 2149 | 3177 | 2603 | - | - | - | - |
| Illinois | 1 | 2635 | 3730 | 3460 | 3 | 2235 | 3510 | 3155 | 9 | 2635 | 3730 | - | 9 | 2235 | 3295 | 2891 | - | - | - | - |
| Indiana | 1 | 2427 | 3759 | 3248 | 2 | 2106 | 3280 | 2872 | 6 | 2106 | 3280 | 2800 | 6 | 1954 | 2977 | 2629 | 6 | 1803 | 2708 | 2246 |
| Iowa | 1 | 2453 | 3130 | 2976 | 1 | 2231 | 2837 | 2837 | 6 | 2453 | 3130 | 3130 | 6 | 2031 | 2572 | 2572 | - | - | - | - |
| Kansas | 1 | 2524 | 4056 | 3405 | 1 | 2244 | 3605 | 2937 | 6 | 2524 | 4056 | 3516 | 6 | 2244 | 3605 | 3229 | 1 | 1995 | 3101 | 2566 |
| Kentucky | 1 | 2074 | 3214 | 3214 | 2 | 1882 | 3214 | 3214 | 12 | 2750 | 3750 | 3021 | 12 | 1882 | 3214 | 3061 | 34 | 1549 | 3214 | 2290 |
| Louisiana | 1 | 2515 | 3388 | 3388 | 13 | 1745 | 3085 | 2801 | 9 | 2272 | 3145 | 3132 | 9 | 2010 | 2902 | 2902 | 9 | 1878 | 2781 | 2781 |
| Maine | 1 | 2263 | 3017 | 3017 | 1 | 1811 | 2411 | 2411 | 7 | 1811 | 2411 | 2411 | - | - | - | - | - | - | - | - |
| Maryland | 1 | 2380 | 3126 | 3126 | 1 | 2204 | 2895 | 2895 | 7 | 2203 | 2895 | 2895 | - | - | - | - | 7 | 1889 | 2482 | 2333 |
| Massachusetts | 1 | 2035 | 2526 | - | 2 | 2035 | 2526 | - | 8 | 2111 | 2629 | - | 8 | 1879 | 2337 | - | 8 | 1667 | 2059 | - |
| Michigan | 1 | 2828 | 3783 | 3783 | 1 | 2591 | 3499 | 3499 | 9 | 2347 | 3235 | 3235 | 9 | 2191 | 2998 | 2998 | 7 | 2046 | 2768 | 2768 |
| Minnesota | 1 | 2394 | 3144 | 3144 | 3 | 1944 | 2694 | 2594 | 9 | 2394 | 3144 | 3144 | 16 | 2228 | 2977 | 2920 | 4 | 1944 | 2694 | 2594 |
| Mississippi | 1 | 2406 | 3214 | 3165 | 1 | 2255 | 3149 | 2850 | 6 | 2593 | 3311 | 3181 | 6 | 2255 | 3149 | 2970 | - | - | - | - |
| Missouri | 1 | 2658 | 3267 | 3046 | 1 | 2142 | 2679 | 2679 | 10 | 2375 | 3067 | 2774 | 10 | 1881 | 2479 | 2444 | 20 | 1649 | 2184 | 2148 |
| Montana | 1 | 2473 | 3253 | 3231 | 1 | 1900 | 2506 | 2461 | - | - | - | - | 11 | 2073 | 2728 | 2523 | - | - | - | - |
| Nebraska | 1 | 2398 | 3357 | 2991 | 1 | 1930 | 2702 | 2480 | 8 | 2398 | 3357 | 2857 | 8 | 1554 | 2178 | 2153 | - | - | - | - |
| Nevada | 1 | 2388 | 3283 | 3282 | 1 | 2185 | 2995 | 2995 | 6 | 2388 | 3283 | 3283 | 4 | 2185 | 2995 | 2995 | - | - | - | - |
| New Hampshire | 1 | 2238 | 2753 | 2753 | 1 | 1961 | 2410 | 2410 | 7 | 1835 | 2267 | 2267 | - | - | - | - | 7 | 1632 | 1999 | 1999 |
| New Jersey | 1 | 3202 | 4323 | 3763 | 1 | 2390 | 3226 | 2808 | 4 | 2766 | 3734 | 3250 | 4 | 2390 | 3226 | 2808 | 6 | 1966 | 2655 | 2310 |
| New Mexico | 1 | - | - | 3710 | 1 | 2243 | 3654 | 3654 | 5 | 2473 | 3654 | 3654 | 5 | 2243 | 3654 | 3299 | 5 | 1445 | 2473 | 2248 |
| New York | 1 | 3810 | 4281 | 4165 | 1 | 3104 | 3530 | 3422 | 10 | 3619 | 4063 | 3936 | 9 | 2274 | 3175 | 3032 | 41 | 1499 | 2121 | 1981 |
| North Carolina | 1 | 2371 | 3473 | 3473 | 1 | 2159 | 3155 | 3155 | 14 | 2159 | 3155 | 3155 | 14 | 1869 | 2735 | 2302 | - | - | - | - |
| North Dakota | 1 | 2413 | 3535 | 3380 | 1 | 2085 | 3054 | 2995 | 8 | 2413 | 3535 | 3234 | 9 | 2085 | 3054 | 2855 | - | - | - | - |
| Ohio | 1 | 2099 | 2983 | 2983 | - | - | - | - | 12 | 1903 | 2732 | 2731 | 12 | 1899 | 2660 | 2626 | 12 | 1726 | 2416 | 2173 |
| Oklahoma | 18 | 2827 | 5788 | 5063 | 32 | 2326 | 3117 | 2740 | 18 | 2827 | 3788 | 3063 | 32 | 2326 | 3117 | 2740 | 73 | 1867 | 2502 | 1946 |
| Oregon | 1 | 2835 | 3620 | 3620 | 2 | 2573 | 3281 | 3281 | 5 | 2553 | 3281 | 3281 | 4 | 2220 | 2835 | 2835 | 1 | 2220 | 2835 | 2835 |
| Pennsylvania | 1 | 2673 | 3233 | 3233 | 4 | 2155 | 2787 | 2750 | 11 | 2750 | 3416 | 3400 | 11 | 2155 | 2787 | 2780 | 22 | 1806 | 2356 | 2356 |
| Rhode Island | 1 | 1985 | 2248 | 2729 | 1 | 1171 | 1470 | 1718 | 1 | 1411 | 1591 | 1891 | - | - | - | - | - | - | - | - |
| South Carolina | 1 | 2180 | 3090 | 3137 | 2 | 1938 | 2747 | 2665 | 7 | 2015 | 2856 | 2792 | 7 | 1656 | 2348 | 2356 | - | - | - | - |
| South Dakota | 1 | 2073 | 3297 | 2709 | 1 | 1907 | 3010 | 2417 | 5 | - | - | 2662 | 5 | 1754 | 2749 | 2279 | - | - | - | - |
| Tennessee | 1 | 2133 | 3234 | 2945 | 1 | 1944 | 2945 | 2133 | 4 | 2133 | 3234 | 2945 | 4 | 1855 | 2414 | 2160 | 4 | 1796 | 2287 | 1977 |
| Texas | 1 | - | - | 3249 | 1 | 2207 | 2777 | - | 26 | - | - | 3050 | 26 | 2207 | 2777 | - | 26 | 2066 | 2600 | - |
| Utah | 1 | 2429 | 3544 | 2987 | - | - | - | - | 6 | 2716 | 3967 | 3342 | 6 | 1780 | 2598 | 2189 | - | - | - | - |
| Vermont | 1 | 2104 | 3586 | - | 2 | 1681 | 2827 | - | - | - | - | - | 9 | 1681 | 2827 | - | 9 | 1338 | 2236 | - |
| Virginia | 1 | 2275 | 3107 | 2601 | 1 | 1904 | 2601 | 2176 | 8 | 2275 | 3107 | 2601 | 8 | 1904 | 2601 | 2176 | 8 | 1904 | 2601 | 2176 |
| Washington | 1 | 2868 | 3671 | 3671 | 1 | 2598 | 3325 | 3325 | 6 | 3013 | 4052 | 3751 | 6 | 2354 | 3013 | 3013 | 6 | 2132 | 2729 | 2725 |
| West Virginia | 1 | 2372 | 4249 | 2971 | 1 | 1857 | 2834 | 2834 | 10 | 2372 | 4249 | 2917 | 10 | 2049 | 3682 | 2330 | - | - | - | - |
| Wisconsin | 1 | 3008 | 4182 | 4041 | 4 | 2533 | 3522 | 3243 | 8 | 3008 | 4182 | 3721 | 8 | 2533 | 3522 | 3175 | 30 | 2323 | 3230 | 2617 |
| Wyoming | 1 | 2979 | 4621 | 3801 | - | - | - | - | 5 | 2979 | 4621 | 3801 | 5 | 2569 | 3986 | 3321 | - | - | - | - |
| 1981 Average | | | 3343 | | | | 2935 | | | | 3204 | | | | 2728 | | | | | 2385 |
| 1944 Average | | | 434 | | | | 341 | | | | - | | | | 292 | | | | | 264 |
| % Increase 1944-1981 | | | 670 | | | | 761 | | | | - | | | | 834 | | | | | 803 |
| % Increase 1980-1981 | | | 17.9 | | | | 18.9 | | | | 18.9 | | | | 18.3 | | | | | 19.6 |

| (6) Resident Maintenance Engineer | | | | (7) Area Supervisor | | | | (8) Gang Foreman | | | | (9) Sectionman | | | | (10) Laborer | | | | State | |
|---|------|------|-------|------------------------|------|------|-------|---------------------|------|------|-------|-------------------|------|------|-------|-----------------|-------------|------|-------|---------------------|---------|
| No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | | |
| 41 | 1428 | 2202 | 2083 | 41 | 1147 | 1388 | 1385 | 7 | 909 | 1109 | 1109 | - | - | - | - | 603 | 676 | 826 | 784 | Alabama | |
| 16 | 3095 | 3685 | 3318 | - | - | - | - | 41 | 2567 | 3154 | 3102 | - | - | - | - | - | - | - | - | Alaska | |
| - | - | - | - | 50 | 1499 | 1971 | 1913 | - | - | - | - | 48 | 1296 | 1661 | 1610 | 30 | 881 | 1265 | 1122 | Arizona | |
| - | - | - | - | 82 | 1237 | 1954 | 1935 | 38 | 1237 | 1954 | 1950 | 121 | 956 | 1467 | 1426 | 30 | 598 | 921 | 817 | Arkansas | |
| 44 | 2444 | 2951 | 2684 | 147 | 1889 | 2684 | 2200 | 562 | 1646 | 1979 | 1888 | 698 | 1572 | 1804 | 1724 | 1333 | 1511 | 1433 | 1373 | California | |
| - | - | - | - | 41 | 2081 | 2788 | 2788 | 46 | 1798 | 2409 | 2409 | 389 | 1552 | 2081 | 1982 | 40 | 1050 | 1408 | 1216 | Colorado | |
| - | - | - | - | 29 | 1551 | 1846 | 1699 | 63 | 1407 | 1687 | 1547 | 141 | 1159 | 1410 | 1285 | 336 | 910 | 1073 | 991 | Connecticut | |
| - | - | - | - | 1 | 1251 | 1952 | 1717 | 17 | 991 | 1495 | 1432 | 46 | 839 | 1273 | 1197 | - | - | - | - | Delaware | |
| - | - | - | - | 19 | 1146 | 1795 | 1661 | 4 | 910 | 1388 | 1275 | 14 | 775 | 1169 | 1018 | 25 | 632 | 919 | 847 | Delaware | |
| 23 | 1851 | 2762 | 2410 | 124 | 955 | 1256 | 1250 | 164 | 859 | 1122 | 1108 | 201 | 814 | 1057 | 1020 | 528 | 762 | 668 | 856 | 790 | Florida |
| 47 | 1422 | 2192 | 2029 | - | - | - | - | 225 | 1024 | 1547 | 1500 | - | - | - | - | 334 | 704 | 977 | 767 | Georgia | |
| - | - | - | - | 3 | 1811 | 2735 | 2022 | 20 | 1436 | 1898 | 1583 | 9 | 997 | 1445 | 1235 | 93 | 943 | 1185 | 959 | Hawaii | |
| - | - | - | - | 50 | 1455 | 2149 | 1853 | - | - | - | - | 53 | 1256 | 1857 | 1548 | - | - | - | - | Idaho | |
| 35 | 1965 | 3075 | 2472 | - | - | - | - | 280 | - | - | 1710 | 1603 | - | - | 1660 | - | - | - | - | Illinois | |
| 18 | 1675 | 2466 | 1922 | 37 | 1376 | 2035 | 1638 | 149 | 1112 | 1674 | 1312 | 331 | 947 | 1421 | 1210 | 1098 | 830 | 1252 | 965 | Indiana | |
| 24 | 1853 | 2340 | 2304 | 23 | 1327 | 1636 | 1572 | 1 | 1636 | 2031 | 2031 | - | - | - | - | 3 | 880 | 1059 | 999 | Iowa | |
| 25 | 1995 | 3101 | 2601 | 109 | 1501 | 1853 | 1770 | 9 | 1501 | 1853 | 1828 | - | - | - | - | 1 | 943 | 1149 | 1019 | Kansas | |
| - | - | - | - | 11 | 1636 | 2031 | 2006 | 35 | 1253 | 1885 | 1637 | 115 | 1253 | 1885 | 1637 | - | - | - | - | Kansas | |
| - | - | - | - | 35 | 1430 | 2221 | 2038 | - | - | - | - | - | - | - | - | - | - | - | - | Kansas | |
| - | - | - | - | 2 | 951 | 2177 | 1475 | 195 | 862 | 1626 | 1274 | 125 | 782 | 1475 | 1155 | 633 | 583 | 1100 | 821 | Kentucky | |
| - | - | - | - | 96 | 900 | 1856 | 1675 | 262 | 809 | 1603 | 1365 | - | - | - | - | 809 | 605 | 1257 | 801 | Louisiana | |
| - | - | - | - | 35 | 1345 | 1754 | 1672 | 132 | 1121 | 1431 | 1350 | 52 | 910 | 1133 | 1080 | 152 | 800 | 978 | 904 | Maine | |
| 23 | 1623 | 2127 | 2091 | 29 | 1299 | 1706 | 1604 | - | - | - | - | 194 | 912 | 1190 | 1076 | 759 | 663 | 929 | 720 | Maryland | |
| - | - | - | - | 35 | 1879 | 2337 | - | 96 | 986 | 1266 | - | 100 | 929 | 1198 | - | 484 | 774 | 997 | - | Massachusetts | |
| - | - | - | - | 13 | 1618 | 2159 | 1888 | 53 | 1512 | 1998 | 1750 | 54 | 1322 | 1663 | 1492 | 35 | 980 | 1307 | 1143 | Michigan | |
| - | - | - | - | 33 | 1667 | 2328 | 2163 | 104 | 1493 | 1933 | 1811 | 1423 | 1262 | 1378 | 1350 | 44 | 997 | 1378 | 1020 | Minnesota | |
| - | - | - | - | 26 | 1191 | 1775 | 1433 | 50 | 870 | 1290 | 1031 | 448 | 695 | 1045 | 829 | 338 | 601 | 901 | 689 | Mississippi | |
| - | - | - | - | 101 | 1290 | 1719 | 1663 | 38 | 1158 | 1540 | 1412 | 361 | 1038 | 1387 | 1308 | - | - | - | - | Missouri | |
| - | - | - | - | 20 | 1467 | 1993 | 1958 | - | - | - | - | 118 | 1647 | 1716 | 1674 | 11 | 1231 | 1251 | 1235 | Montana | |
| - | - | - | - | 30 | 1345 | 1882 | 1627 | 85 | 1164 | 1629 | 1366 | - | - | - | - | - | - | - | - | Nebraska | |
| - | - | - | - | 6 | 1682 | 2284 | 2137 | 25 | 1421 | 1914 | 1872 | 43 | 1308 | 1756 | 1650 | - | 991 | 1308 | - | Nevada | |
| 10 | 1253 | 1518 | 1518 | 10 | 1284 | 1567 | 1567 | 21 | 1118 | 1352 | 1295 | 98 | 1118 | 1352 | 1236 | 265 | 773 | 886 | 827 | New Hampshire | |
| 5 | 1617 | 2183 | 1900 | 23 | 1396 | 1887 | 1642 | 122 | 1206 | 1629 | 1418 | 137 | 1094 | 1477 | 1286 | 565 | 934 | 1051 | 993 | New Jersey | |
| - | - | - | - | 16 | 1248 | 2136 | 1886 | 137 | 1078 | 2034 | 1562 | 16 | 767 | 1593 | 1188 | 77 | 600 | 1189 | 807 | New Mexico | |
| 65 | 2032 | 2604 | 2371 | - | - | - | - | 216 | 1130 | 1473 | 1233 | 670 | 871 | 1004 | 938 | 1622 | 749 | 871 | 817 | New York | |
| 35 | 1623 | 2371 | 1997 | 87 | 1239 | 1785 | 1377 | 162 | 995 | 1419 | 1207 | 689 | 735 | 1295 | 1000 | 1240 | 647 | 911 | 779 | North Carolina | |
| - | - | - | - | 8 | 1218 | 1784 | 2102 | 4 | 1218 | 1784 | 1649 | 87 | 1160 | 1699 | 1477 | 6 | 825 | 1209 | 1160 | North Dakota | |
| - | - | - | - | 88 | 1080 | 1428 | 1287 | 326 | 905 | 1060 | 1022 | 727 | 789 | 945 | 897 | 53 | 738 | 884 | 840 | Ohio | |
| - | - | - | - | 26 | 1822 | 2442 | 1844 | 109 | 1428 | 1913 | 1560 | - | - | - | - | - | - | - | - | Oklahoma | |
| 16 | 2016 | 2573 | 2573 | - | - | - | - | 130 | 1361 | 1917 | 1638 | 126 | 1302 | 1507 | 1446 | 33 | 873 | 1086 | 885 | Oregon | |
| - | - | - | - | 60 | - | - | - | 774 | 1119 | 1452 | 1452 | - | - | - | - | 2842 | 842 | 1035 | 956 | Pennsylvania | |
| 2 | 1119 | 1300 | 1568 | 9 | 1041 | 1116 | 1279 | 26 | 943 | 1004 | 1135 | 3 | 885 | 941 | 1108 | 257 | 774 | 814 | 857 | Rhode Island | |
| 47 | 1361 | 2087 | 1884 | - | - | - | - | 289 | 786 | 1410 | 1154 | - | - | - | - | 812 | 580 | 814 | 653 | South Carolina | |
| 1 | 1613 | 2510 | 2167 | 10 | 1365 | 2092 | 1862 | 5 | 1255 | 1910 | 1578 | 83 | 1154 | 1744 | 1458 | - | - | - | - | South Dakota | |
| 12 | 1796 | 2287 | 2038 | 5 | 1015 | 1421 | 1181 | 42 | 938 | 1327 | 1056 | 124 | 779 | 1139 | 933 | 671 | 556 | 858 | 634 | Tennessee | |
| - | - | - | - | 56 | 1537 | 2066 | - | 97 | 968 | 1696 | - | 352 | 1346 | 1935 | - | 3670 | 580 | 1142 | - | Texas | |
| - | - | - | - | 3 | 1604 | 2342 | 1973 | 16 | 1420 | 2078 | 1749 | 71 | 1420 | 2078 | 1749 | 9 | 919 | 1686 | 1303 | Utah | |
| - | - | - | - | 9 | 1071 | 1758 | - | 39 | 802 | 1335 | - | 127 | 688 | 1140 | - | 217 | 641 | 1033 | - | Vermont | |
| 55 | 1333 | 1820 | 1523 | 294 | 1219 | 1666 | 1393 | 634 | 1020 | 1393 | 1166 | - | - | - | - | 112 | 598 | 817 | 683 | Virginia | |
| - | - | - | - | 31 | 1932 | 2473 | 2460 | 67 | 1509 | 1932 | 1920 | 164 | 1509 | 1750 | 1744 | 2 | 1017 | 1179 | 1108 | Washington | |
| - | - | - | - | 55 | 1285 | 2579 | 1598 | 42 | 1173 | 2348 | 1316 | 271 | 1026 | 1234 | 1127 | 240 | 842 (Fixed) | 842 | - | West Virginia | |
| - | - | - | - | 28 | 1787 | 2354 | 1890 | - | - | - | - | - | - | - | - | - | - | - | - | Wisconsin | |
| - | - | - | - | 29 | 1494 | 2316 | 2101 | 33 | 1353 | 2099 | 1813 | - | - | - | - | 58 | 912 | 1414 | 1056 | Wyoming | |
| - | - | - | - | 2172 | - | - | 1772 | - | - | - | 1517 | - | - | - | 1350 | - | - | - | 927 | 1981 Average | |
| - | - | - | - | - | - | - | - | - | - | - | 141 | - | - | - | 152 | - | - | - | 121 | 1944 Average | |
| - | - | - | - | - | - | - | - | - | - | - | 976 | - | - | - | 775 | - | - | - | 666 | %Increase 1944-1981 | |
| - | - | - | - | 19.9 | - | - | 19.2 | - | - | - | 19.6 | - | - | - | 16.0 | - | - | - | 15.6 | %Increase 1980-1981 | |

