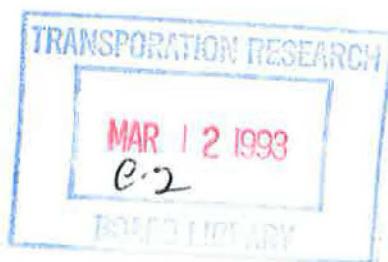


TRANSPORTATION
RESEARCH

Number 402, March 1993

CIRCULAR

Progress Report on Maintenance and Operations Personnel



PROGRESS REPORT ON MAINTENANCE AND OPERATIONS PERSONNEL

Sponsored by Committee on Maintenance and Operations Personnel
In cooperation with
Texas Department of Transportation and
AASHTO Subcommittee on Maintenance

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INTRODUCTION

This report was sponsored by the TRB Committee on Maintenance and Operations Personnel and prepared by the Classification and Staffing Section of the Division of Human Resources of the Texas Department of Transportation in cooperation with the AASHTO Subcommittee on Maintenance. This report is the 46th in a series that began in 1944.

The years 1977 and 1989 were used as the base years for the comparison of salaries as was done in the previous report in this series (*Transportation Research Circular No. 360*). The advantage of using 1977 and 1988 as base indices is that they provide a reasonable approximation of the long-term and short-term changes in wage rates.

For comparative purposes, portions of this report have been broken down into four regions as follows:

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

SALARY COMPARISONS

The monthly salary statistics for this report indicate an increase in 1977-92 and 1989-92 percentages. The increases for 1989-92 ranged from 2.9 to 31.9 percent. The 2.9 percent figure being for Sign Technicians and the 31.9 percent for Senior Construction Technicians.

To give a further breakdown of average monthly salaries, the chart below gives a cross-section of eight positions in the four regions of the United States. The Western States no longer command the highest average salary in each of the titles listed.

POLICIES INFORMATION AND SALARY DATA

Due to the wide variety of policies listed by the various states, no attempt has been made to synthesize them into a generic policy. The responses to policy questions are simply summarized. Individuals interested in doing statistical analysis should ask for a copy of the data that is also available on computer disk in dBase III and Lotus

1992 AVERAGE MAXIMUM MONTHLY SALARY (\$)

| STATE CLASS TITLES | U.S REGIONS | | | | |
|--------------------------------------|----------------|---------------|--------------------|---------|-------|
| | North Atlantic | South Eastern | Mississippi Valley | Western | All |
| State Maintenance Engineer | 6,231 | 5,599 | 5,600 | 5,734 | 5,743 |
| District Engineer | 5,841 | 5,760 | 5,857 | 5,832 | 5,842 |
| Area Supervisor | 2,925 | 2,870 | 3,476 | 3,398 | 3,194 |
| Laborer | 1,659 | 1,424 | 1,917 | 1,839 | 1,717 |
| Mechanic | 2,400 | 2,145 | 2,353 | 2,503 | 2,385 |
| Equipment Operator II | 1,935 | 1,777 | 2,238 | 2,094 | 2,044 |
| Traffic Signal & Lighting Foreman | 2,614 | 2,710 | 2,995 | 3,240 | 2,926 |
| Traffic Signal & Lighting Technician | 2,276 | 2,341 | 2,632 | 2,573 | 2,473 |

123 from the Classifications and Staffing Section of the Division of Human Resources of the Texas Department of Transportation, 512/463-8858.

DEFINITION OF MAINTENANCE AND OPERATIONS PERSONNEL TITLES

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

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.

1. State Maintenance Engineer - One in an executive capacity who supervises all activities of maintenance for the State Highway and Transportation Department.
2. Assistant State Maintenance Engineer - One who assists the State Maintenance Engineer in the work of supervising the activities of maintenance.
3. District Engineer - (In some states, called Division Engineer or Regional Engineer) - One in an executive capacity who supervises highway activities within a district.
4. District Maintenance Engineer - One in an executive capacity who supervises maintenance activities of highways within a district.
5. Assistant District Maintenance Engineer - One who assists the District Engineer and/or the District Maintenance Engineer in supervising maintenance within a district.
6. Resident Maintenance Engineer - One who directs the activities of all maintenance employees and equipment and oversees the maintenance of highways within a residency.
7. Area Supervisor - (In some states, called Superintendent) - One who directs the activities of all maintenance employees and equipment and oversees the maintenance of highways within a residency, excluding engineering requirements.
8. Gang Foreman - One who directs the activities of a group of employees engaged in maintenance and betterment work such as a grading crew, bituminous repair crew, concrete pavement patching crew, bridge repair crew, roadside maintenance crew, etc.
9. Sectionman - One who in reality is a working foreman, or who can and does perform any of the work necessary to maintain properly the highways within a specified territory; in addition, supervises the work of operators and laborers when necessary. A highly skilled and trained worker.
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 - Operator of light trucks, mowers, patching rollers, etc.
17. Equipment Operator II - Operator of heavy trucks, light graders, and rollers used on resurfacing projects.
18. Equipment Operator III - Operator 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

Traffic Operations - The operation of a highway facility and services incidental thereto to provide safe, convenient, and economical highway transportation.

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.
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 in the activity of fabricating traffic signs.
28. Traffic Signal & Lighting Foreman - One who directs a crew in activities related to the operations and maintenance of traffic signals and lighting.
29. Striper Foreman - One who directs a crew in activities related to pavement markings.
30. Sign Erection Foreman - One who directs a crew 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 laborers 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 and Transportation 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.
37. State Construction Engineer - One in an executive position who supervises all activities of construction for the State Highway and Transportation Department.
38. District Construction Engineer - One in an executive capacity who supervises construction activities of highways within a district.
39. Senior Construction Technician - One who may be in charge of major construction projects under the supervision of a Project Engineer or be directly in charge of smaller projects or major portions of large projects. Supervises other technicians.
40. J Journeyman Construction Technician - One who performs work independently with little supervision on inspection, surveying and office tasks covered by standards and complete plans, specifications and instructions.
41. Entry-Level Construction Technician - One who performs basic inspection, surveying and office work under direct supervision. Typically has no post-high school training.