MONTHLY SALARIES OF HIGHWAY PERSONNEL (as of July 1, 1981)

MAINTENANCE PERSONNEL (cont'd):

| State | (11) | | | | (12) | | | (13) | | | | (14) | | | (15) | | | | | |
|---------------------|-------------------|------|------|-------|---------------------|------|------|------------------------|-----|------|------|----------|-----|------|-----------------|-------|-----|------|------|-------|
| | Skilled Craftsman | | | | Shop Superintendent | | | Garage or Shop Foreman | | | | Mechanic | | | Mechanic Helper | | | | | |
| | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. |
| Alabama | 35 | 972 | 1471 | 1234 | 9 | 1796 | 2293 | 2282 | 6 | 1227 | 1471 | 1455 | 83 | 1004 | 1264 | 1209 | 16 | 744 | 1038 | 789 |
| Alaska | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Arizona | 25 | 1062 | 1551 | 1393 | 3 | 1897 | 2578 | 2340 | 20 | 1499 | 2132 | 1933 | 87 | 1212 | 1826 | 1710 | 16 | 933 | 1356 | 1163 |
| Arkansas | 78 | 849 | 1307 | 1263 | 11 | 1237 | 1954 | 1954 | 10 | 1161 | 1820 | 1674 | 94 | 754 | 1307 | 1272 | - | - | - | - |
| California | 8 | 1685 | 2124 | 1848 | 17 | 2173 | 2879 | 2621 | 52 | 1889 | 2278 | 2073 | 316 | 1724 | 2073 | 1889 | 38 | 1311 | 1433 | 1373 |
| Colorado | 805 | 1408 | 1888 | 1712 | 8 | 2081 | 2788 | 2788 | 8 | 1798 | 2409 | 2409 | 94 | 1798 | 2081 | 1982 | 19 | 1630 | 1888 | 1552 |
| Connecticut | 51 | 1057 | 1293 | 1174 | 14 | 1407 | 1687 | 1547 | - | - | - | - | 168 | 1057 | 1293 | 1174 | - | - | - | - |
| Delaware | 16 | 750 | 1120 | 1028 | 4 | 1251 | 1952 | 1873 | 4 | 1146 | 1795 | 1479 | 23 | 839 | 1273 | 1165 | 9 | 750 | 1120 | 1028 |
| Florida | - | 955 | 1256 | 1218 | - | - | - | - | 30 | 1009 | 1332 | 1321 | 105 | 906 | 1188 | 1103 | 35 | 638 | 814 | 783 |
| Georgia | 43 | 776 | 1107 | 992 | 7 | 1362 | 2099 | 1665 | 8 | 1205 | 1839 | 1612 | 93 | 947 | 1422 | 1204 | 61 | 882 | 1307 | 960 |
| Hawaii | 32 | 1198 | 1628 | 1308 | 4 | 1483 | 1813 | 1608 | 2 | 1299 | 1579 | 1531 | 18 | 1230 | 1490 | 1325 | 7 | 1020 | 1185 | 1164 |
| Idaho | 13 | 1197 | 1768 | 1364 | 6 | 1528 | 2257 | 1929 | 5 | 1319 | 1949 | 1630 | 48 | 1197 | 1768 | 1418 | 9 | 893 | 1319 | 1058 |
| Illinois | - | - | - | - | - | - | - | - | - | - | - | - | 29 | - | - | 1599 | - | - | - | - |
| Indiana | 3 | 984 | 1482 | 1029 | 1 | 1112 | 1675 | 1406 | 39 | 1265 | 1886 | 1415 | 85 | 1112 | 1674 | 1365 | 33 | 800 | 1203 | 1008 |
| Iowa | - | - | - | - | - | - | - | - | 1 | 1501 | 1853 | 1853 | 142 | 1199 | 1305 | 1295 | 21 | 1059 | 1148 | 1118 |
| Kansas | - | - | - | - | 6 | 1368 | 2057 | 1861 | 7 | 1147 | 1724 | 1478 | 97 | 1004 | 1415 | 1208 | 26 | 761 | 1070 | 918 |
| Kentucky | 44 | 745 | 1976 | 1274 | - | - | - | - | 14 | 862 | 1626 | 1288 | 214 | 612 | 1274 | 1064 | 14 | 480 | 906 | 659 |
| Louisiana | 145 | 774 | 1603 | 1251 | 29 | 1011 | 1771 | 1659 | - | - | - | - | 190 | 851 | 1603 | 1260 | 67 | 741 | 1197 | 937 |
| Maine | 41 | 959 | 1329 | 1190 | 7 | 1405 | 1842 | 1757 | 13 | 1122 | 1431 | 1380 | 123 | 959 | 1202 | 1170 | 13 | 784 | 1021 | 970 |
| Maryland | 13 | 856 | 1114 | 881 | 7 | 1043 | 1366 | 1229 | 29 | 972 | 1272 | 1145 | 54 | 912 | 1189 | 1070 | 24 | 856 | 1114 | 1002 |
| Massachusetts | - | - | - | - | 1 | 1641 | 2154 | - | 8 | 1039 | 1354 | - | 19 | 929 | 1198 | - | 42 | 811 | 1048 | - |
| Michigan | 57 | 1132 | 1469 | 1300 | 1 | 1618 | 2139 | 1944 | 17 | 1512 | 1998 | 1755 | 77 | 1322 | 1663 | 1492 | 32 | 1028 | 1373 | 1201 |
| Minnesota | 102 | 1505 | 1550 | 1520 | 5 | 1667 | 2245 | 2088 | 18 | 1606 | 2161 | 2050 | 159 | 1550 | 1644 | 1600 | 34 | 934 | 1472 | 1184 |
| Mississippi | 8 | 990 | 1390 | 1055 | 6 | 1220 | 1820 | 1375 | 10 | 1104 | 1664 | 1242 | 46 | 1021 | 1529 | 1090 | 22 | 768 | 1149 | 876 |
| Missouri | - | - | - | - | 9 | 1366 | 1818 | 1755 | 10 | 1158 | 1540 | 1471 | 52 | 1004 | 1312 | 1179 | 25 | 854 | 1122 | 952 |
| Montana | 5 | 1577 | 1637 | 1582 | 12 | 1467 | 1993 | 1959 | 9 | 1647 | 1707 | 1651 | 48 | 1577 | 1637 | 1567 | 45 | 1231 | 1369 | 1257 |
| Nebraska | - | - | - | - | 1 | 1445 | 2024 | 1782 | 3 | 1251 | 1751 | 1418 | 72 | 1007 | 1410 | 1148 | 25 | 871 | 1220 | 927 |
| Nevada | 216 | 1114 | 1481 | 1335 | - | 1755 | 2388 | - | 8 | 1544 | 2090 | 2090 | 70 | 1363 | 1832 | 1793 | - | - | - | - |
| New Hampshire | 112 | 986 | 1179 | 1130 | 1 | 1679 | 2054 | 2054 | 11 | 1153 | 1394 | 1335 | 5 | 986 | 1179 | 1179 | 3 | 797 | 917 | 917 |
| New Jersey | 156 | 1094 | 1477 | 1286 | 4 | 1617 | 2183 | 1900 | 38 | 1267 | 1711 | 1489 | 131 | 1094 | 1477 | 1286 | 63 | 890 | 1001 | 946 |
| New Mexico | 16 | 805 | 1593 | 1151 | - | - | - | - | 15 | 1027 | 2034 | 1698 | 81 | 767 | 1517 | 1145 | - | - | - | - |
| New York | 578 | 833 | 1174 | 927 | 10 | 1544 | 1792 | 1668 | 19 | 1170 | 1367 | 1268 | 280 | 1043 | 1223 | 1133 | 43 | 832 | 983 | 907 |
| North Carolina | 310 | 767 | 1355 | 1023 | 15 | 1405 | 2261 | 1020 | 130 | 1083 | 1701 | 1392 | 530 | 801 | 1419 | 1110 | - | - | - | - |
| North Dakota | - | - | - | - | 8 | 1218 | 1784 | 1656 | - | - | - | - | 24 | 1107 | 1622 | 1409 | - | - | - | - |
| Ohio | 107 | 967 | 1180 | 1123 | 2 | 1428 | 1993 | 1556 | 19 | 1298 | 1728 | 1556 | 304 | 967 | 1180 | 1079 | 19 | 844 | 998 | 963 |
| Oklahoma | - | - | - | - | 8 | 1736 | 2326 | 1917 | 1 | 1463 | 1960 | 1455 | 51 | 1295 | 1736 | 1455 | 18 | 1119 | 1499 | 1190 |
| Oregon | 20 | 1491 | 1718 | 1581 | 5 | 1502 | 1917 | 1824 | 5 | 1361 | 1740 | 1740 | 67 | 1422 | 1562 | 1490 | 11 | 1086 | 1357 | 1136 |
| Pennsylvania | 238 | 998 | 1276 | 1220 | - | - | - | - | 66 | - | - | - | 560 | 998 | 1276 | 1233 | 150 | 842 | 1035 | 1022 |
| Rhode Island | 16 | 814 | 856 | 938 | 1 | 1003 | 1072 | 1014 | - | - | - | - | 1 | 801 | 974 | 1171 | 1 | 774 | 814 | 945 |
| South Carolina | 1279 | 597 | 1030 | 843 | - | - | - | - | 47 | 995 | 1410 | 1293 | 104 | 920 | 1304 | 1106 | 104 | 621 | 1030 | 835 |
| South Dakota | 5 | 976 | 1453 | 1131 | 9 | 1255 | 1910 | 1535 | - | - | - | - | 24 | 976 | 1453 | 1131 | 11 | 789 | 1210 | 926 |
| Tennessee | 27 | 704 | 1056 | 858 | 4 | 1096 | 1524 | 1278 | 10 | 894 | 1278 | 1056 | 119 | 858 | 1230 | 858 | - | - | - | - |
| Texas | 3715 | 1064 | 1364 | - | 49 | 968 | 1815 | - | - | 968 | 1815 | - | - | 848 | 1001 | - | - | 743 | 1001 | - |
| Utah | 18 | 872 | 1999 | 1436 | 1 | 1604 | 2342 | 1973 | 12 | 1061 | 2204 | 1632 | 29 | 872 | 1999 | 1436 | 9 | 820 | 1342 | 1081 |
| Vermont | 18 | 764 | 1271 | - | 1 | 1413 | 2378 | - | 1 | 1071 | 1758 | - | 43 | 764 | 1271 | - | - | - | - | - |
| Virginia | 63 | 933 | 1523 | 1166 | 8 | 1593 | 2176 | 1820 | 75 | 1116 | 1523 | 1274 | 342 | 933 | 1393 | 1166 | 62 | 714 | 976 | 817 |
| Washington | 19 | 1436 | 1666 | 1641 | 6 | 1839 | 2354 | 2300 | 7 | 1585 | 2029 | 2001 | 82 | 1509 | 1750 | 1718 | 27 | 1239 | 1436 | 1373 |
| West Virginia | 137 | 1072 | 1234 | 1105 | 37 | 1072 | 2579 | 1474 | 218 | 1072 | 1121 | 1100 | 83 | 981 | 1026 | 998 | 32 | 889 | 934 | 902 |
| Wisconsin | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Wyoming | - | - | - | - | 6 | 1751 | 2685 | 2373 | 31 | 1422 | 2432 | 1798 | 32 | 1288 | 1998 | 1559 | 2 | 1111 | 1723 | 1406 |
| 1981 Average | | | | 1228 | | | | 1826 | | | | 1564 | | | | 1311 | | | | 1029 |
| 1944 Average | | | | 155 | | | | - | | | | 206 | | | | 172 | | | | 136 |
| %Increase 1944-1981 | | | | 692 | | | | - | | | | 659 | | | | 662 | | | | 657 |
| %Increase 1980-1981 | | | | 14.4 | | | | 14.4 | | | | 17.0 | | | | 17.6 | | | | 18.5 |

| (16) | | | | (17) | | | | (18) | | | | (19) | | | | State | |
|----------------------|------|-----------------------|-------|------------------------|------|---------------------|-------|------|------|------|-------|------|------|------|-------|----------------|---------------------|
| Equipment Operator I | | Equipment Operator II | | Equipment Operator III | | Timekeeper or Clerk | | | | | | | | | | | |
| No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | | |
| 286 | 771 | 936 | 918 | 165 | 909 | 1109 | 1087 | 163 | 1038 | 1264 | 1260 | 102 | 718 | 1147 | 1017 | Alabama | |
| 1 | 1893 | 2346 | 2294 | 98 | 2123 | 2638 | 2586 | 317 | 2263 | 2808 | 2756 | 2 | 1393 | 1613 | 1475 | Alaska | |
| 253 | 990 | 1265 | 1127 | 171 | 1137 | 1451 | 1303 | 61 | 1296 | 1661 | 1610 | 26 | 708 | 1126 | 900 | Arizona | |
| 599 | 637 | 975 | 907 | 335 | 670 | 1027 | 1011 | 68 | 754 | 1155 | 1118 | 10 | 709 | 1086 | 1029 | Arkansas | |
| - | - | - | - | 1036 | 1501 | 1646 | 1571 | 549 | 1572 | 1724 | 1650 | 74 | 1215 | 1454 | 1325 | California | |
| - | - | - | - | - | - | - | - | 38 | 1512 | 2025 | 1929 | 19 | 711 | 952 | 784 | Colorado | |
| 664 | 969 | 1150 | 1058 | 253 | 1000 | 1190 | 1094 | 101 | 1057 | 1293 | 1174 | - | - | - | - | Connecticut | |
| 166 | 701 | 1030 | 865 | 49 | 775 | 1169 | 1070 | 59 | 839 | 1273 | 1165 | 14 | 701 | 1030 | 948 | Delaware | |
| 762 | 668 | 856 | 790 | 107 | 774 | 1002 | 997 | 142 | 814 | 1057 | 1096 | 22 | 814 | 1057 | 1043 | Florida | |
| 528 | 737 | 951 | 925 | 453 | 751 | 1082 | 898 | 230 | 882 | 1307 | 1118 | 52 | 732 | 1024 | 833 | Georgia | |
| 1005 | 727 | 1025 | 848 | 60 | 1053 | 1397 | 1200 | 13 | 1198 | 1538 | 1341 | 4 | 1020 | 1441 | 1231 | Hawaii | |
| 67 | 950 | 1185 | 982 | - | - | - | - | 326 | 1140 | 1684 | 1331 | 4 | 938 | 1385 | 1100 | Idaho | |
| 13 | 985 | 1455 | 1007 | - | - | - | - | - | - | - | - | - | - | - | - | Illinois | |
| 458 | - | - | 1660 | 72 | - | - | 1872 | 17 | - | - | 1674 | - | - | - | - | Indiana | |
| - | 947 | 1421 | 1225 | - | - | - | - | 12 | 1070 | 1612 | 1350 | 37 | 800 | 1203 | 955 | Iowa | |
| 812 | 942 | 1149 | 1082 | 261 | 1019 | 1255 | 1220 | 128 | 1059 | 1305 | 1279 | - | - | - | - | Kansas | |
| 571 | 839 | 1181 | 971 | 417 | 920 | 1297 | 1138 | 175 | 1004 | 1415 | 1305 | 28 | 1004 | 1415 | 1126 | Kentucky | |
| 1143 | 583 | 1100 | 821 | 720 | 643 | 1338 | 1048 | 73 | 782 | 1475 | 1274 | 111 | 643 | 1213 | 951 | Louisiana | |
| 807 | 741 | 1197 | 952 | 571 | 809 | 1319 | 1201 | 173 | 893 | 1455 | 1407 | 122 | 660 | 1191 | 1021 | Maine | |
| 416 | 831 | 1074 | 990 | 167 | 910 | 1133 | 1080 | 121 | 959 | 1202 | 1140 | - | - | - | - | Maryland | |
| 271 | 754 | 971 | 880 | 214 | 802 | 1040 | 941 | 42 | 856 | 1116 | 1007 | 29 | 856 | 1116 | 1007 | Massachusetts | |
| 749 | 811 | 1048 | - | - | - | - | - | 95 | 885 | 1145 | - | 35 | 751 | 964 | - | Michigan | |
| 54 | 1028 | 1373 | 1201 | 331 | 1133 | 1469 | 1300 | - | 1322 | 1663 | 1492 | 32 | 978 | 1270 | 1124 | Minnesota | |
| - | - | - | - | 12 | 1505 | 1550 | 1550 | - | - | - | - | - | - | - | - | Mississippi | |
| 448 | 695 | 1045 | 829 | 185 | 957 | 1432 | 1065 | - | - | - | - | 40 | 622 | 933 | 767 | Missouri | |
| 1666 | 805 | 1066 | 955 | 1044 | 897 | 1181 | 1108 | 7 | 1004 | 1312 | 1328 | 22 | 887 | 1168 | 1072 | Montana | |
| 303 | 1369 | 1439 | 1394 | 73 | 1508 | 1568 | 1494 | - | - | - | - | 11 | 1467 | 1937 | 1768 | Nebraska | |
| 236 | 811 | 1135 | 889 | - | - | - | - | 515 | 937 | 1311 | 1096 | 36 | 701 | 982 | 820 | Nevada | |
| - | - | - | - | - | - | - | - | 89 | 1206 | 1611 | 1544 | 6 | 1308 | 1756 | 1756 | New Hampshire | |
| 125 | 830 | 967 | 898 | 12 | 887 | 1024 | 990 | 39 | 917 | 1066 | 1021 | 6 | 804 | 933 | 933 | New Jersey | |
| 409 | 940 | 1103 | 1022 | 145 | 946 | 1215 | 1081 | 27 | 1094 | 1477 | 1286 | 7 | 886 | 1047 | 1047 | New Mexico | |
| 265 | 767 | 1376 | 900 | 395 | 837 | 1593 | 1109 | 195 | 978 | 1757 | 1284 | 39 | 600 | 1132 | 850 | New York | |
| 1175 | 794 | 905 | 866 | 369 | 833 | 960 | 899 | 102 | 1012 | 1182 | 1105 | 147 | 672 | 992 | 817 | North Carolina | |
| 1576 | 673 | 953 | 813 | 727 | 735 | 1083 | 902 | 909 | 835 | 1239 | 1018 | 100 | 647 | 1039 | 882 | North Dakota | |
| 12 | 825 | 1209 | 1025 | 212 | 1107 | 1622 | 1248 | - | - | - | - | 8 | 747 | 1094 | 1022 | Ohio | |
| 607 | 844 | 998 | 1006 | 145 | 905 | 1060 | 1022 | 67 | 967 | 1180 | 1079 | 100 | 808 | 998 | 963 | Oklahoma | |
| 845 | 814 | 1091 | 929 | 227 | 943 | 1264 | 1094 | 95 | 1015 | 1360 | 1190 | 116 | 898 | 1203 | 1012 | Oregon | |
| 657 | 1137 | 1292 | 1206 | 254 | 1237 | 1357 | 1302 | 49 | 1292 | 1422 | 1367 | - | - | - | - | Pennsylvania | |
| 560 | 899 | 1119 | 1049 | 2018 | 965 | 1220 | 1165 | 250 | 1035 | 1335 | 1310 | 30 | 842 | 1035 | 996 | Rhode Island | |
| 127 | 835 | 886 | 952 | 17 | 860 | 913 | 956 | 22 | 913 | 972 | 972 | 20 | 774 | 814 | 848 | South Carolina | |
| - | - | - | - | - | - | - | - | - | - | - | - | 119 | 597 | 1159 | 919 | South Dakota | |
| 2 | 663 | 1009 | 761 | 304 | 789 | 1210 | 998 | 102 | 898 | 1326 | 1191 | 5 | 1255 | 1910 | 1613 | Tennessee | |
| 634 | 634 | 974 | 779 | 316 | 704 | 1056 | 858 | 60 | 742 | 1096 | 894 | 7 | 789 | 1210 | 1097 | Texas | |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Utah | |
| 145 | 1035 | 1509 | 1272 | 141 | 1157 | 1686 | 1422 | 94 | 1277 | 1865 | 1571 | - | - | - | - | Vermont | |
| - | - | - | - | - | - | - | - | 38 | 764 | 1271 | - | 12 | 726 | 1213 | - | Virginia | |
| 2741 | 714 | 976 | 817 | 941 | 781 | 1066 | 893 | 89 | 854 | 1166 | 976 | 233 | 781 | 893 | 1066 | Washington | |
| - | - | - | - | 521 | 1179 | 1509 | 1383 | 74 | 1436 | 1666 | 1661 | 31 | 921 | 1179 | 1107 | West Virginia | |
| 220 | 889 | 934 | 903 | 850 | 981 | 1026 | 996 | 458 | 1072 | 1121 | 1090 | 46 | 889 | 960 | 918 | Wisconsin | |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Wyoming | |
| 65 | 1007 | 1561 | 1166 | 177 | 1167 | 1809 | 1418 | 77 | 1288 | 1998 | 1726 | - | - | - | - | 1981 Average | |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 142 | 1944 Average |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 632 | %Increase 1944-1981 |
| - | - | - | - | 17.8 | - | - | 17.5 | - | - | - | - | - | - | - | - | 18.2 | %Increase 1980-1981 |

MONTHLY SALARIES OF HIGHWAY PERSONNEL (as of July 1, 1981)

TRAFFIC OPERATIONS PERSONNEL:

| State | (20) State Traffic Engineer | | | (21) Assistant State Traffic Engineer | | | (22) State Traffic Maintenance Engineer | | | (23) District Traffic Engineer | | | (24) Assistant District Traffic Engineer | | | | | | | |
|----------------------|--------------------------------|------|------|--|-----|------|--|-------|-----|-----------------------------------|------|-------|---|------|------|-------|------|------|------|------|
| | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | | | | |
| Alabama | 1 | 1945 | 2740 | 2740 | - | - | - | - | 1 | 1726 | 2202 | 2202 | 9 | 1428 | 2019 | 1813 | - | - | - | - |
| Alaska | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Arizona | 1 | 2739 | 3719 | 3719 | 2 | 2499 | 3393 | 3393 | - | - | - | - | 4 | 1757 | 2833 | 2572 | - | - | - | - |
| Arkansas | 1 | 2944 | 3297 | 3096 | 1 | 1805 | 2771 | 2771 | - | - | - | - | - | - | - | - | - | - | - | - |
| California | 1 | 3413 | 4415 | 3945 | 2 | 3245 | 3921 | 3572 | - | - | - | - | 17 | 2563 | 3566 | 3093 | 48 | 2226 | 3093 | 2684 |
| Colorado | 1 | 2991 | 4009 | 4009 | 1 | 2713 | 3636 | 3636 | - | - | - | - | 3 | 2461 | 3298 | 3298 | - | - | - | - |
| Connecticut | 1 | 2659 | 3500 | 3500 | 1 | 2458 | 3018 | 2667 | 1 | 2273 | 2790 | 2499 | 4 | 1594 | 1944 | 1769 | 4 | 1551 | 1846 | 1699 |
| Delaware | 1 | 2173 | 3474 | 3474 | - | - | - | - | 1 | 1879 | 2880 | 2751 | 2 | 1534 | 2322 | 1946 | 2 | 1534 | 2322 | 1946 |
| Florida | 1 | 2392 | 3323 | 3340 | 4 | 2097 | 2976 | 2571 | 1 | 2097 | 2780 | - | 6 | 2097 | 2917 | - | 13 | 1521 | 2652 | - |
| Georgia | 1 | 2192 | 3397 | 3397 | 2 | 1839 | 2849 | 2726 | - | - | - | - | 7 | 1547 | 2392 | 2196 | 7 | 1253 | 1922 | 1843 |
| Hawaii | 1 | 1974 | 2993 | 3131 | 1 | 1806 | 2727 | 2607 | - | - | - | - | - | - | - | - | - | - | - | - |
| Idaho | 1 | 2370 | 3503 | 3025 | 1 | 2149 | 3177 | 2881 | - | - | - | - | 6 | 1768 | 2613 | 2434 | - | - | - | - |
| Illinois | 1 | 2635 | 3730 | 3425 | 1 | 2435 | 3510 | 3130 | - | - | - | - | 9 | 2235 | 3295 | 2814 | 15 | 1550 | 3075 | 2419 |
| Indiana | 1 | 2427 | 3759 | 3447 | 1 | 2106 | 3280 | 3003 | 1 | 2106 | 3280 | 2895 | 6 | 1803 | 2708 | 2147 | 6 | 1675 | 2466 | 1920 |
| Iowa | 1 | 2031 | 2572 | 2572 | 1 | 1704 | 2130 | 2130 | - | - | - | - | - | - | - | - | - | - | - | - |
| Kansas | 1 | 1995 | 3101 | 2912 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Kentucky | 1 | 2074 | 3214 | 3214 | 2 | 1882 | 3214 | 3061 | - | - | - | - | 14 | 1707 | 3214 | 2672 | 5 | 1155 | 2644 | 1894 |
| Louisiana | 1 | 2333 | 3206 | 3206 | 5 | 1878 | 3024 | 2854 | 1 | 2010 | 2902 | 2902 | 9 | 1878 | 2781 | 2716 | 2 | 1745 | 2471 | 2224 |
| Maine | 1 | 1811 | 2411 | 2411 | 1 | 1672 | 2224 | 2224 | - | - | - | - | 7 | 1442 | 2018 | 1760 | - | - | - | - |
| Maryland | 1 | 2040 | 2895 | 2895 | - | - | - | - | 1 | 1625 | 2130 | 2130 | 7 | 1625 | 2130 | 2130 | 7 | 1505 | 1980 | 1905 |
| Massachusetts | 1 | 2035 | 2526 | - | 1 | 1667 | 2059 | - | 1 | 1879 | 2337 | - | 8 | 1879 | 2337 | - | 8 | 1667 | 2059 | - |
| Michigan | 1 | 2020 | 3703 | 3703 | 1 | 2591 | 3499 | 3499 | 1 | 2347 | 3235 | 3235 | 9 | 2191 | 2990 | 2990 | 6 | 2046 | 2768 | 2768 |
| Minnesota | 1 | 2394 | 3144 | 3144 | 4 | 2228 | 2977 | 2920 | - | - | - | - | 9 | 1944 | 2694 | 2594 | - | - | - | - |
| Mississippi | 1 | 2406 | 3214 | 3165 | 1 | 2051 | 2865 | 2699 | - | - | - | - | - | - | - | - | - | - | - | - |
| Missouri | - | - | - | - | 1 | 2142 | 2679 | 2679 | - | - | - | - | 3 | 1766 | 2336 | 2336 | 16 | 1534 | 2027 | 1962 |
| Montana | 1 | 1900 | 2561 | 2518 | 1 | 1742 | 2296 | 2198 | - | - | - | - | 5 | 1467 | 1937 | 1917 | - | - | - | - |
| Nebraska | 1 | 2231 | 3123 | 2943 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Nevada | 1 | 2185 | 2995 | 2995 | - | - | - | - | - | - | - | - | 2 | 1611 | 2185 | 2185 | - | - | - | - |
| New Hampshire | 1 | 2087 | 2555 | 2555 | 1 | 1784 | 2197 | 2197 | - | - | - | - | - | - | - | - | - | - | - | - |
| New Jersey | 1 | 3202 | 4323 | 3763 | 1 | 2509 | 3587 | 2948 | 1 | 2064 | 2786 | 2426 | 4 | 1617 | 2183 | 1900 | 7 | 1396 | 1887 | 1642 |
| New Mexico | 1 | 2243 | 3654 | 3480 | 1 | 1937 | 3314 | 2727 | - | - | - | - | 4 | 2136 | 3654 | 3159 | - | - | - | - |
| New York | 1 | 3462 | 4128 | 4128 | 1 | 3462 | 4128 | 4128 | 1 | 3124 | 3741 | 3741 | 10 | 2539 | 3039 | 2789 | 31 | 1903 | 2215 | 2059 |
| North Carolina | 1 | 2150 | 3155 | 3155 | 3 | 1860 | 3735 | 3735 | - | - | - | - | 14 | 1623 | 2371 | 1906 | - | - | - | - |
| North Dakota | 1 | 2413 | 3535 | 3385 | 1 | 2085 | 3054 | 2960 | - | - | - | - | - | - | - | - | - | - | - | - |
| Ohio | 1 | 2090 | 2931 | 3134 | 1 | 1899 | 2660 | 2544 | - | - | - | - | 1 | 1726 | 2416 | 2173 | 12 | 1428 | 1993 | 1795 |
| Oklahoma | 18 | 2827 | 3788 | 3063 | 32 | 2326 | 3117 | 2740 | 18 | 2827 | 3788 | 2740 | 73 | 1867 | 2502 | 1946 | - | - | - | - |
| Oregon | 1 | 2553 | 3281 | 3281 | - | - | - | - | - | - | - | - | - | - | - | - | 5 | 1917 | 2448 | 2448 |
| Pennsylvania | 1 | 2454 | 3165 | 3165 | 2 | 2155 | 2787 | 2787 | - | - | - | - | 11 | - | - | - | 44 | 1518 | 2064 | 2002 |
| Rhode Island | - | - | - | - | - | - | - | - | 1 | 1119 | 1300 | 1422 | - | - | - | - | - | - | - | - |
| South Carolina | 1 | 2180 | 3090 | 3090 | 2 | 1938 | 2747 | 2747 | - | - | - | - | 4 | 1656 | 2348 | 2046 | - | - | - | - |
| South Dakota | 1 | 1613 | 2510 | 2275 | - | - | - | - | - | - | - | - | 5 | 1613 | 2510 | 2167 | - | - | - | - |
| Tennessee | 1 | 1944 | 2945 | 2133 | - | - | - | - | 1 | 1318 | 1789 | 1731 | 4 | 1796 | 2287 | 2038 | - | - | - | - |
| Texas | - | - | - | - | - | - | - | - | - | - | - | - | 13 | 2007 | 2777 | - | - | - | - | - |
| Utah | 1 | 2567 | 3746 | 3156 | - | - | - | - | 5 | 1780 | 3202 | 2491 | 3 | 1780 | 3202 | 2491 | 1 | 1604 | 2342 | 1973 |
| Vermont | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Virginia | 1 | 2275 | 3107 | 2601 | 1 | 1904 | 2601 | 2176 | 8 | 1593 | 2176 | 1820 | - | - | - | - | 8 | 1457 | 1990 | 1666 |
| Washington | 1 | 2354 | 3013 | 3013 | 1 | 2027 | 2598 | 2598 | - | - | - | - | 5 | 1932 | 2473 | 2467 | 5 | 1585 | 2029 | 2001 |
| West Virginia | 1 | 2372 | 4249 | 3115 | 1 | 2049 | 3682 | 2834 | - | - | - | - | 3 | 1407 | 3045 | 1953 | 3 | 1173 | 2138 | 1568 |
| Wisconsin | 1 | 3008 | 4182 | 3594 | 4 | 2527 | 3540 | 3002 | - | - | - | - | 7 | 2208 | 3000 | 2887 | 8 | 2208 | 2908 | 2659 |
| Wyoming | 1 | 2569 | 3986 | 3443 | 2 | 2327 | 3609 | 2828 | - | - | - | - | 5 | 2108 | 3270 | 2545 | - | - | - | - |
| 1981 Average | | | | 3169 | | | | 2833 | | | | 2468 | | | | | 2359 | | | 2047 |
| 1944 Average | | | | - | | | | - | | | | - | | | | | - | | | - |
| % Increase 1944-1981 | | | | - | | | | - | | | | - | | | | | - | | | - |
| % Increase 1980-1981 | | | | 20.0 | | | | 22.2 | | | | 21.6 | | | | | 18.0 | | | 16.3 |