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | STATE MAINTENANCE ENGINEER (1) | # | | | ASSISTANT STATE MAINTENANCE ENGINEER (2) | | | |
|----------------------|-----------------------------------|----|--------|------|---|-----|------|-------|
| | | | MIN | MAX | # | MIN | MAX | |
| Alabama | State Mtce Engineer | 1 | 4496 | 6846 | Asst State Mtce Engr | 4 | 3333 | 5082 |
| Alaska | | | | | | | | |
| Arizona | Asst State Engr Mtce Sect | 1 | 3701 | 5601 | | | | |
| Arkansas | Cont & Mtce Engineer | 1 | 5319 | 5319 | Asst Const/Mtce Engr | 2 | 4346 | 4859 |
| California | Div Chief,Div Maint | 1 | 6193 | 6519 | | | | |
| Colorado | Dir Mtce & Oper | 1 | 4209 | 5640 | Staff Hwy Mtce Supt | 1 | 3735 | 5005 |
| Connecticut * | | | | | | | | |
| Delaware | | | | | | | | |
| Florida | State Mtce Engineer | 1 | 3553 | 6140 | Prof Engr Admin | 1 | 3537 | 6087 |
| Georgia | State Mtce Engr | 1 | 3389 | 5483 | Asst St Mtce Engr | 1 | 2858 | 4583 |
| Hawaii | Chief Hwy Div | 1 | 6729 | 6729 | Asst Chief Cons&Mtce | 1 | 5472 | 5472 |
| Idaho | State Mtce Engineer | 1 | 4068 | 6011 | Asst Mtce Engr | 1 | 3186 | 4709 |
| Illinois | State Mtce Operations Engineer | 1 | 3955 | 6250 | Section Chief | 3 | 3405 | 5790 |
| Indiana | Deputy Commissioner Opr | 1 | 3698 | 5865 | | | | |
| Iowa | State Mtce Engineer | 1 | 4403 | 5566 | Asst State Mtce Engr | 1 | 3479 | 4403 |
| Kansas | Chief,Bur Const/Mtce | 1 | 3793 | 5335 | A-Chf,Bur Const/Mtce | 1 | 3120 | 4389 |
| Kentucky | Engr Dir, Div of Mtce | 1 | 2743 | 5750 | Engr Br Mgr Div Mtce | 3 | 2488 | 5480 |
| Louisiana | Mtce Engr Administrator | 1 | 4440 | 6927 | | | | |
| Maine | Dir Bur Mtce Opers | 1 | 3556 | 5974 | Hwy Mtce Engineer | 1 | 2844 | 3972 |
| Maryland | Deputy Chf Engr Maint | 1 | 5683 | 5683 | Asst Dep Chief Engr | 1 | 2926 | 3844 |
| Massachusetts | | | | | Civil Engineer VI | 1 | 3292 | 4236 |
| Michigan | Engineer of Mtce | 1 | 4679 | 6255 | | | | |
| Minnesota | State Mtce Engineer | 1 | 4547 | 6036 | | | | |
| Mississippi | Maintenance Engineer | 1 | 3175 | 4756 | Asst Mtce Engineer | 1 | 2859 | 4283 |
| Missouri | Div Engr Mtce & Traf | 1 | 4662 | 5749 | Asst Div Engr Mtce | 1 | 3312 | 4595 |
| Montana | Director of Transp | 1 | 4525 | | Administrator Hwy Div | 1 | 4631 | 7130 |
| Nebraska | Hwy Mtce Manager | 1 | 3304 | 4625 | Hwy Mtce Oper Mgr | 1 | 3073 | 4302 |
| Nevada | Chief Mtce Engineer | 1 | 3385 | 4653 | Asst Chief Mtce Engr | 1 | 3097 | 4254 |
| New Hampshire | State Mtce Engineer | 1 | 3645 | 4386 | Asst Mtce Engineer | 1 | 3179 | 3789 |
| New Jersey | Asst Comm Const & Mtce | 1 | | 7401 | Region Dir Const&Mtce | 4 | | 6763 |
| New Mexico | Highway Engineer 4 | 1 | 3356 | 4731 | Highway Engineer 2 | 1 | 2994 | 4221 |
| New York | Director Hwy Mtce | 1 | 6662 | 8261 | Asst Dir Hwy Mtce | 1 | 4904 | 6201 |
| North Carolina | Trans Engr Manager II | 10 | 3886 | 6052 | Trans Engr Manager I | 33 | 3551 | 5510 |
| North Dakota | Dir Maint & Procure | 1 | 3034 | 4641 | Asst Dir Mtce&Procure | 1 | 2621 | 4027 |
| Ohio * | | | | | | | | |
| Oklahoma | State Mtce Engineer | 1 | 4026 | 5326 | Asst State Mtce Engr | 1 | 3755 | 4963 |
| Oregon | Operations Mgr | 1 | 3979 | 5597 | Field Operations Engr | 1 | 3610 | 5080 |
| Pennsylvania | Dir, Bur of Mtce&Opr | 1 | 4404 | 5765 | Sr. Civil Engr Mgr | 1 | 3342 | 5139 |
| Rhode Island * | | | | | | | | |
| South Carolina | State Mtce Engr | 1 | 3468 | 5202 | Asst Director Mtce | 2 | 3083 | 4625 |
| South Dakota | Trans Office Engr | 1 | 3161 | 4742 | | | | |
| Tennessee | Civil Engr Dir | 1 | 2843 | 4224 | Civil Engr Mgr 2 | 1 | 2603 | 3868 |
| Texas | Div Dir Mtce & Opr | 1 | 6308 | 6308 | Mtce & Opr Engr | 1 | 5407 | 5407 |
| Utah | Engineer Mtce | 1 | 3666 | 5503 | | | | |
| Vermont | Maintenance Mgmt Engineer | 1 | 3860 | 6145 | Civil Engr Executive B | 1 | 3155 | 5028 |
| Virginia | Division Admin | 17 | 3583 | 5470 | Asst Division Admin | 37 | 2998 | 4578 |
| Washington | Chief Mtce Engineer | 1 | 4789 | 6131 | Roadway Mtce Engr | 1 | 3931 | 5031 |
| West Virginia | Chief Engr Mtce | 1 | 3336 | 5173 | Dir Mtce Div | 1 | 1827 | 4715 |
| Wisconsin | Civil Engr Tran Mgr 2 | 1 | 4181 | 6382 | Civil Eng trans Mrg1 | 3 | 3884 | 5884 |
| Wyoming | St Const & Mtce Engr | 1 | 3412 | 5799 | | | | |
| 1992 Average | | | 5743 | | | | | 4925 |