| (25) | | | | (26) | | | | (27) | | | (28) | | | | (29) | | | | State | |
|--------------------|------|------|-------|-----------------|------|------|-------|-------------------|------|------|-----------------------------------|------|------|------|-----------------|------|------|------|---------|---------------------|
| Traffic Supervisor | | | | Sign Supervisor | | | | Sign Shop Foreman | | | Traffic Signal & Lighting Foreman | | | | Striper Foreman | | | | | |
| No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | |
| - | - | - | - | - | - | - | - | 1227 | 1471 | 1349 | 1 | 1588 | 2019 | 2019 | - | - | - | - | Alabama | |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Alaska |
| 7 | 1387 | 1826 | 1763 | 1 | 1499 | 1991 | 1971 | 1 | 1387 | 1826 | 1682 | 15 | 1499 | 2132 | 1560 | 11 | 1296 | 1661 | 1614 | Arizona |
| - | - | - | - | 1 | 1590 | 2487 | 2487 | 1 | 1237 | 1954 | 1954 | - | - | - | - | 2 | 1237 | 1954 | 1876 | Arkansas |
| - | - | - | - | - | - | - | - | - | - | - | - | 27 | 1935 | 2332 | 2124 | - | - | - | - | California |
| - | - | - | - | 4 | 1798 | 2409 | 2409 | 1 | 1798 | 2409 | 2409 | 7 | 2232 | 2991 | 2991 | 8 | 1798 | 2409 | 2409 | Colorado |
| - | - | - | - | 1 | 1669 | 2034 | 2034 | 1 | 1340 | 1613 | 1500 | - | - | - | - | - | - | - | - | Connecticut |
| 2 | 1534 | 2322 | 2212 | - | - | - | - | 1 | 991 | 1495 | 1198 | 1 | 1251 | 1952 | 1873 | - | - | - | - | Delaware |
| - | - | - | - | 1 | 1198 | 1820 | - | 3 | 814 | 1120 | - | - | - | - | - | 9 | 995 | 1256 | 1250 | Florida |
| - | - | - | - | 1 | 1688 | 2608 | 2615 | 1 | 1422 | 2192 | 2196 | 1 | 1547 | 2392 | 2196 | 9 | 1024 | 1547 | 1300 | Georgia |
| - | - | - | - | 3 | 1429 | 1663 | 1449 | - | - | - | - | 1 | 1668 | 1955 | 1668 | 1 | 1254 | 1458 | 1458 | Hawaii |
| - | - | - | - | - | - | - | - | 1 | 1319 | 1949 | 1528 | 1 | 1604 | 2370 | 2149 | 2 | 1455 | 2149 | 1853 | Idaho |
| 27 | 1315 | 2715 | 1942 | - | - | - | - | 11 | 1468 | 2204 | 1917 | - | - | - | - | 15 | - | - | 1710 | Illinois |
| 6 | 1161 | 1744 | 1353 | 6 | 1112 | 1675 | 1332 | 37 | 1070 | 1612 | 1432 | 6 | 1027 | 1519 | 1131 | 37 | 1070 | 1612 | 1363 | Indiana |
| 6 | 1548 | 1927 | 1888 | - | - | - | - | 1 | 1328 | 1636 | 1335 | 1 | 1328 | 1636 | 1636 | 1 | 1367 | 1475 | 1475 | Iowa |
| - | - | - | - | - | - | - | - | 1 | 1096 | 1554 | 1386 | - | - | - | - | 6 | 1253 | 1885 | 1637 | Kansas |
| 11 | 951 | 1792 | 1565 | 10 | 782 | 1475 | 1260 | 9 | 643 | 1213 | 1048 | 15 | 710 | 1338 | 1255 | 11 | 782 | 1475 | 1165 | Kentucky |
| 9 | 985 | 1603 | 1499 | 4 | 1086 | 1768 | 1768 | 5 | 809 | 1603 | 1351 | 18 | 1086 | 1768 | 1689 | 12 | 985 | 1603 | 1540 | Louisiana |
| - | - | - | - | - | - | - | - | 1 | 1121 | 1431 | 1431 | 1 | 1164 | 1492 | 1492 | 1 | 1121 | 1431 | 1431 | Maine |
| - | - | - | - | 1 | 1205 | 1585 | 1520 | 1 | 910 | 1190 | 1145 | 1 | 1300 | 1705 | 1640 | 7 | 972 | 1272 | 1218 | Maryland |
| 7 | 1157 | 1525 | - | 1 | 1353 | 1786 | - | 1 | 1039 | 1354 | - | 1 | 1039 | 1354 | - | 32 | 1039 | 1354 | - | Massachusetts |
| 1 | 1834 | 2471 | 2471 | 33 | 1039 | 1354 | - | 1 | 1039 | 1354 | - | 1 | 1039 | 1354 | - | 32 | 1039 | 1354 | - | Michigan |
| 14 | 1629 | 2163 | 2088 | 10 | 1618 | 2159 | 1888 | 10 | 1372 | 1834 | 1603 | 1 | 1512 | 1998 | 1750 | 13 | 1322 | 1663 | 1492 | Minnesota |
| - | - | - | - | 14 | 1388 | 1667 | 1637 | - | - | - | - | 1 | 1606 | 2161 | 2088 | - | - | - | - | Mississippi |
| - | - | - | - | - | - | - | - | 73 | 938 | 1404 | 1113 | - | - | - | - | - | - | - | - | Missouri |
| - | - | - | - | - | - | - | - | 1 | 1226 | 1607 | 1531 | 6 | 1158 | 1540 | 1528 | - | - | - | - | Montana |
| - | - | - | - | - | - | - | - | 1 | 1577 | 1637 | 1584 | - | - | - | - | 2 | 1577 | 1637 | 1561 | Nebraska |
| - | - | - | - | 1 | 1345 | 1882 | 1656 | 1 | 1164 | 1629 | 1419 | 1 | 1554 | 2175 | - | - | - | - | - | Nevada |
| - | - | - | - | 1 | 1611 | 2185 | 2185 | - | - | - | - | - | - | - | - | 6 | 1308 | 1756 | 1756 | New Hampshire |
| 1 | 1387 | 1671 | 1671 | - | - | - | - | 1 | 1012 | 1231 | 1231 | 1 | 1236 | 1503 | 1503 | 8 | 1012 | 1231 | 1231 | New Jersey |
| - | - | - | - | 1 | 1396 | 1887 | 1642 | 1 | 1267 | 1711 | 1489 | 29 | 1267 | 1711 | 1489 | 6 | 1206 | 1629 | 1418 | New Mexico |
| 3 | 1376 | 2863 | 2112 | - | - | - | - | 1 | 805 | 1376 | 1376 | 2 | 1310 | 2243 | 1847 | - | - | - | - | New York |
| 84 | 1545 | 1810 | 2013 | 1 | 1419 | 1627 | 1533 | 1 | 1134 | 1328 | 1229 | 14 | 1170 | 1385 | 1278 | 20 | 871 | 1004 | 938 | North Carolina |
| 14 | 1239 | 1785 | 1377 | 14 | 911 | 1295 | 1103 | - | - | - | - | 14 | 1083 | 1551 | 1262 | 14 | 911 | 1295 | 1103 | North Dakota |
| - | - | - | - | - | - | - | - | 8 | 1218 | 1784 | 1544 | - | - | - | - | - | - | - | - | Ohio |
| 13 | 998 | 1298 | 1288 | 1 | 1180 | 1570 | 1298 | 1 | 1038 | 1298 | 1171 | 4 | 1180 | 1570 | 1412 | 24 | 905 | 1060 | 1031 | Oklahoma |
| 26 | 1822 | 2442 | 1844 | 109 | 1428 | 1913 | 1560 | - | - | - | - | - | - | - | - | 109 | 1428 | 1913 | 1560 | Oregon |
| - | - | - | - | - | - | - | - | 1 | 1502 | 1917 | 1917 | 2 | 1917 | 2115 | 2115 | 8 | 1361 | 1577 | 1577 | Pennsylvania |
| - | - | - | - | 11 | 1172 | 1518 | 1500 | 1 | 1074 | 1386 | 1386 | 11 | 1335 | 1732 | 1700 | 23 | 1055 | 1355 | 1323 | Rhode Island |
| 1 | 1041 | 1116 | 1279 | 1 | 1041 | 1116 | 1279 | 1 | 1043 | 1199 | 1062 | 1 | 1046 | 1119 | 1336 | 1 | 943 | 1004 | 1135 | South Carolina |
| - | - | - | - | - | - | - | - | 7 | 995 | 1410 | 1214 | 8 | 995 | 1410 | 1263 | 10 | 786 | 1410 | 1255 | South Dakota |
| - | - | - | - | 1 | 1062 | 1592 | 1535 | 1 | 976 | 1453 | 1389 | - | - | - | - | 2 | 789 | 1210 | 998 | Tennessee |
| 4 | 1096 | 1524 | 1278 | - | - | - | - | - | - | - | - | - | - | - | - | 5 | 898 | 1326 | 1191 | Texas |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Utah |
| 1 | 1780 | 2598 | 2189 | 1 | 1604 | 2342 | 1973 | 1 | 1357 | 1865 | 1611 | 3 | 1060 | 2205 | 1632 | 6 | 1420 | 2078 | 1749 | Vermont |
| 1 | 1071 | 1758 | - | - | - | - | - | - | - | - | - | 1 | 844 | 1397 | - | 7 | 802 | 1335 | - | Virginia |
| - | - | - | - | 3 | 1219 | 1666 | 1393 | - | - | - | - | 19 | 1116 | 1666 | 1393 | - | - | - | - | Washington |
| 2 | 1932 | 2473 | 2442 | - | - | - | - | 6 | 1509 | 1750 | 1750 | 5 | 1509 | 1932 | 1932 | 6 | 1509 | 1932 | 1920 | West Virginia |
| 7 | 811 | 1946 | 1122 | - | - | - | - | 1 | 1173 | 1773 | 1344 | 1 | 1693 | 2579 | 2040 | 8 | 937 | 1407 | 1278 | Wisconsin |
| 3 | 1782 | 2342 | 1921 | 1 | 1857 | 2443 | 2239 | 10 | 1583 | 2078 | 1750 | 1 | 1856 | 2443 | 2345 | 17 | 1278 | 1590 | 1434 | Wyoming |
| 2 | 1353 | 2097 | 1610 | - | - | - | - | 1 | 1648 | 2556 | 2103 | 5 | 1569 | 2432 | 2084 | 10 | 1422 | 2205 | 1795 | |
| - | - | - | - | 1769 | - | - | 1730 | - | - | - | 1504 | - | - | - | - | 1735 | - | - | - | 1981 Average |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1944 Average |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ↑Increase 1944-1981 |
| - | - | - | - | 23.6 | - | - | 21.2 | - | - | - | 17.0 | - | - | - | - | 19.0 | - | - | - | ↑Increase 1980-1981 |

MONTHLY SALARIES OF HIGHWAY PERSONNEL (as of July 1, 1981)

TRAFFIC OPERATIONS PERSONNEL (Cont'd):

| State | (30) | | | | (31) | | | | (32) | | | | (33) | | | | (34) | | | |
|----------------------|---------------|------|---------|-------|-----------------|------|-----------------|-------|--------------------------------------|------|--------------------|-------|------|------|------|-------|------|------|------|-------|
| | Sign Erection | | Foreman | | Sign Fabricator | | Sign Technician | | Traffic Signal & Lighting Technician | | Striper Technician | | | | | | | | | |
| | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | No. | Min. | Max. | Aver. |
| Alabama | - | - | - | - | 2 | 1004 | 1227 | 1101 | 8 | 771 | 1087 | 925 | 23 | 972 | 1588 | 758 | - | - | - | - |
| Alaska | - | - | - | - | - | - | - | - | - | - | - | - | 10 | 2425 | 2984 | 2932 | - | - | - | - |
| Arizona | 3 | 1296 | 1661 | 1529 | 5 | 1137 | 1451 | 1384 | 36 | 1062 | 1826 | 1306 | 43 | 1387 | 1826 | 1753 | 18 | 1137 | 1451 | 1334 |
| Arkansas | 1 | 1237 | 1954 | 1954 | 6 | 670 | 1027 | 813 | 1 | 709 | 1086 | 1029 | - | - | - | - | 5 | 800 | 1229 | 1048 |
| California | - | - | - | - | - | - | - | - | - | - | - | - | 172 | 1762 | 2124 | 1935 | - | - | - | - |
| Colorado | - | - | - | - | - | - | - | - | 8 | 1408 | 1888 | 1712 | 8 | 1512 | 2025 | 1837 | 8 | 1408 | 1888 | 1712 |
| Connecticut | - | - | - | - | 5 | 1057 | 1293 | 1174 | - | - | - | - | 5 | 1000 | 1190 | 1094 | - | - | - | - |
| Delaware | 3 | 1146 | 1795 | 1562 | 4 | 750 | 1120 | 977 | - | - | - | - | 5 | 874 | 1329 | 1102 | - | - | - | - |
| Florida | 33 | 859 | 1122 | 1108 | 8 | 874 | 1329 | 1215 | - | - | - | - | 7 | 1146 | 1795 | 1633 | - | - | - | - |
| Georgia | 11 | 1024 | 1547 | 1300 | - | - | - | - | 8 | 737 | 1012 | - | - | - | - | - | - | - | - | - |
| Hawaii | - | - | - | - | 5 | 1198 | 1397 | 1280 | - | - | - | - | 9 | 1230 | 1628 | 1416 | 3 | 1053 | 1226 | 1096 |
| Idaho | 6 | 1455 | 2149 | 1853 | 4 | 938 | 1385 | 1112 | - | - | - | - | 7 | 1385 | 2046 | 1718 | 9 | 1140 | 1684 | 1331 |
| Illinois | - | - | - | - | 13 | - | - | 1734 | - | - | - | - | 11 | 1260 | 2715 | 1769 | - | - | - | - |
| Indiana | 37 | 1070 | 1612 | 1318 | 37 | 947 | 1421 | 1255 | 37 | 1070 | 1612 | 1382 | 40 | 984 | 1482 | 1178 | 37 | 1070 | 1612 | 1368 |
| Iowa | - | - | - | - | 9 | 979 | 1199 | 1097 | - | - | - | - | 1 | 1144 | 1426 | 1312 | 14 | 1019 | 1255 | 1153 |
| Kansas | - | - | - | - | 3 | 961 | 1353 | 1122 | - | - | - | - | - | - | - | - | 5 | 1059 | 1305 | 1256 |
| Kentucky | - | - | - | - | 1 | 583 | 1100 | 862 | - | - | - | - | 11 | 480 | 1338 | 894 | 23 | 583 | 1100 | 1066 |
| Louisiana | 4 | 809 | 1455 | 1251 | 25 | 741 | 1768 | 1100 | 6 | 741 | 1197 | 853 | 56 | 938 | 1603 | 1259 | 126 | 741 | 1455 | 986 |
| Maine | 3 | 959 | 1202 | 1202 | 1 | 959 | 1202 | 1202 | 1 | 1016 | 1284 | 1284 | 1 | 1266 | 1657 | 1657 | - | - | - | - |
| Maryland | - | - | - | - | 3 | 855 | 1115 | 1070 | 10 | 710 | 970 | 910 | 26 | 710 | 1365 | 1070 | - | - | - | - |
| Massachusetts | 32 | 1039 | 1354 | - | 6 | 929 | 1198 | - | 1 | 1039 | 1354 | - | 20 | 885 | 1141 | - | 18 | 1039 | 1354 | - |
| Michigan | 31 | 1132 | 1469 | 1300 | 10 | 1020 | 1469 | 1263 | 42 | 1057 | 1469 | 1300 | 34 | 1132 | 1834 | 1483 | 17 | 1132 | 1469 | 1300 |
| Minnesota | - | - | - | - | - | - | - | - | - | - | - | - | 17 | 1232 | 1695 | 1560 | - | - | - | - |
| Mississippi | - | - | - | - | 4 | 913 | 1362 | 1132 | - | - | - | - | 6 | 1040 | 1454 | 1238 | 448 | 695 | 1045 | 829 |
| Missouri | - | - | - | - | 2 | 854 | 1087 | 1036 | 1 | 805 | 1031 | 891 | 36 | 1089 | 1453 | 1275 | - | - | - | - |
| Montana | - | - | - | - | 5 | 1508 | 1568 | 1495 | - | - | - | - | 6 | 1467 | 2107 | 1878 | 12 | 1508 | 1568 | 1488 |
| Nebraska | - | - | - | - | 7 | 1007 | 1410 | 1145 | - | - | - | - | 6 | 1007 | 1410 | 1259 | - | - | - | - |
| Nevada | 2 | 1308 | 1756 | 1756 | 2 | 1481 | 2000 | 2000 | 2 | 1363 | 1833 | 1833 | - | - | - | - | 6 | 1206 | 1611 | 1611 |
| New Hampshire | 6 | 1012 | 1231 | 1231 | 1 | 1012 | 1231 | 1231 | 2 | 986 | 1179 | 1083 | 5 | 945 | 1116 | 1031 | 5 | 945 | 1116 | 1031 |
| New Jersey | 1 | 1118 | 1352 | 1352 | 4 | 945 | 1116 | 1116 | 11 | 830 | 967 | 967 | 3 | 1068 | 1293 | 1238 | 6 | 797 | 917 | 917 |
| New Mexico | - | - | - | - | 11 | 946 | 1215 | 1081 | 37 | 944 | 1158 | 1051 | 117 | 1094 | 1477 | 1286 | - | - | - | - |
| New York | - | - | - | - | 5 | 695 | 1189 | 909 | - | - | - | - | 9 | 837 | 2034 | 1301 | - | - | - | - |
| North Carolina | 61 | 871 | 1004 | 938 | 18 | 833 | 960 | 893 | - | - | - | - | 58 | 1043 | 1237 | 1140 | 52 | 833 | 960 | 899 |
| North Dakota | 101 | 735 | 1039 | 887 | 3 | 735 | 1039 | 807 | - | - | - | - | 27 | 995 | 1419 | 1056 | 70 | 767 | 1003 | 925 |
| Ohio | - | - | - | - | 1 | 1002 | 1468 | 1063 | - | - | - | - | - | - | - | - | - | - | - | - |
| Oklahoma | - | - | - | - | 16 | 1107 | 1622 | 1309 | - | - | - | - | - | - | - | - | 2 | 1160 | 1699 | 1533 |
| Oregon | 36 | 905 | 1060 | 1059 | 2 | 789 | 945 | 898 | - | 844 | 998 | - | 8 | 1038 | 1298 | 1171 | 69 | 789 | 945 | 941 |
| Pennsylvania | - | - | - | - | 4 | 920 | 1233 | 1040 | - | - | - | - | - | - | - | - | - | - | - | - |
| Rhode Island | 17 | 1296 | 1430 | 1426 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| South Carolina | 67 | 1119 | 1452 | 1400 | 5 | 899 | 1119 | 1119 | 5 | 842 | 1035 | 1035 | 11 | 1335 | 1732 | 1700 | 50 | 1035 | 1335 | 1315 |
| South Dakota | 1 | 957 | 1036 | 1124 | 3 | 801 | 974 | 1171 | - | - | - | - | 2 | 943 | 1004 | 1135 | 6 | 913 | 972 | 972 |
| Tennessee | - | - | - | - | 13 | 727 | 1030 | 9905 | - | - | - | - | 21 | 727 | 1358 | 915 | - | - | - | - |
| Texas | 6 | 1154 | 1744 | 1458 | 3 | 898 | 1326 | 1200 | - | - | - | - | - | - | - | - | - | - | - | - |
| Utah | 3 | 898 | 1526 | 1191 | 3 | 898 | 1326 | 1200 | - | - | - | - | - | - | - | - | - | - | - | - |
| Vermont | - | - | - | - | 11 | 779 | 1139 | 933 | - | - | - | - | - | - | - | - | 21 | 742 | 1096 | 894 |
| Virginia | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Washington | 1 | 1420 | 2078 | 1749 | 6 | 1157 | 1686 | 1422 | - | - | - | - | 15 | 1035 | 1865 | 1450 | - | - | - | - |
| West Virginia | 4 | 726 | 1213 | - | 1 | 764 | 1271 | - | - | - | - | - | 1 | 802 | 1335 | - | 6 | 688 | 1140 | - |
| Wisconsin | - | - | - | - | 33 | 781 | 1066 | 893 | 73 | 1020 | 1393 | 1166 | 47 | 933 | 1274 | 1066 | - | - | - | - |
| Wyoming | - | - | - | - | - | - | - | - | 17 | 1367 | 1585 | 1581 | 59 | 1239 | 1932 | 1434 | 16 | 1436 | 1666 | 1661 |
| 1981 Average | - | - | - | - | 10 | 889 | 1946 | 1020 | - | - | - | - | 7 | 889 | 2138 | 1259 | 10 | 842 | 1234 | 1077 |
| 1944 Average | 39 | 1278 | 1590 | 1434 | 24 | 1236 | 1526 | 1436 | 39 | 1192 | 1460 | 1386 | 10 | - | - | 1987 | 40 | 1192 | 1460 | 1356 |
| % Increase 1944-1981 | 2 | 1226 | 1902 | 1608 | 7 | 1167 | 1809 | 1527 | 2 | 1167 | 1809 | 1286 | 4 | 1355 | 2099 | 1667 | 33 | 1007 | 1902 | 1222 |
| % Increase 1980-1981 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1981 Average | - | - | - | 1377 | - | - | 1383 | - | - | - | 1209 | - | - | - | 1418 | - | - | - | - | 1204 |
| 1944 Average | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| % Increase 1944-1981 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| % Increase 1980-1981 | - | - | - | 18.8 | - | - | 40.1 | - | - | - | 26.7 | - | - | - | 19.2 | - | - | - | - | 13.4 |

OTHER RELATED PERSONNEL:

(35)

(36)

| No. | Chief Engineer | | | | Project Engineer | | | | State |
|-----|----------------|------|-------|------|------------------|------|-------|----------------|--------------|
| | Min. | Max. | Aver. | No. | Min. | Max. | Aver. | | |
| 1 | 2497 | 3308 | 3308 | 150 | 1305 | 2019 | 1726 | Alabama | |
| - | - | - | - | - | - | - | - | Alaska | |
| 1 | 3605 | 4897 | 4897 | 43 | 1499 | 2833 | 2413 | Arizona | |
| 1 | 3911 | 4380 | 4115 | 33 | 1694 | 2654 | 2648 | Arkansas | |
| 2 | 3413 | 4415 | 3891 | 219 | 2226 | 3093 | 2684 | California | |
| 1 | 3298 | 4419 | 4419 | 6 | 1929 | 2584 | 2461 | Colorado | |
| 1 | 3365 | 4130 | 3747 | 21 | 1528 | 1860 | 1694 | Connecticut | |
| 2 | 2382 | 2811 | 3562 | - | - | - | - | Delaware | |
| - | - | - | - | - | - | - | - | Florida | |
| 1 | 2499 | 3895 | 3895 | 302 | 1253 | 1922 | 1843 | Georgia | |
| 1 | 2267 | 3780 | 3609 | 6 | 1806 | 2727 | 2607 | Hawaii | |
| 1 | - | 4264 | - | 45 | 1684 | 2488 | 2110 | Idaho | |
| 1 | 3065 | 4195 | 3835 | - | 1260 | 2715 | 2230 | Illinois | |
| - | - | - | - | 55 | 1547 | 2290 | 1921 | Indiana | |
| 1 | 2976 | 3801 | 3801 | 20 | 1853 | 2340 | 2287 | Iowa | |
| 1 | - | - | 3487 | 22 | 1773 | 2757 | 2323 | Kansas | |
| 1 | 3625 | 3625 | 3625 | 61 | 1405 | 2644 | 2176 | Kentucky | |
| 1 | 2394 | 3267 | 3267 | 80 | 1637 | 2902 | 2624 | Louisiana | |
| - | 2060 | 2747 | 2747 | - | - | - | - | Maine | |
| 1 | - | - | - | 86 | 856 | 1706 | 1365 | Maryland | |
| 1 | 2456 | 3066 | - | 89 | 1516 | 1873 | - | Massachusetts | |
| 1 | 2982 | 4005 | 4005 | 64 | 2027 | 2768 | 2532 | Michigan | |
| 1 | - | - | 3849 | - | - | - | - | Minnesota | |
| 1 | 2243 | 3942 | 3196 | 36 | 1829 | 2555 | 2452 | Mississippi | |
| 1 | 3333 | 3958 | 3958 | 48 | 1649 | 2184 | 2184 | Missouri | |
| - | - | - | 3263 | - | - | - | - | Montana | |
| 2 | 2979 | 3321 | 4170 | 52 | 1445 | 2023 | 1832 | Nebraska | |
| 1 | - | - | - | 13 | 1833 | 2497 | 2335 | Nevada | |
| 1 | - | 3203 | 3203 | 60 | 1307 | 1999 | 1740 | New Hampshire | |
| 1 | 3892 | 5254 | 4574 | 19 | 1966 | 2655 | 2310 | New Jersey | |
| 1 | - | - | 4167 | 46 | 1673 | 3480 | 2538 | New Mexico | |
| - | - | - | - | - | - | - | - | New York | |
| 1 | 2483 | 3641 | 3641 | 55 | 1623 | 2371 | 1997 | North Carolina | |
| 1 | 2931 | 4294 | 3930 | 7 | 1985 | 2908 | 2520 | North Dakota | |
| 3 | 2099 | 2983 | 2983 | 118 | 1428 | 1993 | 1795 | Ohio | |
| - | - | - | - | 26 | 2269 | 3041 | 2512 | Oklahoma | |
| 1 | 3281 | 4192 | 4192 | 46 | 1917 | 2448 | 2448 | Oregon | |
| 1 | 2868 | 3416 | 3416 | 315 | - | - | - | Pennsylvania | |
| - | - | - | - | - | - | - | - | Rhode Island | |
| 1 | - | - | - | 50 | 1362 | 2089 | 1888 | South Carolina | |
| 1 | - | - | 3014 | 14 | 1613 | 2510 | 2185 | South Dakota | |
| 1 | 2562 | 3724 | 3724 | 78 | 1278 | 1916 | 1740 | Tennessee | |
| 1 | - | - | 4370 | 198 | 2066 | 2600 | - | Texas | |
| 1 | 3042 | 4440 | 3741 | 27 | 1780 | 2890 | 2335 | Utah | |
| 1 | 2501 | 4299 | - | 30 | 894 | 2236 | - | Vermont | |
| 1 | 2972 | 4060 | 3397 | 39 | 1333 | 1820 | 1523 | Virginia | |
| 1 | - | 5191 | 5191 | 65 | 1932 | 2473 | 2467 | Washington | |
| 1 | 2745 | 4249 | 3193 | - | - | - | - | West Virginia | |
| - | - | - | - | 185 | 1857 | 2908 | 2260 | Wisconsin | |
| 1 | 4004 | 6212 | 5110 | 34 | 2327 | 3609 | 2693 | Wyoming | |
| | | | | 3797 | | | | 2192 | 1981 Average |
| | | | | - | | | | - | 1944 Average |
| | | | | - | | | | - | %Increase |
| | | | | 17.0 | | | | 17.0 | 1944-1981 |
| | | | | | | | | | %Increase |
| | | | | | | | | | 1980-1981 |

MAINTENANCE QUESTIONNAIRE ON POLICIES AFFECTING MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL (as of July 1, 1981)

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

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?

5. 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?

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?

VACATIONS

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

| State | CIVIL SERVICE OR MERIT SYSTEM | | | | RETIREMENT PLAN | | | | | | | | VACATION | | | | | | |
|----------------|-------------------------------|------|------|------|-----------------|--------------------|---------------------------|----------------------|------|------------------------|---------------------------|--------------------------|---------------------|-------------|------------------------|---------------------|-----|-----|-------------------|
| | (1a) | (1b) | (1c) | (1d) | State Plan (2) | Fed. Soc. Sec. (3) | Compulsory Retirement (4) | Voluntary Retirement | | Min. Yrs. Service (5a) | Min. Age (5b) | Annual Vacation Schedule | | | Cumulative Maximum (8) | | | | |
| | | | | | | | | (4a) | (4b) | | | Minimum (6) | Yrs. of Service (7) | Maximum (7) | | Yrs. of Service (7) | | | |
| Alabama | - | x | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 30 | - | Yes | 104 | 1to5 | 234 | 25 | Yes | 480 |
| Alaska | - | x | - | - | Yes | No | No | - | - | Yes | 5 | - | Yes | 9.375 | 0to2 | 18.75 | 10 | Yes | 450 |
| Arizona | x | - | - | - | Yes | Yes | Yes | Statute | 65 | Yes | 5 | 50 | Yes | 96 | 0to3 | 168 | 15 | Yes | 240 |
| Arkansas | - | - | - | x | Yes | Yes | Yes | Both | 70 | Yes | 10 | Any | Yes | 96 | 0to3 | 264 | 20 | Yes | Annual Accrual+40 |
| California | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 5 | 50 | Yes | 80 | 1to3 | 160 | 24 | Yes | 320 |
| Colorado | - | x | - | - | Yes | No | Yes | Statute | 70 | Yes | 20at60 30atAny | 55 | Yes | 96 | 1to5 | 168 | 15 | Yes | 336 |
| Connecticut | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 10 | 55 | Yes | 70 | 0to5 | 140 | 20 | Yes | 35 |
| Delaware | - | x | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 5 | Var. | Yes | 112.5 | 0to10 | 157.5 | 15 | Yes | 315 |
| Florida | - | x | - | - | Yes | Yes | No | - | - | Yes | 10 | Any | Yes | 104 | 1to5 | 156 | 10 | Yes | 240 |
| Georgia | x | - | - | - | Yes | Yes | Yes | Policy | 70 | Yes | Var | Any | Yes | 120 | 1to5 | 168 | 10 | Yes | 360 |
| Hawaii | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 5 | 55 | Yes | 168 | Any | 168 | Any | Yes | 720 |
| Idaho | x | - | - | - | Yes | Yes | No | - | - | Yes | Sat55 | Var. | Yes | 96 | 0to5 | 168 | 15 | Yes | 336 |
| Illinois | - | x | - | - | Yes | Yes | No | - | - | Yes | 8 | 60 | Yes | 80 | 1to5 | 200 | 25 | Yes | 80-200 |
| Indiana | - | - | x | - | Yes | Yes | Yes | Statute | 70 | Yes | 15 | 50 | Yes | 96 | 1to10 | 160 | 20 | Yes | No Max |
| Iowa | x | - | - | - | Yes | Yes | No | - | - | Yes | None | 55 | Yes | 80 | 1to4 | 200 | 24 | Yes | 2xAnnual |
| Kansas | - | x | - | - | Yes | Yes | Yes | Statute | 70 | No | - | - | Yes | 96 | 0to5 | 240 | 15 | Yes | 240 |
| Kentucky | - | x | - | - | Yes | Yes | No | - | 70 | Yes | 30 | Any | Yes | 96 | 1to5 | 168 | 15 | Yes | 450 |
| Louisiana | - | x | - | - | Yes | No | Yes | Policy | 72 | Yes | 30 | 55 | Yes | 96 | 1to3 | 192 | 15 | Yes | All |
| Maine | x | - | - | - | Yes | No | No | - | - | Yes | 10 | 50 | Yes | 96 | 0to5 | 192 | 20 | Yes | 288 |
| Maryland | x | - | - | - | Yes | Yes | Yes | Policy | 70 | Yes | 15 | 55 | Yes | 71 | 1to5 | 177.5 | 20 | Yes | 280 |
| Massachusetts | x | - | - | - | Yes | No | No | - | - | Yes | - | 55 | Yes | 80 | 1to5 | 200 | 20 | Yes | 200 |
| Michigan | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 10 | 55 | Yes | 104 | 1/2to6 | 265 | 45 | Yes | 240 |
| Minnesota | - | x | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 10 | 58 | Yes | 78 | 0to3 | 208 | 20 | Yes | 240 |
| Mississippi | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 30 | - | Yes | 170 | 1to5 | 144 | 5 | Yes | 360 |
| Missouri | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 15 | 55 | Yes | 120 | 0to10 | 168 | 15 | Yes | 240 or 336 |
| Montana | - | - | - | x | Yes | Yes | No | - | - | Yes | Sat65 | Var | Yes | 120 | 1to10 | 192 | 20 | Yes | 384 |
| Nebraska | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 30 | 60 | Yes | 96 | 1to5 | 200 | 16 | Yes | 200 |
| Nevada | x | - | - | - | Yes | No | No | - | - | Yes | 10 | 55 | Yes | 120 | 1/2to10 | 168 | 15 | Yes | 240 |
| New Hampshire | x | - | - | - | Yes | Yes | No | - | - | Yes | 30 | 60 | Yes | 120 | 0to8 | 168 | 18 | Yes | 288 |
| New Jersey | - | x | - | - | Yes | Yes | Yes | Policy | 70 | Yes | 10at60 25at55 7at60 | 55 | Yes | 96 | 0to5 | 200 | 20 | Yes | 200 |
| New Mexico | x | - | - | - | Yes | Yes | No | - | - | Yes | 7at60 | Any | Yes | 120 | Year | 120 | 1 | Yes | 240 |
| New York | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 10 | 55 | Yes | 104 | 1to7 | 160 | 8 | Yes | 320 |
| North Carolina | - | x | - | - | Yes | Yes | Yes | Policy | 70 | Yes | 20 | 50 | Yes | 80 | 0to2 | 192 | 20 | Yes | 240 |
| North Dakota | - | - | - | x | Yes | Yes | Yes | Policy | 70 | Yes | 10 | 55 | Yes | 96 | 1to3 | 192 | 19 | Yes | 240 |
| Ohio | x | - | - | - | Yes | No | Yes | Statute | 70 | Yes | Sat60 | Any | Yes | 80 | 1to7 | 200 | 25 | Yes | 3Yrs. |
| Oklahoma | x | - | - | - | Yes | Yes | Yes | Policy | 70 | Yes | Var | 55 | Yes | 120 | 0to5 | 144 | 5 | Yes | 528 |
| Oregon | - | x | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 30 | 55 | Yes | 96 | 1/2to5 | 192 | 20 | Yes | 250 |
| Pennsylvania | - | - | - | x | Yes | Yes | No | - | - | Yes | 10 | Any | Yes | 112.5 | 2to15 | 150 | 15 | Yes | 337.5 |
| Rhode Island | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 10 | 62 | Yes | 56 | 6Mo. | 224 | 25 | Yes | 224 |
| South Carolina | - | - | - | x | Yes | Yes | Yes | Statute | 72 | Yes | 30 | 60 | Yes | 120 | 0to10 | 240 | 22 | Yes | 360 |
| South Dakota | - | x | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 5 | 55 | Yes | 120 | 1to15 | 160 | 15 | Yes | Var |
| Tennessee | x | - | - | - | Yes | Yes | Yes | Policy | 70 | Yes | 30 | 60 | Yes | 225 | 1to5 | 315 | 20 | Yes | Var |
| Texas | - | - | x | - | Yes | Yes | Yes | Policy | 70 | Yes | 10 | 50 | Yes | 84 | 0to2 | 168 | 20 | Yes | 336 |
| Utah | x | - | - | - | Yes | Yes | No | - | - | Yes | 30 | None | Yes | 96 | 1to4 | 144 | 10 | Yes | 240 |
| Vermont | - | x | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 10 | 55 | Yes | 96 | 0to5 | 168 | 20 | Yes | 360 |
| Virginia | - | x | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 5 | 55 | Yes | 96 | 0to5 | 168 | 20 | Yes | 336 |
| Washington | x | - | - | - | Yes | Yes | Yes | Statute | 70 | Yes | 5 | 48 | Yes | 96 | 0to1 | 176 | 26 | Yes | 240 |
| West Virginia | - | - | x | - | Yes | Yes | No | - | - | Yes | 5 | 60 | Yes | 120 | 0to5 | 192 | 15 | Yes | 240 |
| Wisconsin | x | - | - | - | Yes | Yes | No | - | - | No | - | 55 | Yes | 80 | 1to5 | 200 | 26 | Yes | 40 |
| Wyoming | x | - | - | - | Yes | Yes | Yes | Policy | 70 | Yes | 4 | 50 | Yes | 96 | 0to4 | 192 | 19 | Yes | 384 |