| 1989 Average | | | 5116 | | | | | 4467 |
| 1977 Average | | | 2624 | | | | | 2556 |
| % Increase 1977-1992 | | | 118.9% | | | | | 92.7% |
| % Increase 1989-1992 | | | 12.3% | | | | | 10.3% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | DISTRICT ENGINEER (3) | # | MIN | MAX | DISTRICT MAINTENANCE ENGINEER (4) | | | |
|----------------------|--------------------------|----|--------|------|--------------------------------------|-----|--------|------|
| | | | | | # | MIN | MAX | |
| Alabama | Division Engineer | 9 | 4496 | 6846 | Division Mtce Engr | 9 | 3333 | 5082 |
| Alaska | M&O Dir/North/Cent | 2 | 5650 | 6732 | Trans.Mnt.Mgr.II,III | 5 | 4005 | 5434 |
| Arizona | District Engineer | 4 | 3701 | 5601 | Asst Dist Engr Mtce | 4 | 3378 | 5112 |
| Arkansas | District Engineer | 10 | | 5150 | Dist Mtce Supt/Eng | 10 | 4051 | 4753 |
| California | District Director | 12 | 5631 | 7163 | Dep Dist Dir, Mtce & Dep | 11 | 5000 | 5513 |
| Colorado | District Engineer | 6 | 4209 | 5640 | Hwy Mtce Supt III | 8 | 3463 | 4640 |
| Connecticut * | | | | | | | | |
| Delaware | District Engr | 3 | 4209 | 7015 | Civil Eng Prog Mgr | 10 | 3676 | 6127 |
| Florida | District Secretary | 7 | 4353 | 7650 | Dist Mtce Engr | 7 | 3553 | 6140 |
| Georgia | District Engr | 7 | 3388 | 5737 | Dist Mtce Engr | 7 | 2623 | 4209 |
| Hawaii | District Engineer | 4 | 5409 | 5730 | Dist Mtce Engr/C&M Supt | 4 | 3784 | 4178 |
| Idaho | District Engineer | 6 | 4068 | 6011 | Dist Mtce Engr | 6 | 3186 | 4709 |
| Illinois | District Engineer | 9 | 3955 | 6810 | Dist Operations Engr | 9 | 3665 | 5790 |
| Indiana | Dist Director | 6 | 3120 | 4856 | Mtce Engr | 6 | 2292 | 3423 |
| Iowa | District Engineer | 6 | 4403 | 5566 | Dist Mtce Engr | 6 | 3321 | 4200 |
| Kansas | District Engineer | 6 | 3440 | 4840 | Dist Mtce Engr | 6 | 3120 | 4389 |
| Kentucky | Chf District Engr | 12 | 3018 | 6237 | Engr Br Mgr—Oper | 12 | 2488 | 5431 |
| Louisiana | District Engr Admin | 9 | 3878 | 6050 | Dist Maint. Engr | 9 | 2958 | 4615 |
| Maine | Division Engineer | 7 | 3236 | 4528 | na | | | |
| Maryland | District Engineer | 7 | 5775 | 5775 | Hwy Asst Dist Engr Mtce | 7 | 3160 | 4151 |
| Massachusetts | District Hwy Engineer | 8 | 3847 | 4834 | Civil Engr V | 8 | 3307 | 4240 |
| Michigan | District Engineer | 9 | 2716 | 9309 | Dist Oper Engr | 9 | 3619 | 4959 |
| Minnesota | District Engineer | 7 | 4547 | 6036 | Dist Mtce Engineer | 9 | 3936 | 5237 |
| Mississippi | District Engineer | 6 | 3337 | 5000 | Dist Mtce Engineer | 6 | 2859 | 4283 |
| Missouri | District Engineer | 10 | 4224 | 5455 | Dist Mtce & Traf Eng | 9 | 2948 | 4090 |
| Montana | District Engineer | 5 | 3468 | 5260 | Chief Field Maintenance | 11 | 2880 | 4325 |
| Nebraska | Hwy District Engr | 8 | 3551 | 4972 | Hwy Dist Mtce Supt | 8 | 2659 | 3723 |
| Nevada | District Engineer | 3 | 3097 | 4254 | Highway Engr V | 3 | 3097 | 4254 |
| New Hampshire | Highway Dist Engr | 6 | 3479 | 4188 | | | | |
| New Jersey | Region Engineer Transp | 4 | 4452 | 6234 | Reg Mte Eng,Trns,Mgr | 4 | 4452 | 6234 |
| New Mexico | Highway Engineer 5 | 6 | 3844 | 5418 | Highway Engineer 4 | 6 | 3356 | 4731 |
| New York | Reg Dir of Transp | 11 | 6662 | 8261 | Reg Hwy Mtce Engr | 11 | 4904 | 6201 |
| North Carolina | Trans Engr Director I | 21 | 4074 | 6350 | Div Mtce Engr Manager | 14 | 3551 | 5510 |
| North Dakota | District Engineer | 8 | 3034 | 4641 | Hwy Mtce Coord. | 3 | 2498 | 3841 |
| Ohio * | | | | | | | | |
| Oklahoma | Field Div Engineer | 8 | 4217 | 5583 | Asst Div Engr,Mtce | 8 | 3755 | 4963 |
| Oregon | Region Engineer | 5 | 3979 | 5597 | Region Oper Engr | 2 | 3267 | 4604 |
| Pennsylvania | Hwy Dist Engr | 11 | 5060 | 5891 | Asst Dist Engr Mtce | 11 | 3837 | 5428 |
| Rhode Island * | | | | | | | | |
| South Carolina | District Engr Admin | 7 | 3468 | 5202 | Dist Mtce Engineer | 7 | 3083 | 4625 |
| South Dakota | Regional Engineer | 4 | 3451 | 5177 | | | | |
| Tennessee | Civil Engr Dir | 4 | 2843 | 4224 | Civil Engr Mgr 2 | 4 | 2603 | 3868 |
| Texas | District Engineer | 24 | 5407 | 6669 | Dist Mtce I, II, III | 18 | 3088 | 6669 |
| Utah | District Director | 6 | 3471 | 5810 | Dist Mtce Engr | 6 | 3288 | 4938 |
| Vermont | | | | | District Transpt Administrator | 9 | 3155 | 5028 |
| Virginia | Transp Dist Admin | 9 | 3917 | 5980 | Trans Dist Asst Emgr | 21 | 3277 | 5004 |