8. Are your annual vacations cumulative? If answer is "Yes", what amount of vacation may be carried over into a new year? (Do not include any unearned vacation).

SICK LEAVE

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

| SICK LEAVE | | | | | | | |
|----------------------------|------------|-----------------|------------|-----------------|--------------------|-------------------------|----------------|
| Annual Sick Leave Schedule | | | | | | | |
| | Minimum | | Maximum | | Cumulative Maximum | State | |
| | Hrs. /Yrs. | Yrs. of Service | Hrs. /Yrs. | Hrs. of Service | | | |
| (9) | (10) | | | | (11) | | |
| Yes | 104 | 1toMax | 104 | 1 | Yes | 1200 | Alabama |
| Yes | 9.375 | All | 9.375 | All | Yes | None | Alaska |
| Yes | 8 | All | 8 | All | Yes | Unlimited | Arizona |
| Yes | 96 | Any | 96 | Any | Yes | Unlimited | Arkansas |
| Yes | 96 | - | 96 | - | Yes | Unlimited | California |
| Yes | 120 | 1 | 120 | 1 | Yes | Unlimited | Colorado |
| Yes | 105 | - | 105 | - | Yes | None | Connecticut |
| Yes | 112.5 | - | 112.5 | - | Yes | 8 | Delaware |
| Yes | - | - | 104 | 1 | Yes | None | Florida |
| Yes | 120 | Any | 120 | Any | Yes | 720 | Georgia |
| Yes | 168 | Any | 168 | Any | Yes | Unlimited | Hawaii |
| Yes | 96 | All | 96 | All | Yes | Unlimited | Idaho |
| Yes | 96 | 1 | 96 | 1 | Yes | Unlimited | Illinois |
| Yes | 96 | 1to5 | 136 | 5 | Yes | Unlimited | Indiana |
| Yes | 144 | - | 144 | - | Yes | Unlimited | Iowa |
| Yes | 96 | 0to1 | 96 | 1 | Yes | Unlimited | Kansas |
| Yes | 96 | All | - | - | Yes | Unlimited | Kentucky |
| Yes | 96 | 1to3 | 192 | 15 | Yes | Unlimited | Louisiana |
| Yes | 96 | Any | 96 | Any | Yes | 960 | Maine |
| Yes | 120 | All | - | - | Yes | Unlimited | Maryland |
| Yes | 120 | All | 120 | All | Yes | Unlimited | Massachusetts |
| Yes | 104 | 0to1 | 104 | 1 | Yes | None | Michigan |
| Yes | 104 | 0to1 | 104 | 1 | Yes | 900 | Minnesota |
| Yes | 120 | 1 | 120 | 1 | Yes | 960 | Mississippi |
| Yes | 120 | Any | 120 | Any | Yes | Unlimited | Missouri |
| Yes | 8 | Month | 96 | All | Yes | Unlimited | Montana |
| Yes | 96 | 1to5 | 240 | 19 | Yes | 1440 | Nebraska |
| Yes | 120 | - | - | - | Yes | Unlimited | Nevada |
| Yes | 120 | 0to8 | 120 | 18 | Yes | 720/0to8 960/Over 18 | New Hampshire |
| Yes | 96 | 0to1 | 120 | 1 | Yes | Unlimited | New Jersey |
| Yes | 96 | Any | 96 | 1 | Yes | Unlimited | New Mexico |
| Yes | 104 | - | 104 | - | Yes | 1350 | New York |
| Yes | 80 | - | 80 | - | Yes | Unlimited | North Carolina |
| Yes | 96 | Any | 96 | Any | Yes | Unlimited | North Dakota |
| Yes | 120 | All | - | - | Yes | Unlimited | Ohio |
| Yes | 120 | - | 120 | - | Yes | - | Oklahoma |
| Yes | 96 | All | - | - | Yes | Unlimited | Oregon |
| Yes | - | - | 112.5 | 1 | Yes | 1500 | Pennsylvania |
| Yes | 120 | 1 | 120 | 1 | Yes | 960 | Rhode Island |
| Yes | 120 | - | 120 | - | Yes | 720 | South Carolina |
| Yes | - | - | 112 | 1 | Yes | Unlimited | South Dakota |
| Yes | 90 | 1 | - | - | Yes | Unlimited | Tennessee |
| Yes | 96 | 1 | 96 | 1 | Yes | Unlimited | Texas |
| Yes | 96 | All | 96 | - | Yes | Unlimited | Utah |
| Yes | 96 | 0to3 | 168 | 20 | Yes | Unlimited | Vermont |
| Yes | 120 | Any | 120 | Any | Yes | Unlimited | Virginia |
| Yes | 96 | Any | 96 | Any | Yes | Unlimited | Washington |
| Yes | 144 | Any | 144 | Any | Yes | Unlimited | West Virginia |
| Yes | 104 | 1 | - | - | Yes | Unlimited | Wisconsin |
| Yes | 96 | All | 96 | Any | Yes | Unlimited | Wyoming |

MAINTENANCE QUESTIONNAIRE ON POLICIES AFFECTING MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL (Cont'd)

INSURANCE

12. Are your maintenance and operations employees protected by a wholly or partially state-financed hospitalization plan?
 - a. If answer is "Yes", indicate whether plan is wholly state-financed or partially state-financed.
 - b. Is participation optional or mandatory with employee?
13. Are your maintenance and operations employees protected by a wholly or partially state-financed life insurance plan?
 - a. If answer is "Yes", indicate whether plan is wholly state-financed or partially state-financed.
 - b. Is participation optional or mandatory with employee?
14. 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

15. Do maintenance and operations employees have collective bargaining rights?
16. 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

17. 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.

| State | INSURANCE | | | | | | | | | UNIONIZATION | | | | | | |
|----------------|-----------------|-------------------|-----------|----------------|-------------------|---------------------|------------------|-------|-------|--------------|----------------|-------------|-------|----------------------|-------|-----------|
| | Hospitalization | | | Life Insurance | | | Public Liability | | | Supv. (15) | Non-Supv. (15) | Supervisory | | Local Union (16b) | | |
| | (12) | (12a) | (12b) | (13) | (13a) | (13b) | (14a) | (14b) | (14c) | | | (14d) | (16a) | | (16a) | |
| Alabama | Yes | Wholly | Mandatory | No | - | - | - | - | - | x | No | No | No | - | Yes | Voluntary |
| Alaska | Yes | Wholly | Mandatory | Yes | Wholly& Partially | Optional& Mandatory | x | - | - | - | Yes | Yes | Yes | Mandatory | - | - |
| Arizona | Yes | Wholly | Optional | Yes | Wholly | Optional | x | - | - | - | No | No | - | - | Yes | Voluntary |
| Arkansas | Yes | Partially | Optional | Yes | Partially | Optional | - | - | - | x | No | No | No | - | No | - |
| California | Yes | Partially | Optional | Yes | Wholly | Mandatory | - | - | - | x | No | Yes | No | Voluntary | Yes | Voluntary |
| Colorado | Yes | Partially | Optional | Yes | Wholly& Partially | Mandatory | x | - | - | - | No | No | No | - | Yes | Voluntary |
| Connecticut | Yes | Wholly | Optional | Yes | Partially | Optional | x | - | - | - | Yes | Yes | No | - | Yes | Voluntary |
| Delaware | Yes | Partially | Optional | No | - | Optional | - | - | - | x | Yes | Yes | Yes | Mandatory& Voluntary | No | - |
| Florida | Yes | Partially | Optional | Yes | Partially | Optional | - | - | - | x | No | Yes | No | - | No | - |
| Georgia | Yes | Partially | Optional | Yes | Partially | Mandatory | x | - | - | - | No | No | No | - | No | - |
| Hawaii | Yes | Partially | Optional | Yes | Wholly | Optional | - | - | - | x | Yes | Yes | No | - | Yes | Voluntary |
| Idaho | Yes | Partially | Optional | Yes | Wholly | Optional | x | - | - | - | No | No | No | - | Yes | Voluntary |
| Illinois | Yes | Wholly | Mandatory | Yes | Wholly | Mandatory | x | - | - | - | No | Yes | No | - | - | - |
| Indiana | Yes | Partially | Optional | Yes | Partially | Optional | x | - | - | - | No | No | No | - | Yes | Voluntary |
| Iowa | Yes | Wholly& Partially | Optional | Yes | Wholly& Partially | Optional | x | - | - | - | No | Yes | No | - | No | - |
| Kansas | Yes | Wholly& Partially | Optional | Yes | Wholly | Mandatory | - | - | - | x | No | Yes | No | - | No | - |
| Kentucky | Yes | Wholly& Partially | Mandatory | Yes | Wholly | Mandatory | - | - | - | x | No | No | No | - | No | - |
| Louisiana | Yes | Partially | Optional | Yes | Partially | Optional | - | - | - | x | No | Yes | No | - | No | - |
| Maine | Yes | Wholly | Optional | No | - | Optional | - | - | - | x | Yes | Yes | No | - | Yes | Voluntary |
| Maryland | Yes | Partially | Optional | No | - | - | - | - | - | x | No | No | Yes | Voluntary | Yes | Voluntary |
| Massachusetts | Yes | Partially | Optional | Yes | Wholly | Optional | - | - | - | x | Yes | Yes | Yes | Mandatory | Yes | Mandatory |
| Michigan | Yes | Partially | Optional | Yes | Partially | Optional | x | - | - | - | No | Yes | No | - | Yes | Voluntary |
| Minnesota | Yes | Wholly | Optional | Yes | Wholly | Mandatory | - | - | - | x | Yes | Yes | No | - | Yes | Voluntary |
| Mississippi | Yes | Wholly | Optional | Yes | Partially | Optional | - | - | - | x | No | - | No | - | Yes | Voluntary |
| Missouri | Yes | Partially | Optional | Yes | Wholly | Mandatory | x | - | - | - | No | Yes | No | - | Yes | Voluntary |
| Montana | Yes | Partially | Optional | No | - | - | x | - | - | - | No | Yes | - | - | - | - |
| Nebraska | Yes | Partially | Optional | Yes | Wholly | Optional | - | - | - | x | No | Yes | No | - | No | - |
| Nevada | Yes | Wholly | Mandatory | Yes | Wholly | Mandatory | x | - | - | - | No | No | - | - | Yes | Voluntary |
| New Hampshire | Yes | Wholly | Optional | Yes | Partially | Optional | x | - | - | - | Yes | Yes | No | - | Yes | Voluntary |
| New Jersey | Yes | Wholly& Partially | Optional | Yes | Wholly& Partially | Optional& Mandatory | - | - | - | x | Yes | Yes | Yes | Voluntary | Yes | Voluntary |
| New Mexico | Yes | Partially | Optional | Yes | Partially | Optional | x | - | - | - | No | Yes | No | - | No | - |
| New York | Yes | Partially | Optional | No | - | - | x | - | - | - | Yes | Yes | No | - | No | - |
| North Carolina | Yes | Wholly | Optional | Yes | Partially | Mandatory | x | - | - | - | No | No | No | - | Yes | Voluntary |
| North Dakota | Yes | Wholly | Optional | Yes | Wholly | Mandatory | - | - | - | x | No | Yes | No | - | Yes | Voluntary |
| Ohio | Yes | Partially | Optional | Yes | Wholly | Mandatory | x | - | - | - | No | No | Yes | Voluntary | Yes | Voluntary |
| Oklahoma | Yes | Wholly | Mandatory | Yes | Wholly | Mandatory | - | - | - | x | No | No | No | - | Yes | Voluntary |
| Oregon | Yes | Wholly | Optional | No | - | - | x | - | - | - | No | Yes | No | - | - | - |
| Pennsylvania | Yes | Wholly | Optional | Yes | Wholly | Mandatory | x | - | - | - | Yes | Yes | No | - | Yes | Voluntary |
| Rhode Island | Yes | Wholly | Mandatory | No | - | Mandatory | - | - | - | x | Yes | Yes | Yes | Mandatory | - | - |
| South Carolina | Yes | Wholly | Mandatory | Yes | Wholly | Mandatory | - | x | - | - | No | No | No | - | Yes | Voluntary |
| South Dakota | Yes | Wholly | Mandatory | No | - | Optional | x | - | - | - | No | No | No | - | Yes | Voluntary |
| Tennessee | Yes | Partially | Optional | Yes | Partially | Optional | - | - | - | x | No | No | No | - | Yes | Voluntary |
| Texas | Yes | Wholly | Optional | Yes | Wholly | Optional | x | - | - | - | No | No | - | - | Yes | Voluntary |
| Utah | Yes | Partially | Optional | Yes | Partially | Optional | x | - | - | - | No | No | No | - | Yes | Voluntary |
| Vermont | Yes | Partially | Optional | Yes | Partially | Optional | - | - | - | x | Yes | Yes | No | - | Yes | Voluntary |
| Virginia | Yes | Wholly | Optional | Yes | Partially | Mandatory | x | - | - | - | No | No | - | - | - | - |
| Washington | Yes | Wholly | Mandatory | Yes | Partially | Optional | x | - | - | - | Yes | Yes | Yes | Mandatory | - | - |
| West Virginia | Yes | Wholly& Partially | Optional | Yes | Wholly& Partially | Optional | x | - | - | - | No | No | No | - | - | - |
| Wisconsin | Yes | Partially | Optional | Yes | Partially | Optional | x | - | - | - | No | Yes | No | - | No | - |
| Wyoming | Yes | Wholly | Optional | Yes | Partially | Optional | x | - | - | - | No | No | No | - | Yes | Voluntary |