| Washington | Dist. Admin | 6 | 5286 | 7108 | Dist. Oper Eng | 6 | 4338 | 5553 |
| West Virginia | District Engineer | 10 | 2862 | 5173 | Asst Dist Engr Mtce | 10 | 2550 | 4501 |
| Wisconsin | Civil Engr Trans Mgr2 | 8 | 4181 | 6382 | Civil Engr Trans Mgr | 2 | 3884 | 5884 |
| Wyoming | Dist Engr | 5 | 3412 | 5799 | Dist Mtce Engr | 5 | 2943 | 4974 |
| 1992 Average | | | 5842 | | | | 4899 | |
| 1989 Average | | | 5193 | | | | 4466 | |
| 1977 Average | | | 2564 | | | | 2175 | |
| % Increase 1977–1992 | | | 127.9% | | | | 125.2% | |
| % Increase 1989–1992 | | | 12.5% | | | | 9.7% | |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | ASSISTANT DISTRICT MAINTENANCE ENGINEER | (5) | | | (6) | | | |
|----------------------|---|-----|--------|------|-------------------------|-----|------|--------|
| | | # | MIN | MAX | # | MIN | MAX | |
| Alabama | Asst Div Mtce Engr | 9 | 2949 | 4496 | District Engineer | 41 | 2949 | 4496 |
| Alaska | Trans Mnt.Mgr I | 1 | 3748 | 4442 | Trans Mnt Super I,II | 19 | 3499 | 4746 |
| Arizona | | | | | | | | |
| Arkansas | Asst Mtce Supt | 9 | 3178 | 4100 | | | | |
| California | Brch Chief, Maint | 15 | 4324 | 5513 | | | | |
| Colorado | Hwy Mtce Supt I | 5 | 2991 | 4009 | | | | |
| Connecticut * | | | | | | | | |
| Delaware | Dist.Mtce Supt | 2 | 2295 | 3824 | | | | |
| Florida | Prof Engr Adm | 7 | 3537 | 6086 | Prof Engr III | 26 | 3318 | 5690 |
| Georgia | Asst Dist Mtce Engr | 7 | 2410 | 3760 | Asst Area Engr | 42 | 2215 | 3534 |
| Hawaii | Const & Maint Supt | 1 | 3784 | 3784 | | | | |
| Idaho | Trans Staff Engr Asst | 6 | 2876 | 3511 | | | | |
| Illinois | | | | | Dist Field Engr | 34 | 3140 | 5065 |
| Indiana | | | | | Subdistrict Manager | 37 | 2158 | 3218 |
| Iowa | | | | | Resident Mtce Engr | 24 | 3021 | 3824 |
| Kansas | | | | | Area Engineer | 25 | 2695 | 3793 |
| Kentucky | Dist Mtce Engr | 36 | 2256 | 5309 | | | | |
| Louisiana | Dist Maint. Engr | 9 | 2958 | 4615 | NA | | | |
| Maine | Asst Division Engs | 7 | 2626 | 3664 | | | | |
| Maryland | | | | | Res/Asst Res Mtce Eng | 50 | 2329 | 3058 |
| Massachusetts | Civil Engineer IV | 8 | 2828 | 3624 | Civil Engr I-III | | | |
| Michigan | Dist Mtce Engr | 9 | 3386 | 4581 | | | | |
| Minnesota | Asst Dist Mtce Engr | 9 | 3443 | 4644 | Same as #5 | | | |
| Mississippi | Asst Dist Mtce Engr | 3 | 2640 | 3955 | Resident Engineer | 18 | 2640 | 3955 |
| Missouri | Dist Mtce Engr | 21 | 2781 | 3859 | | | | |
| Montana | Field Supervisor B | 19 | 2187 | 2302 | Field Supervisor A | 117 | 2121 | 2233 |
| Nebraska | | | | | | | | |
| Nevada | Asst Dist Engr | 3 | 3097 | 4254 | Mtce Superintendent | 6 | 2597 | 3540 |
| New Hampshire | Asst Dist Engineer | 6 | 2909 | 3469 | Mtce Supervisor | 6 | 2333 | 2785 |
| New Jersey | | | | | | | | |
| New Mexico | | | | | | | | |
| New York | Asst Reg Hwy Mtce Engr | 11 | 3500 | 4298 | Bridge Mtce Eng/Res Eng | 76 | 3590 | 5051 |
| North Carolina | Dist Mtce Engr Supt | 39 | 3099 | 4791 | County Mtce Engr | 73 | 2830 | 4368 |
| North Dakota | | | | | | | | |
| Ohio * | | | | | | | | |
| Oklahoma | Area Manager | 16 | 3348 | 4418 | No Comp. Class | | | |
| Oregon | | | | | District Mtce Supv | 16 | 2965 | 4176 |
| Pennsylvania | Sr Civil Engr Mgr | 11 | 3342 | 5139 | Hwy Mtce Mgr 3, 4 | 55 | 2913 | 5139 |
| Rhode Island * | | | | | | | | |
| South Carolina | Asst Dist Mtce Engr | 4 | 2741 | 4111 | Resident Mtce Engr | 47 | 2741 | 4111 |
| South Dakota | Region Mtce Supv | 4 | 2060 | 3090 | | | | |
| Tennessee | Civil Engr Supv 2 | 12 | 2477 | 3702 | Hwy Mtce Supt 2 | 22 | 1857 | 2738 |
| Texas | Asst Dist Mtce Engr | 8 | 2707 | 3890 | NA | | | |
| Utah | Dist Mtce Supv | 15 | 2127 | 3199 | | | | |
| Vermont | | | | | | | | |
| Virginia | | | | | | | | |
| Washington | Asst/Oper & Maint | 6 | 3931 | 5031 | Trans Resident Engr | 46 | 2998 | 4578 |
| West Virginia | Included in #4 | | | | | | | |
| Wisconsin | Civil Engr Tr Supv 3 | 12 | 3481 | 4664 | Ofce Plan/Desn Engr | 10 | 2550 | 4501 |
| Wyoming | | | | | N/A | | | |
| 1992 Average | | | 4192 | | | | | 4029 |
| 1989 Average | | | 4030 | | | | | 3783 |
| 1977 Average | | | 1931 | | | | | 1700 |
| % Increase 1977-1992 | | | 117.1% | | | | | 137.0% |
| % Increase 1989-1992 | | | 4.0% | | | | | 6.5% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | AREA SUPERVISOR | (7) | | | (8) | | | |
|----------------------|-----------------------|-----|--------|------|-----------------------------|-----|--------|------|
| | | # | MIN | MAX | # | MIN | MAX | |
| Alabama | Hwy Mtce Supt | 33 | 1519 | 2311 | | | | |
| Alaska | Trans Mtce Ldr.III | 18 | 3364 | 4261 | Trans Mtce Ldr.II | 24 | 3194 | 4042 |
| Arizona | Area Mtce Supt | 11 | 2341 | 3543 | Mtce Supervisor | 66 | 2099 | 3176 |
| Arkansas | Area Foreman | 83 | 2743 | 3620 | Job Supt | 31 | 2743 | 3620 |
| California | Cal Mtce Reg Mgr | 41 | 3740 | 4515 | Cal Hwy Mtce Leadwkr | 468 | 2463 | 2829 |
| Colorado | Sr. Hwy Mtce Supv | 31 | 2584 | 3463 | Hwy Mtce Supv | 38 | 2232 | 2991 |
| Connecticut * | | | | | | | | |
| Delaware | Mtce Area Supv | 15 | 1750 | 3122 | Asst Area Supv | 14 | 1429 | 2382 |
| Florida | | | | | Hwy Mtce Tech Supv | 340 | 1101 | 2742 |
| Georgia | | | | | Hwy Mtce Frmn II | 293 | 1602 | 2513 |
| Hawaii | | | | | Const & Maint Supv | 18 | 2633 | 3135 |
| Idaho | | | | | Trans Tech Principle | 37 | 2154 | 3186 |
| Illinois | | | | | Included in #9 | | | |
| Indiana | | | | | Unit Foreman | 116 | 1428 | 1859 |
| Iowa | Hwy Mtce Supv 1,2,3 | 134 | 2281 | 3321 | Hwy Mtce Supv 2&3 | 7 | 2390 | 3321 |
| Kansas | Dist & Area Supt | 35 | 2328 | 3276 | Dist & Area Supv | 158 | 2012 | 2829 |
| Kentucky | | | | | Hwy Cty & Dist Crew Foreman | 147 | 1527 | 2835 |
| Louisiana | Parish Hwy Mtce Supt | 61 | 1722 | 2687 | Hwy Foreman | 112 | 1406 | 2194 |
| Maine | Hwy District Supv | 28 | 2112 | 2892 | Hwy Foreman | 112 | 1764 | 2340 |
| Maryland | Included in #6 | | | | Hwy Tech Supv | 146 | 1608 | 2109 |
| Massachusetts | Hwy Mtce Foreman III | 19 | 1782 | 2323 | Hwy Repair Foreman | 60 | 1595 | 2071 |
| Michigan | Trans Mtce Supvr | 12 | 3005 | 4044 | Trans Mtce Foreman | 42 | 2502 | 3268 |
| Minnesota | Hwy Mtce Supt | 17 | 2925 | 4082 | Hwy Mtce Supv I | 79 | 2526 | 3393 |
| Mississippi | Area Superintendent | 27 | 1815 | 2720 | County Supervisor | 116 | 1488 | 2228 |
| Missouri | Mtce Area Supv | 104 | 2203 | 3057 | Special Mtce Supv | 42 | 1961 | 2720 |
| Montana | Included in #6 | | | | Field Project Mgr | 47 | 2205 | 3264 |
| Nebraska | Hwy Mtce Supt | 31 | 2301 | 3222 | Hwy Mtce Supv | 92 | 1852 | 2593 |
| Nevada | Supervisor II | 12 | 2384 | 3231 | Supervisor I | 70 | 2099 | 2834 |
| New Hampshire | Mtce Supv | 14 | 1990 | 2354 | Hwy Const Foreman | 19 | 1784 | 2104 |
| New Jersey | Area Supv, BO & HM | 27 | 1522 | 3305 | Crew Sup Hwy Mtn. Cons,St1 | 107 | 2147 | 2997 |
| New Mexico | Hwy Maint Area Supt | 20 | 2334 | 3289 | Hwy Maint Supv 3 | 20 | 2061 | 2906 |
| New York | Hwy Mtce Supv II | 210 | 2276 | 2766 | Bridge Rpr Supv II | 90 | 2284 | 2893 |
| North Carolina | Road Mtce Supv | 160 | 2090 | 3172 | Mtce Crew Ldr III | 110 | 1772 | 2645 |
| North Dakota | Hwy Mtce Supt | 6 | 2157 | 3333 | Hwy Mtce Foreman | 6 | 1611 | 2518 |
| Ohio * | | | | | | | | |
| Oklahoma | Transp Mtce Supt | 90 | 2218 | 2919 | Sr Trans Mtce Wkr | 188 | 1420 | 1851 |
| Oregon | Included in #8 | | | | Area Mtce Mgr/Sec Frmn | 135 | 1738 | 3113 |
| Pennsylvania | Hwy Mtce Mgr 1, 2 | 181 | 2215 | 3894 | Hwy Foreman 2, 3 | 673 | 1687 | 2960 |
| Rhode Island * | | | | | | | | |
| South Carolina | Res Mtce Frmn | 24 | 1851 | 2777 | Sr Hwy Mtce Frmn | 215 | 1646 | 2469 |
| South Dakota | | | | | Sr H.M Worker | 116 | 1279 | 1920 |
| Tennessee | Hwy Mtce Supt 1 | 32 | 1388 | 2027 | Hwy Mtce Supv 1 | 123 | 1177 | 1747 |
| Texas | Mtce Sec Supv I-IV | 264 | 2451 | 3408 | Asst Mtce Sec Supv I-IV | 364 | 1844 | 2374 |
| Utah | Station Supv | 71 | 1858 | 2575 | Hwy Opers Supv | 23 | 1858 | 2575 |
| Vermont | Area Maintenance Supv | 39 | 1737 | 2744 | | | | |
| Virginia | Trans Mtce Supt | 299 | 1920 | 2932 | Trans Crewleader | 467 | 1470 | 2244 |
| Washington | Mtce Supt | 30 | 3070 | 3931 | Mtce Supv. | 64 | 2342 | 2997 |
| West Virginia | County Mtce Supt | 54 | 1660 | 3580 | Mtce Crew Supv | 33 | 1404 | 1817 |
| Wisconsin | na | | | | Engr Tech 6 | 8 | 2373 | 3402 |
| Wyoming | Mtce Crew Supv | 30 | 1908 | 3103 | Mtce Crew Leader | 31 | 1645 | 2637 |
| 1992 Average | | | 3194 | | | | 2696 | |
| 1989 Average | | | 2907 | | | | 2491 | |
| 1977 Average | | | 1412 | | | | 1211 | |
| % Increase 1977-1992 | | | 126.2% | | | | 122.7% | |
| % Increase 1989-1992 | | | 9.9% | | | | 8.2% | |
| *Data not available | | | | | | | | |