WORKING CONDITIONS

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

| | | | | SERVICE AWARDS | WORKING CONDITIONS | | | | | | | State |
|----------------------|-----------|-------------|-----------|----------------|--------------------|-------|-------|---------------------|--------------|----------|----------------|-------|
| Non-Supervisory | | Local Union | | (17) | Salary Basis | | | | Working Hrs. | | | |
| National Union (16a) | | (16b) | | | (18a) | (18b) | (18c) | (18d) | Per Day | Per Week | | |
| Yes | Voluntary | Yes | Voluntary | Yes | - | S | S | H | 8 | 40 | Alabama | |
| Yes | Mandatory | - | - | Yes | - | H | S | H | 7.5 | 37.5 | Alaska | |
| - | - | Yes | Voluntary | Yes | S | - | - | - | 8 | 40 | Arizona | |
| No | - | No | - | Yes | S | - | - | - | 8 | 40 | Arkansas | |
| No | - | Yes | Voluntary | Yes | - | S | S | H | 8 | 40 | California | |
| No | - | Yes | Voluntary | Yes | - | S | S | H | 8 | 40 | Colorado | |
| No | - | Yes | Voluntary | No | - | H | S | H | 7 | 35 | Connecticut | |
| Yes | Mandatory | No | - | No | - | H | S | H | 7.5 | 37.5 | Delaware | |
| No | - | Yes | Voluntary | No | - | H | H | H | 8 | 40 | Florida | |
| No | - | No | - | Yes | S | - | - | - | 10 | 40 | Georgia | |
| No | - | Yes | Voluntary | Yes | S | - | - | - | 8 | 40 | Hawaii | |
| No | - | - | - | Yes | - | S | S | H | 8 | 40 | Idaho | |
| Yes | Voluntary | - | - | Yes | - | S | S | S ⁶ H | 8 | 40 | Illinois | |
| No | - | Yes | Voluntary | Yes | - | H | S | H | 8 | 40 | Indiana | |
| Yes | Voluntary | Yes | Voluntary | Yes | - | S | S | H | 8 | 40 | Iowa | |
| Yes | Voluntary | Yes | Voluntary | Yes | - | S | S | H | 8 | 40 | Kansas | |
| No | - | No | - | Yes | - | H | S | S | 7.5 | 37.5 | Kentucky | |
| Yes | Voluntary | Yes | Voluntary | Yes | - | S | S | H | 8 | 40 | Louisiana | |
| No | - | Yes | Voluntary | Yes | - | H | S | H | 8 | 40 | Maine | |
| Yes | Voluntary | Yes | Voluntary | No | - | H | S | H | 9 | 43.5 | Maryland | |
| Yes | Mandatory | Yes | Mandatory | No | H | - | - | - | 8 | 40 | Massachusetts | |
| - | - | Yes | Mandatory | Yes | H | H | S | H | 8 | 40 | Michigan | |
| Yes | Voluntary | Yes | Voluntary | Yes | S | S | S | H | 8 | 40 | Minnesota | |
| No | - | Yes | Voluntary | Yes | S | - | - | - | 8 | 40 | Mississippi | |
| Yes | Voluntary | Yes | Voluntary | Yes | - | S | S | H | 8 | 40 | Missouri | |
| Yes | Mandatory | Yes | Mandatory | Yes | - | S | S | H | 8 | 40 | Montana | |
| No | - | Yes | Voluntary | Yes | H | - | - | - | 8 | 40 | Nebraska | |
| - | - | Yes | Voluntary | Yes | S | S | S | S | 8 | 40 | Nevada | |
| No | - | Yes | Voluntary | Yes | H | H | S | H | 8 | 40 | New Hampshire | |
| Yes | Voluntary | Yes | Voluntary | Yes | S | - | - | - | 8 | 40 | New Jersey | |
| Yes | Voluntary | - | - | Yes | - | S | S | H | 8 | 40 | New Mexico | |
| No | - | Yes | Voluntary | No | S | - | - | - | 8 | 40 | New York | |
| No | - | Yes | Voluntary | Yes | - | S | S | H | 8 | 40 | North Carolina | |
| Yes | Voluntary | Yes | Voluntary | Yes | S | - | - | - | 8 | 40 | North Dakota | |
| Yes | Voluntary | Yes | Voluntary | Yes | H | - | - | - | 8 | 40 | Ohio | |
| No | - | Yes | Voluntary | No | S | S | S | S | 8 | 40 | Oklahoma | |
| - | - | Yes | Voluntary | Yes | S | - | - | - | 8 | 40 | Oregon | |
| No | - | Yes | Voluntary | Yes | - | S | S | H | 7.5 | 37.5 | Pennsylvania | |
| Yes | Mandatory | - | - | Yes | H | - | - | - | 8 | 40 | Rhode Island | |
| No | - | Yes | Voluntary | Yes | - | H | S | H | 8 | 40 | South Carolina | |
| No | - | Yes | Voluntary | Yes | - | H | S | H | 8 | 40 | South Dakota | |
| No | - | Yes | Voluntary | Yes | S | S | S | S | 7.5 | 37.5 | Tennessee | |
| - | - | Yes | Voluntary | Yes | - | H | S | H | 8 | 40 | Texas | |
| No | - | Yes | Voluntary | Yes | H | - | - | - | 8 | 40 | Utah | |
| No | - | Yes | Voluntary | Yes | - | H | S | H | 8 | 40 | Vermont | |
| - | - | - | - | Yes | - | S | S | H | 8 | 40 | Virginia | |
| Yes | Mandatory | - | - | Yes | - | S | S | H | 8 | 40 | Washington | |
| No | - | - | - | Yes | - | H | S | H | 8 | 40 | West Virginia | |
| No | - | Yes | Voluntary | Yes | H | H | H | H | 8 | 40 | Wisconsin | |
| No | - | Yes | Voluntary | Yes | - | S | S | H | 8 | 40 | Wyoming | |

MAINTENANCE QUESTIONNAIRE ON POLICIES AFFECTING MAINTENANCE AND TRAFFIC OPERATIONS PERSONNEL (Cont'd)

WORKING CONDITIONS (Cont'd)

20. 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
21. Are your field employees required to report at an assembly point, such as a headquarters garage or shop, preparatory to their day's work?
- a. If answer to Question 21 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)?
22. 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.)
23. Do you have automatic or automatic-recommended salary advancement?
24. Do you, by law or policy, require a formalized job classification plan?
25. Do you use convict labor?
26. Do you pay any travel expenses for maintenance and operations employees when they are away from the home station overnight? If answer is "Yes", is payment for meals and lodging respectively based on:
- a. Actual
 - b. Actual with a maximum
 - c. Per Diem

WORKING CONDITIONS (Cont'd)

| State | Adjustment for Overtime | | | | Travel Time | | Protective Clothing | | | | | | Travel Expenses | | | | | | | |
|----------------|-------------------------|------------------|------------------|----------|-------------|-------|---------------------|-------|-------|-------|------|------|-----------------|------|-------|-------|-------|-------|-------|-------|
| | (20) | (20a) | (20b) | (20c) | (21) | (21a) | (22a) | (22b) | (22c) | (22d) | (23) | (24) | (25) | (26) | (26a) | (26b) | (26c) | (26a) | (26b) | (26c) |
| Alabama | Yes | 1-1/2 | Comp | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | - | - | X | - | - | X |
| Alaska | Yes | 1-1/2 | None | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | No | Yes | - | - | X | - | - | X |
| Arizona | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | No | Yes | No | Yes | - | - | X | - | - | X |
| Arkansas | Yes | 1-1/2 | None | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | No | Yes | - | X | - | - | X | - |
| California | Yes | 1-1/2 | Comp | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | - | - | X | - | - | X |
| Colorado | Yes | 1-1/2 | None | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | No | Yes | - | - | X | - | X | - |
| Connecticut | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | No | - | - | - | - | - | - |
| Delaware | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | - | - | - | - | - | - |
| Florida | - | 1-1/2 | None | - | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | - | - | X | - | - | X |
| Georgia | Yes | 1-1/2 | Comp | 1-1/2 | Yes | No | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | - | X | - | - | X | - |
| Hawaii | Yes | - | - | - | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | - | - | X | - | - | X |
| Idaho | Yes | 1-1/2 | Straight | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | No | Yes | No | Yes | - | X | - | X | - | - |
| Illinois | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | No | Yes | Yes | Yes | - | - | X | - | X | - |
| Indiana | Yes | 1-1/2 | Straight | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | Yes | - | - | X | - | X | - |
| Iowa | Yes | 1-1/2 | None | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | No | Yes | No | Yes | - | X | - | - | X | - |
| Kansas | Yes | 1-1/2 | None | 1-1/2 | Yes | Yes | Yes | Yes | No | No | Yes | Yes | No | Yes | - | - | X | - | - | X |
| Kentucky | - | 1-1/2 | Comp | - | Yes | Yes | Yes | Yes | No | No | Yes | Yes | No | Yes | - | X | - | - | X | - |
| Louisiana | Yes | 1-1/2 | Comp | None | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | - | X | - | - | X | - |
| Maine | Yes | 1-1/2 | - | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | - | - | X | - | - | X | - |
| Maryland | Yes | 1-1/2 | Comp | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | - | - | X | X | - | - |
| Massachusetts | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | - | X | - | X | - | - |
| Michigan | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | - | X | X | - | X | X |
| Minnesota | Yes | 1-1/2 | Straight | 1-1/2 | Yes | Yes | Yes | Yes | No | No | Yes | Yes | No | Yes | - | X | - | X | - | - |
| Mississippi | No | - | - | - | Yes | - | Yes | Yes | No | No | Yes | Yes | No | Yes | X | - | - | X | - | - |
| Missouri | Yes | 1-1/2 | Straight | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | No | Yes | No | Yes | X | - | - | X | - | - |
| Montana | Yes | 1-1/2 | Comp | 1-1/2 | Yes | Yes | Yes | Yes | No | No | No | Yes | No | Yes | - | - | X | - | X | - |
| Nebraska | Yes | 1-1/2 | Straight | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | No | Yes | - | X | - | - | X | - |
| Nevada | Yes | 1-1/2 | 1-1/2 & Straight | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | No | Yes | - | - | X | - | X | - |
| New Hampshire | Yes | 1-1/2 | Straight | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | - | X | - | - | X | - |
| New Jersey | Yes | 1-1/2 | 1-1/2 | Straight | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | - | X | - | - | X | - |
| New Mexico | Yes | 1-1/2 | Straight | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | No | Yes | No | Yes | - | - | X | - | - | X |
| New York | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Limit | No | Yes | Yes | No | Yes | - | - | X | - | - | X |
| North Carolina | Yes | 1-1/2 | None | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | Yes | - | - | X | - | - | X |
| North Dakota | Yes | 1-1/2 | Straight | 1-1/2 | Yes | Yes | Yes | Yes | No | No | No | Yes | No | Yes | - | - | X | - | X | - |
| Ohio | Yes | 1-1/2 | - | - | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | No | Yes | - | X | - | - | X | - |
| Oklahoma | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | - | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | - | - | X | - | X | - |
| Oregon | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | No | Yes | - | - | X | - | X | - |
| Pennsylvania | Yes | 1-1/2 | Comp & 1-1/2 | 1-1/2 | Yes | - | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | - | - | X | - | - | X |
| Rhode Island | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | - | X | - | - | X | - |
| South Carolina | Yes | 1-1/2 | Comp | 1-1/2 | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | No | Yes | - | X | - | X | - | - |
| South Dakota | Yes | 1-1/2 | Comp | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | No | Yes | No | Yes | - | - | X | - | X | - |
| Tennessee | Yes | Straight & 1-1/2 | Comp | - | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | - | X | - | - | X | - |
| Texas | Yes | Comp | None | Straight | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | No | Yes | - | - | X | - | - | X |
| Utah | Yes | - | - | - | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | Yes | - | - | X | X | X | - |
| Vermont | Yes | 1-1/2 | Straight or Comp | 1-1/2 | Yes | Yes | Yes | Yes | No | Yes | No | Yes | No | Yes | - | X | - | X | - | - |
| Virginia | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | X | - | - | X | - | - |
| Washington | Yes | 1-1/2 | 1-1/2 | 1-1/2 | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | No | Yes | - | - | X | - | - | X |
| West Virginia | Yes | 1-1/2 | Straight | 1-1/2 | No | - | Yes | Yes | Yes | Yes | No | No | No | Yes | - | X | - | X | - | - |
| Wisconsin | Yes | Var | None | 1-1/2 | No | - | Yes | Yes | No | No | No | Yes | No | Yes | - | X | - | X | - | - |
| Wyoming | Yes | 1-1/2 | None | 1-1/2 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | X | - | - | X | - | - |

27. 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?
- Total
 - Limited
 - None

29. 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?
- Highway Department vehicles only
 - Vehicles for several state agencies
 - Vehicles for all state agencies

MAINTENANCE RESPONSIBILITY

28. Is the physical placement and maintenance of signing and marking the responsibility of the Maintenance Division?
- Original placement of highway signs
 - Replacement and maintenance of highway signs
 - Pavement marking

MAINTENANCE RESPONSIBILITY

| Moving Expense | | | Signing & Marking Responsibility | | | | Vehicle Maintenance | | | State |
|----------------|-------|-------|----------------------------------|-------|-------|------|---------------------|-------|-------|----------------|
| (27a) | (27b) | (27c) | (28a) | (28b) | (28c) | (29) | (29a) | (29b) | (29c) | |
| - | X | - | Yes | Yes | Yes | Yes | - | X | - | Alabama |
| - | X | - | No | Yes | Yes | Yes | - | - | X | Alaska |
| - | X | - | Yes | Yes | Yes | Yes | X | - | - | Arizona |
| - | X | - | No | No | No | Yes | X | - | - | Arkansas |
| - | X | - | No | Yes | Yes | Yes | X | - | - | California |
| - | X | - | No | Yes | Yes | Yes | X | - | - | Colorado |
| - | - | X | No | Yes | Yes | Yes | - | X | - | Connecticut |
| - | - | X | No | No | No | Yes | X | - | - | Delaware |
| - | X | - | Some | Yes | Yes | Yes | X | - | - | Florida |
| - | X | - | Yes | Yes | Yes | Yes | X | - | - | Georgia |
| - | X | - | No | Yes | Yes | Yes | X | - | - | Hawaii |
| - | X | - | Yes | Yes | Yes | Yes | - | X | - | Idaho |
| - | X | - | No | No | No | No | - | - | - | Illinois |
| - | X | - | No | Yes | No | Yes | X | - | - | Indiana |
| - | X | - | Yes | Yes | Yes | Yes | X | - | - | Iowa |
| X | - | - | Yes | Yes | Yes | Yes | X | - | - | Kansas |
| X | - | - | No | No | No | Yes | - | X | - | Kentucky |
| X | - | - | No | Yes | Yes | Yes | - | X | - | Louisiana |
| X | - | - | No | Yes | No | Yes | - | X | - | Maine |
| - | - | X | Yes | Yes | Yes | Yes | X | - | - | Maryland |
| - | - | X | Yes | Yes | Yes | Yes | X | - | - | Massachusetts |
| - | X | - | Yes | Yes | Yes | Yes | X | - | - | Michigan |
| - | X | - | Yes | Yes | Yes | Yes | - | X | - | Minnesota |
| - | - | X | No | No | No | Yes | X | - | - | Mississippi |
| X | - | - | Yes | Yes | Yes | Yes | X | - | - | Missouri |
| - | X | - | No | Yes | Yes | Yes | X | - | - | Montana |
| X | - | - | Yes | Yes | Yes | Yes | X | - | - | Nebraska |
| X | - | - | No | Yes | Yes | Yes | X | - | - | Nevada |
| - | - | X | No | No | No | Yes | X | - | - | New Hampshire |
| - | - | X | Some | Yes | Yes | Yes | X | - | - | New Jersey |
| - | X | - | No | Yes | Yes | Yes | X | - | - | New Mexico |
| - | X | - | Yes | Yes | Yes | Yes | X | - | - | New York |
| - | X | - | No | Yes | Yes | Yes | X | - | - | North Carolina |
| - | X | - | Yes | Yes | Yes | Yes | X | - | - | North Dakota |
| X | - | - | No | No | No | Yes | - | - | X | Ohio |
| - | X | - | No | Yes | Yes | Yes | X | - | - | Oklahoma |
| - | X | - | Yes | Yes | Yes | Yes | X | - | - | Oregon |
| X | - | - | Yes | Yes | No | Yes | X | - | - | Pennsylvania |
| - | - | X | No | Yes | Yes | Yes | - | - | X | Rhode Island |
| - | X | - | Yes | Yes | Yes | Yes | X | - | - | South Carolina |
| - | X | - | Yes | Yes | Yes | Yes | - | X | - | South Dakota |
| - | - | X | No | Yes | Yes | Yes | - | X | - | Tennessee |
| - | X | - | Yes | Yes | Yes | Yes | X | - | - | Texas |
| - | X | - | No | Yes | Yes | Yes | - | X | - | Utah |
| X | - | - | Yes | Yes | Yes | Yes | - | X | - | Vermont |
| - | X | - | No | Yes | Yes | Yes | - | - | X | Virginia |
| - | X | - | No | Yes | Yes | Yes | X | - | - | Washington |
| - | X | - | No | Yes | Yes | Yes | X | - | - | West Virginia |
| X | - | - | Yes | Yes | Yes | No | - | - | - | Wisconsin |
| X | - | - | No | Yes | Yes | Yes | X | - | - | Wyoming |

MAINTENANCE QUESTIONNAIRE ON POLICIES AFFECTING MAINTENANCE AND TRAFFIC OPERATIONS (Cont'd)

LANE MILES

30. 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
31. What is your average number of maintenance and traffic operations field employees?
 a. Permanent
 b. Temporary
 c. Total
32. Average lane miles per man using information from Questions 30 and 31.