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | SECTIONMAN | # | MIN | MAX | LABORER | | | | |
|----------------------|----------------------------|------|--------|------|---------------------------|------|------|--------|------|
| | | | | | (9) | (10) | # | MIN | MAX |
| Alabama | | | | | Laborer | | 226 | 951 | 1279 |
| Alaska | Trans Mtce Ldr.I | 54 | 3023 | 3822 | Laborer | | 41 | 2122 | 2648 |
| Arizona | Hwy Mtce Tech I,II,III | 655 | 1385 | 2509 | Laborer | | 1 | 1190 | 1631 |
| Arkansas | Crew Leader | 134 | 2153 | 2957 | General Laborer | | 115 | 1118 | 1653 |
| California | Included in #8 | | | | Mtce/Landscape Wrkr | | 760 | 2070 | 2248 |
| Colorado | Sr Hwy Mtce Worker | 304 | 1929 | 2584 | Hwy Mtce Worker A/B | | 778 | 1512 | 2344 |
| Connecticut * | | | | | | | | | |
| Delaware | Eqpt Operator IV | 18 | 1429 | 2382 | | | | | |
| Florida | Hwy Mtce Tech Supv | 120 | 1132 | 1819 | Laborer, Hwy Mtce Tech | | 1147 | 862 | 1643 |
| Georgia | | | | | Mtce Worker | | 273 | 1127 | 1689 |
| Hawaii | Hwy Mtce Supv | 17 | 2269 | 2387 | Gen Labor, Trade Help | | 108 | 1646 | 1798 |
| Idaho | | | | | Laborer | | | | |
| Illinois | Hwy Mtce Lead Wrkr | 235 | 2807 | 2932 | Hwy Maintainer | | 1867 | 2678 | 2753 |
| Indiana | Working Leader | 297 | 1261 | 1642 | Hwy Mtce Worker | | 938 | 1207 | 1571 |
| Iowa | | | | | | | | | |
| Kansas | Sub-Area Supv | 159 | 2021 | 2829 | | | | | |
| Kentucky | Hwy Crew Foreman | 189 | 1256 | 2820 | Hwy Laborer | | 164 | 953 | 1865 |
| Louisiana | Districtwide Maint. Spec. | 6 | 1971 | 3076 | Laborer | | 10 | 715 | 1116 |
| Maine | na | | | | Hwy Worker I | | 163 | 1252 | 1616 |
| Maryland | Hwy Tech III, Supv | 349 | 1496 | 2109 | Hwy Tech I, II etc | | 927 | 1155 | 1317 |
| Massachusetts | Hwy Mtce Foreman I | 81 | 1456 | 1828 | Laborer | | 15 | 1221 | 1513 |
| Michigan | Trans Mtce Wkr IV | 112 | 2205 | 2704 | Laborer | | | | |
| Minnesota | Sr. Hwy Mtce Wkr | 1243 | 2323 | 2389 | Laborer | | 278 | 1677 | 1921 |
| Mississippi | Included in Title #17 | | | | Gen Serv Emp II | | 310 | 758 | 1137 |
| Missouri | Hwy Mtce Supv | 271 | 1850 | 2567 | Maintenance Worker | | 1336 | 1338 | 1774 |
| Montana | Maintenance Supt | 22 | 2464 | 2579 | Laborer | | 10 | 1726 | 1817 |
| Nebraska | Hwy Mtce Crew Chief | 117 | 1491 | 2087 | | | | | |
| Nevada | | | | | Mtce Wkr I-IV | | 350 | 1460 | 2597 |
| New Hampshire | Hwy Patrol Foreman | 93 | 1784 | 2104 | Hwy Maintainer I | | 279 | 1229 | 1381 |
| New Jersey | Asst Crew Sup Mtn,Cons,Stl | 101 | 1942 | 2719 | Mtce Worker I,II | | 565 | 1250 | 1929 |
| New Mexico | Hwy Maint Supv 1 | 67 | 1822 | 2569 | Laborer | | 80 | 911 | 1284 |
| New York | Hwy Mtce Supv I | 600 | 1806 | 2225 | Laborer, et al | | 1000 | 1361 | 1694 |
| North Carolina | Mtce Crew Ld II | 548 | 1636 | 2426 | Hwy Mtce Worker | | 721 | 1153 | 1670 |
| North Dakota | Leadman | 85 | 1459 | 2292 | Mtce Worker | | 4 | 1066 | 1905 |
| Ohio * | Included in #8 | | | | No Comp, Class | | | | |
| Oregon | Hwy Mtce Asst Supv | 115 | 1654 | 2195 | Trades,Mtce Wkr 1&2,Lab 2 | | 1341 | 1815 | |
| Pennsylvania | | | | | Hwy Mtce Wkr | | 166 | 1126 | 1712 |
| Rhode Island * | | | | | | | | | |
| South Carolina | Hwy Mtce Frmn | 90 | 1406 | 2110 | Hwy Mtce Wkr I | | 306 | 950 | 1425 |
| South Dakota | Hwy Mtce Frm | 81 | 1667 | 2502 | Hwy Mtce Wkr | | 288 | 1086 | 1631 |
| Tennessee | Hwy Mtce Worker 2 | 419 | 1036 | 1546 | Hwy Mtce Wkr 1 | | 1205 | 826 | 1269 |
| Texas | Roadway Mtce Crew Chief | 519 | 1537 | 2001 | Roadway Mtce Tech I | | 219 | 752 | 1176 |
| Utah | | | | | Mtce Worker | | | 1109 | 1667 |
| Vermont | SR Maintenance Worker | 69 | 1479 | 2337 | Mtce Worker | | 277 | 1335 | 2106 |
| Virginia | Trans Crewleader | 467 | 1470 | 2244 | Mtce Worker | | 34 | 861 | 1315 |
| Washington | Mtce Lead Tech | 161 | 2342 | 2712 | Laborer | | 13 | 1614 | 1853 |
| West Virginia | Mtce/Brge Mtce Crew Lead | 244 | 1249 | 1970 | Hwy Laborer | | 57 | 1057 | 1469 |
| Wisconsin | Eng Tech 4 | 20 | 2030 | 2871 | Engr Aide | | | | |
| Wyoming | Hwy Equip Oper | 91 | 1487 | 2371 | | | | | |
| 1992 Average | | | 2423 | | | | | 1717 | |
| 1989 Average | | | 2179 | | | | | 1596 | |
| 1977 Average | | | 1074 | | | | | 774 | |
| % Increase 1977-1992 | | | 125.6% | | | | | 121.8% | |
| % Increase 1989-1992 | | | 11.2% | | | | | 7.6% | |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | SKILLED CRAFTSMAN | (11) | | | (12) | | | |
|----------------------|-----------------------------|------|--------|------|-------------------------|-----|------|--------|
| | | # | MIN | MAX | # | MIN | MAX | |
| Alabama | Skilled Craftsman | 20 | 1411 | 2252 | Equip Mtce Supt | 9 | 2673 | 4071 |
| Alaska | Plumber/Painter | 5 | 2205 | 3822 | Auto Shop Foreman II | 7 | 3195 | 4043 |
| Arizona | Bldg Mtce Specialist | 17 | 1658 | 2509 | Equipment Manager | 4 | 2341 | 3543 |
| Arkansas | Carpenter/Welder/etc al | 108 | 1497 | 2526 | Equip Mtce Supv | 10 | 2743 | 3620 |
| California | SS,Lead SS Pntr,SS Supv | 98 | 3180 | 4010 | Hwy Equip Supt I-IV | 26 | 3407 | 5198 |
| Colorado | Sr.Mtce Mechanic | 7 | 1888 | 2529 | Print Auto Shop Supv | 8 | 2655 | 3557 |
| Connecticut * | | | | | | | | |
| Delaware | Elec,Carpenter, et al | 6 | 1429 | 2382 | Auto Supv II | 5 | 1873 | 3122 |
| Florida | Carptr,Welder,Elect | 66 | 1258 | 2035 | Auto Eq Mtce Supv | 11 | 1768 | 2927 |
| Georgia | Gen Trd Craft,Skill | 45 | 1386 | 2513 | Mtce Shop Mgr | 8 | 2125 | 3389 |
| Hawaii | Bridge Mtce,Carpenter,etc | 37 | 2370 | 2515 | Auto Mech Supv | 4 | 2633 | 2765 |
| Idaho | Utility Craftsman | 19 | 2688 | 2496 | Shop Superintendent | 6 | 2154 | 3186 |
| Illinois | | | | | | | | |
| Indiana | | | | | | | | |
| Iowa | | | | | | | | |
| Kansas | | | | | | | | |
| Kentucky | Carp,Bridgemn Wldr | 91 | 1034 | 2115 | Operations Foreman | 37 | 1686 | 2191 |
| Louisiana | Skilled Craftsman | | | | Hwy Shop Supt | 6 | 2328 | 3276 |
| Maine | Machinists & Other Trades | 20 | 1697 | 2252 | Dist Equip Supv | 13 | 2046 | 4725 |
| Maryland | | | | | Mobile Equip Shp Supt | 9 | 1609 | 2511 |
| Massachusetts | Skilled Laborer | 359 | 1270 | 1580 | Equip Superintendent | 7 | 2420 | 3344 |
| Michigan | Bridge Wrk | | | | Dist Equip Supv | 7 | 1309 | 1706 |
| Minnesota | Crpntr,Elect,Plumbr | 10 | 2603 | 2680 | Motor Equip Mech IV | 10 | 1681 | 2202 |
| Mississippi | Fac. Mtce Repairer II | 14 | 1307 | 1958 | Head Auto Mechanic | 6 | 2502 | 3268 |
| Missouri | | | | | Hwy Equip Supv | 3 | 2821 | 3936 |
| Montana | Carpenter, Painter | 15 | 2055 | 2163 | Equip Mtce Supt | 6 | 1815 | 2720 |
| Nebraska | | | | | Dist Equip Supv | 9 | 2624 | 3640 |
| Nevada | | | | | Div Shop Supt | 11 | 2464 | 2579 |
| New Hampshire | Asst Hwy Patrol Frm | 98 | 1584 | 1855 | Hwy Mech Dist Supt | 8 | 2301 | 3222 |
| New Jersey | Crpntr,Elec,Plumr,Plast | 26 | 1846 | 2585 | Equip Mech Supv II | 6 | 2597 | 3540 |
| New Mexico | Elect 1, Crpntr 1 | 5 | 1208 | 2169 | Supt of Equip | 1 | 2290 | 2706 |
| New York | Sgn Pnter,Brdge Rep Asst | 435 | 1913 | 2346 | Reg Equip Sup Tran | 4 | 2602 | 3644 |
| North Carolina | Mtce Mechanic III | 13 | 1636 | 2426 | Veh Ctr Supv 2 | 7 | 1822 | 2569 |
| North Dakota | | | | | Regional Equip Mgr | 10 | 3590 | 4549 |
| Ohio * | | | | | Equip Supt | 14 | 2447 | 3802 |
| Oklahoma | Mtce Rep Tech, et al | 16 | 1420 | 1851 | MV Shop Frm II | 8 | 1776 | 2764 |
| Oregon | Crpntr,Elect,Mach,C Welder | 37 | 2195 | 2414 | Auto Shop Supt | 9 | 2119 | 2789 |
| Pennsylvania | Plmbr,Pntr,Crpntr,Mas | 173 | 1474 | 2248 | H.E.Repr Supv,Auto Supt | 5 | 1908 | 2692 |
| Rhode Island * | | | | | Hwy Equip Mgr | 67 | 2540 | 3894 |
| South Carolina | Trades Craftsman | 29 | 1521 | 2282 | | | | |
| South Dakota | | | | | | | | |
| Tennessee | Mtce Crpntr 1&2,et al | 10 | 1084 | 1747 | Equip Shop Frm | 6 | 1667 | 2502 |
| Texas | Painter I & IV | 25 | 1654 | 3088 | Equip Mtce Supv 2 | 4 | 1446 | 2118 |
| Utah | Jr Mtce Spec | 4 | 1759 | 2438 | Shop Supt I-III | 22 | 2319 | 3441 |
| Vermont | Bridge Maintenance Mechanic | 18 | 1479 | 2337 | Shop Manager | 1 | 1908 | 2870 |
| Virginia | Carpenter | 31 | 1345 | 2053 | Central Garage Supv | 1 | 2456 | 3902 |
| Washington | Mtce Specialist | 35 | 2234 | 2583 | Hwy Equip Repr Frm B | 4 | 1757 | 2682 |
| West Virginia | Craftsman 1-3 | 429 | 1107 | 1664 | Equip Supt | 6 | 3070 | 3931 |
| Wisconsin | Engr Tech 3 | 35 | 1879 | 2642 | Included in #13 | | | |
| Wyoming | | | | | Eng Spec Sr | 10 | 2555 | 3371 |
| 1992 Average | | | 2384 | | Dist Equip Supv | 6 | 2383 | 3961 |
| 1989 Average | | | 2137 | | | | | 3267 |
| 1977 Average | | | 1001 | | | | | 3094 |
| % Increase 1977-1992 | | | 138.2% | | | | | 1550 |
| % Increase 1989-1992 | | | 11.6% | | | | | 110.8% |
| *Data not available | | | | | | | | 5.6% |