BASIS OF OPERATIONS

33. Have you changed or do you contemplate changing to a maintenance management system or maintenance performance budget method of operations?
 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?

| State | RELATIONSHIP, MILES TO NUMBER OF EMPLOYEES | | | | | | | | BASIS OF OPERATIONS | | | | | |
|----------------|--|---------|--------|---------|-----------------------------|-------|-------|--------|-------------------------------|-------|-------|-------|--------|------|
| | Lane Miles | | | | Average Number of Employees | | | | Maintenance Management System | | | | | |
| | (30a) | (30b) | (30c) | (30d) | (31a) | (31b) | (31c) | (32) | (33a) | (33b) | (33c) | (33d) | (34) | (35) |
| Alabama | 3,812 | 24,308 | - | 28,120 | 1,016 | 231 | 1,247 | 22.55 | - | X | - | - | 100% | 100% |
| Alaska | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Arizona | 4,623 | 10,709 | 1,185 | 16,517 | 779 | 15 | 794 | 20.80 | - | X | - | - | 100% | 97% |
| Arkansas | 2,659 | 32,047 | - | 34,706 | 1,784 | 36 | 1,820 | 19 | - | X | - | - | 100% | 100% |
| California | 21,755 | 25,868 | - | 47,623 | 4,400 | 220 | 4,620 | 10 | - | X | - | - | 100% | 100% |
| Colorado | 7,557 | 17,500 | 400 | 25,457 | 1,230 | 80 | 1,310 | 20 | - | X | - | - | 100% | 80% |
| Connecticut | 3,090 | 7,070 | - | 10,160 | 1,618 | - | 1,618 | 6.28 | - | - | X | - | 100% | None |
| Delaware | 170 | 3,238 | 6,164 | 9,572 | 461 | 5 | 466 | 20.8 | - | X | - | - | 75% | 75% |
| Florida | 7,550 | 27,370 | - | 34,920 | 2,326 | - | 2,326 | - | - | X | X | - | 100% | - |
| Georgia | 4,683 | 36,872 | 582 | 42,137 | 3,119 | 113 | 3,232 | 12.4 | - | X | - | - | 95% | 95% |
| Hawaii | 299 | 1,988 | - | 2,287 | 323 | - | 323 | 7.08 | X | - | - | - | - | - |
| Idaho | 2,206 | 9,193 | - | 11,399 | 502 | 100 | 602 | 18 | - | X | - | - | 90% | 95% |
| Illinois | 7,132 | 31,159 | 1,462 | 39,753 | 2,894 | 160 | 3,054 | 13.0 | X | - | - | - | - | - |
| Indiana | 4,724 | 24,951 | - | 29,675 | 2,193 | 71 | 2,264 | 13.1 | - | X | - | - | 100% | 100% |
| Iowa | 3,533 | 20,667 | - | 24,200 | 1,403 | 20 | 1,423 | 17.01 | - | X | - | - | 100% | 100% |
| Kansas | 3,295 | 18,975 | 1,523 | 23,793 | 1,358 | 8 | 1,366 | 17.42 | - | X | - | - | 100% | 100% |
| Kentucky | 5,449 | 23,422 | 25,014 | 53,885 | 3,289 | - | 3,289 | 16.384 | - | X | - | - | 100% | 100% |
| Louisiana | 3,164 | 19,367 | 15,479 | 38,010 | 3,250 | - | 3,250 | 12 | - | X | - | - | 100% | 100% |
| Maine | 1,128 | 7,002 | 13,639 | 21,769 | 1,110 | 23 | 1,133 | 19.2 | - | - | X | - | 100% | 100% |
| Maryland | 317 | 4,872 | 2,243 | 6,432 | 1,616 | - | 1,616 | - | - | X | - | - | 100% | 100% |
| Massachusetts | 3,436 | 8,077 | 481 | 11,994 | 1,906 | 73 | 1,979 | 7 & 33 | - | X | - | - | 100% | 100% |
| Michigan | 2,868 | 4,544 | - | 7,412 | 798 | 9 | 807 | 9.2 | - | X | - | - | 35% | 36% |
| Minnesota | 3,541 | 29,948 | - | 33,489 | 2,035 | 38 | 2,073 | - | X | - | - | - | - | - |
| Mississippi | 2,640 | 19,912 | 44 | 22,596 | 1,760 | 24 | 1,784 | 12.67 | - | X | - | - | 80% | 75% |
| Missouri | 5,184 | 64,158 | 3,313 | 72,655 | 3,330 | - | 3,330 | 21.8 | - | - | X | - | 100% | 100% |
| Montana | 4,584 | 11,912 | 2,187 | 18,683 | 539 | 10 | 549 | 34 | - | - | X | - | - | - |
| Nebraska | 1,977 | 19,739 | 130 | 21,846 | - | - | - | - | - | X | - | - | 100% | 100% |
| Nevada | 2,875 | 9,150 | 2,250 | 14,275 | 391 | 25 | 416 | - | - | X | - | - | 100% | 100% |
| New Hampshire | 771 | 7,791 | 457 | 9,019 | 740 | 80 | 820 | 11.0 | X | - | - | - | - | - |
| New Jersey | 2,608 | 7,713 | 941 | 11,262 | - | - | - | - | - | X | - | - | 100% | 100% |
| New Mexico | 4,371 | 15,833 | 6,758 | 26,963 | 1,156 | 17 | 1,173 | 22.99 | - | X | - | - | 100% | 80% |
| New York | 4,197 | 36,027 | 1,494 | 41,718 | 5,193 | 26 | 5,219 | 8.0 | - | - | X | - | 100% | 90% |
| North Carolina | 2,828 | 144,134 | 11,894 | 158,856 | 6,031 | 386 | 6,417 | 24.76 | - | X | - | - | 100% | 95% |
| North Dakota | 2,284 | 13,615 | - | 15,899 | 362 | 32 | 394 | 40.4 | - | X | - | - | 100% | 100% |
| Ohio | 12,029 | 30,129 | - | 42,159 | 2,378 | - | 2,378 | 17.73 | - | X | - | - | 100% | None |
| Oklahoma | 3,400 | 24,226 | - | 27,626 | 1,510 | 25 | 1,535 | - | - | X | - | - | 100% | 100% |
| Oregon | 3,264 | 17,859 | - | 21,123 | 1,230 | 20 | 1,250 | 16.9 | - | X | - | - | 100% | 100% |
| Pennsylvania | 19,152 | 55,012 | 24,119 | 98,283 | 8,500 | 260 | 8,760 | - | - | X | - | - | 100% | 75% |
| Rhode Island | 434 | 2,547 | - | 2,981 | 487 | 10 | 497 | 6 | - | - | X | - | 90% | 75% |
| South Carolina | 2,925 | 80,944 | - | 83,869 | 2,558 | - | 2,558 | 32.78 | X | - | - | - | - | - |
| South Dakota | 2,632 | 15,608 | - | 18,240 | 565 | 39 | 604 | 30 | - | X | - | - | 100% | 100% |
| Tennessee | 4,774 | 20,314 | - | 25,088 | 1,874 | - | 1,874 | 13.39 | - | X | - | - | 100% | 100% |
| Texas | 29,631 | 112,630 | 31,941 | 174,202 | 6,600 | 110 | 6,710 | 26.0 | - | - | X | - | 95% | 100% |
| Utah | 3,646 | 10,394 | - | 14,040 | 531 | 30 | 570 | 24.6 | - | X | - | - | 100% | 100% |
| Vermont | 1,534 | 4,481 | - | 6,015 | 491 | 20 | 511 | 11.8 | - | - | X | - | 25-40% | 25% |
| Virginia | 9,702 | 102,548 | 594 | 112,844 | 5,781 | 8 | 5,789 | 19.5 | - | X | - | - | 100% | 100% |
| Washington | 5,364 | 11,414 | - | 16,778 | 1,018 | 117 | 1,135 | 14.8 | - | X | - | - | 99% | 87% |
| West Virginia | 2,565 | 66,200 | - | 68,765 | 2,363 | - | 2,363 | - | - | X | - | - | 100% | 100% |
| Wisconsin | 2,421 | 23,611 | - | 26,032 | 68 | - | 68 | - | - | - | - | X | - | - |
| Wyoming | 4,321 | 11,155 | 135 | 15,611 | 485 | 50 | 535 | 29 | - | X | - | - | 80% | 95% |

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 are the lane miles handled by each crew?
 a. Same crew handles traffic signs and striping
 b. Traffic signs
 c. Striping
39. Have you implemented an equipment management system?
40. If the answer to Question 39 is "No", do you intend to implement one?
41. If the answer to Question 39 is "Yes", does your system provide for:
 a. Control of numbers of units
 b. Determination of optimum replacement intervals
 c. Determination of shop personnel requirements
 d. Determination of parts requirements
 e. Management preventative maintenance programs
 f. Control of utilization
42. Do you work four 10-hour-day work week? If "Yes", check the applicable statements:
 a. Field crews
 b. Shop personnel
 c. Summer months
 d. Winter months
 e. Management's prerogative
 f. Union concurrence

BASIS OF OPERATIONS

| | | Basis of Crew Operations | | | | | | | | Equipment Management System | | | | | | | | | | | | State |
|---------|------|--------------------------|--------|-------|--------------|------|--------------|-------|-------|-----------------------------|-------|-------|------|-------|-------|-------|-------|-------|-------|---|----------------|-------|
| (36) | (37) | (38a) | (38b) | (38c) | (39) | (40) | (41a) | (41b) | (41c) | (41d) | (41e) | (41f) | (42) | (42a) | (42b) | (42c) | (42d) | (42e) | (42f) | | | |
| 625 | 20 | No | - | Yes | 625 | Yes | 3,124 | No | Yes | - | - | - | - | Yes | X | X | X | - | - | - | Alabama | |
| - | - | Yes | Var | - | - | - | - | - | Yes | X | X | X | X | Yes | X | X | X | X | X | X | Alaska | |
| 359.07 | 55.8 | No | - | Yes | 1,540 | Yes | 5,300 | No | Yes | - | - | - | - | Yes | X | - | X | - | X | - | Arizona | |
| 423 | 40 | No | - | Yes | 496 5,784 | Yes | 469 5,784 | Yes | - | - | X | X | X | Yes | X | X | X | - | X | - | Arkansas | |
| 161 | 30 | No | - | Yes | 2,000 | Yes | 3,000 | No | Yes | - | - | - | - | Yes | - | - | - | - | X | - | California | |
| 65 | 20 | Yes | 3,130 | Yes | - | Yes | - | Yes | - | X | X | X | X | No | - | - | - | - | - | - | Colorado | |
| 200 | 15 | No | - | Yes | 2,500 | Yes | 2,500 | No | Yes | - | - | - | - | No | - | - | - | - | - | - | Connecticut | |
| 190 | 20 | No | - | Yes | 870 | No | - | Yes | - | - | - | - | - | - | - | - | - | - | - | - | Delaware | |
| - | 20 | No | - | Yes | 1,058 | Yes | 3,880 | No | Yes | X | X | - | - | Yes | X | X | - | - | - | - | Florida | |
| 235+ | 35 | No | - | Yes | 880 | Yes | 4,967 | No | Yes | - | - | - | - | Yes | X | - | X | - | X | - | Georgia | |
| 114 | 28 | Yes | 446 | Yes | 796 | Yes | 530 | No | No | - | - | - | - | - | - | - | - | - | - | - | Hawaii | |
| 141 | 23 | No | - | Yes | 1,900 | Yes | 3,800 | Yes | - | X | X | X | X | - | - | - | - | - | - | - | Idaho | |
| 370 | 20 | Yes | 5,060 | - | - | - | - | No | Yes | X | X | - | - | Yes | X | - | X | - | X | X | Illinois | |
| 263 | 25 | No | - | Yes | 2,473 | Yes | 2,473 | Yes | - | X | X | X | X | No | - | - | - | - | - | - | Indiana | |
| 169 | 20 | No | - | No | - | Yes | 4,033 | No | Yes | - | - | - | - | Yes | - | - | X | - | X | - | Iowa | |
| 207 | 20 | No | - | No | - | Yes | 3,966 | Yes | Yes | X | X | X | - | Yes | X | X | X | - | X | X | Kansas | |
| 450 | 15 | No | 4,490 | Yes | 4,490 | Yes | 4,490 | No | Yes | - | - | - | - | - | - | - | - | - | X | - | Kentucky | |
| 613 | 40 | No | - | Yes | 3,800 | Yes | 4,700 | Yes | Yes | X | X | X | X | Yes | X | - | X | - | X | - | Louisiana | |
| 300 | 18 | No | - | Yes | 1,000 | Yes | 3,500 | Yes | Yes | X | X | - | X | No | - | - | - | - | - | - | Maine | |
| 50 | 20 | No | - | Yes | 280 | Yes | 620 | Yes | - | X | X | X | X | No | - | - | - | - | - | - | Maryland | |
| 123 | 20 | Yes | 270 | - | - | - | - | No | - | - | - | - | - | - | - | - | - | - | - | - | Massachusetts | |
| 212 | 25 | No | - | Yes | 581 | Yes | 1,500 | No | Yes | - | - | - | - | Yes | X | - | X | - | X | - | Michigan | |
| 40 | 23 | No | - | Yes | 1,700 | Yes | 3,400 | No | Yes | - | - | - | - | Yes | X | X | X | - | X | - | Minnesota | |
| 250 | 20 | No | - | Yes | 250 | Yes | 3,600 | Yes | - | X | X | - | - | Yes | X | - | X | - | X | - | Mississippi | |
| 202 | - | No | - | No | - | Yes | 4,840 | No | No | - | - | - | - | - | - | - | - | - | - | - | Missouri | |
| 138 | 35 | No | - | No | - | Yes | 1,450 | No | Yes | - | - | - | - | - | - | - | - | - | - | - | Montana | |
| 270 | 25 | No | - | Yes | 500 | Yes | 3,000 | No | Yes | - | - | - | - | - | - | - | - | - | - | - | Nebraska | |
| 150 | 27 | Yes | 950 | Yes | 950 | Yes | 950 | Yes | - | X | X | X | X | Yes | X | - | X | - | - | - | Nevada | |
| 93.0 | 12+ | No | - | Yes | 1,288 | Yes | 1,503 | No | Yes | - | - | - | - | - | - | - | - | - | - | - | New Hampshire | |
| 150 | 12 | Yes | 2,245 | - | - | - | - | Yes | - | X | X | X | X | - | - | - | - | - | - | - | New Jersey | |
| 321 | 42 | No | - | Yes | 5,393 | Yes | 8,988 | No | Yes | X | X | X | X | Yes | X | - | X | - | X | X | New Mexico | |
| 200-250 | 20 | No | - | Yes | 350-1,000 | Yes | 1,400-3,000 | Yes | - | X | X | X | X | Yes | X | - | X | - | X | - | New York | |
| 350 | 15 | No | - | Yes | 1,573 | Yes | 8,624 | Yes | - | - | X | X | X | Yes | X | X | X | - | X | - | North Carolina | |
| 196 | 30 | No | - | Yes | 1,987 | Yes | 7,950 | No | No | - | - | - | - | Yes | X | X | X | - | - | X | North Dakota | |
| 243 | 20 | Yes | Varies | - | - | - | - | No | - | - | - | - | - | Yes | X | X | X | - | X | - | Ohio | |
| 300 | 30 | No | - | Yes | 3,200 | Yes | 3,200 | No | - | - | - | - | - | Yes | - | - | - | - | X | - | Oklahoma | |
| 228 | 30 | No | - | Yes | 1,200 | Yes | 3,800 | No | No | - | - | - | - | Yes | X | - | X | - | X | X | Oregon | |
| 125-150 | 30 | No | - | Yes | 1,100 | Yes | 3,000 | Yes | - | X | - | - | X | - | - | - | - | - | - | - | Pennsylvania | |
| 187.5 | 8 | No | - | Yes | 745 | Yes | 1,000 | No | Yes | - | - | - | - | No | - | - | - | - | - | - | Rhode Island | |
| 350 | 20 | No | - | Yes | 1,780 | Yes | 9,070 | No | No | - | - | - | - | - | - | - | - | - | - | - | South Carolina | |
| 217 | 45 | Yes | 2,027 | - | - | - | - | No | Yes | - | - | - | - | Yes | X | - | X | - | - | - | South Dakota | |
| - | 20 | Yes | - | Yes | - | No | - | No | Yes | - | - | - | - | Yes | - | - | - | - | - | - | Tennessee | |
| 26 | 25 | No | - | Yes | 550 | Yes | 5,000 | Yes | - | - | - | - | X | Yes | X | - | X | - | - | - | Texas | |
| 195 | 40 | Yes | 2,340 | Yes | 2,340 | Yes | 2,340 | Yes | - | X | X | - | X | Yes | X | - | X | - | X | - | Utah | |
| 150 | 25 | No | - | Yes | 1,500 | Yes | 2,000 | No | Yes | - | - | - | - | No | - | - | - | - | - | - | Vermont | |
| 460 | 18 | No | - | Yes | 1,800 | Yes | 4,500 | Yes | - | X | X | X | - | Yes | X | - | X | - | - | - | Virginia | |
| 280 | 30 | No | - | Yes | 3,300 | Yes | 3,300 | Yes | - | X | X | X | - | Yes | X | X | X | X | X | X | Washington | |
| - | - | Yes | 2,000 | Yes | 2,000 | Yes | 2,000 | Yes | - | X | X | X | X | Yes | X | - | X | - | X | - | West Virginia | |
| - | - | No | - | Yes | 744 | Yes | 2,367 | No | No | - | - | - | - | Yes | X | - | - | - | X | - | Wisconsin | |
| 290 | 50 | No | - | Yes | 1,500 | Yes | 1,500 | No | No | - | - | - | - | Yes | X | - | X | - | X | - | Wyoming | |