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | GARAGE OR SHOP FOREMAN | (13) | | | (14) | | | |
|----------------------|--------------------------|------|--------|------|----------------------------|-----|------|--------|
| | | # | MIN | MAX | MECHANIC | # | MIN | MAX |
| Alabama | Equip Repair Supv | 7 | 1597 | 2426 | Automech & Body Rep | 72 | 1411 | 2252 |
| Alaska | Auto Shop Foreman I | 5 | 3023 | 3822 | Mech,Hvy.Duty Mech | 139 | 2652 | 3592 |
| Arizona | Shop Foreman | 15 | 2099 | 3176 | Mechanic | 88 | 1790 | 2709 |
| Arkansas | Shop Foreman | 11 | 2537 | 3384 | Mechanic | 11 | 1497 | 2149 |
| California | Hwy Mech Supv I | 30 | 2959 | 3249 | Hvy Equip Mech | 408 | 2696 | 2959 |
| Colorado | Sr Auto Shop Supv | 7 | 2294 | 3073 | Auto & Equip Mech | 77 | 1982 | 2655 |
| Connecticut * | | | | | | | | |
| Delaware | Auto Supv I | 1 | 1636 | 2727 | Auto Mech II, III | 50 | 1248 | 2382 |
| Florida | Supv, Auto/Marine Equip | 33 | 1572 | 2583 | Auto Equpt, Mech Equpt II | 119 | 1400 | 2288 |
| Georgia | Mech Shop Supv/Frmn | 19 | 1735 | 2738 | Mech,Mech Sr | 157 | 1487 | 2513 |
| Hawaii | Auto Mech II | 2 | 2422 | 2422 | Auto Mech I | 15 | 2283 | 2283 |
| Idaho | Shop Foreman | 7 | 2052 | 3035 | Mechanic | 55 | 1688 | 2496 |
| Illinois | | | | | Automotive Mechanic | 27 | 2556 | 2609 |
| Indiana | Shop Foreman | 39 | 1686 | 2191 | Mechanic II | 93 | 1428 | 1859 |
| Iowa | | | | | Auto Mechanic | 134 | 1931 | 2101 |
| Kansas | Equip Mech III | 7 | 2112 | 2971 | Equip Mech I & II | 110 | 1738 | 2695 |
| Kentucky | Garage Foreman | 18 | 1547 | 2933 | Auto&Diesel Mechanic | 170 | 1034 | 2243 |
| Louisiana | Mobile Equip Shop Frm | 10 | 1504 | 2347 | Mobile Equip Mtce Mech | 5 | 1073 | 1674 |
| Maine | Auto Mech Foreman | 15 | 1902 | 2552 | Auto Mechanic I & II | 129 | 1597 | 2252 |
| Maryland | Auto Serv Supv | 32 | 1608 | 2109 | Auto Serv Mech, Spec | 113 | 1445 | 1892 |
| Massachusetts | Motor Equip Mech III | | 1681 | 2202 | Motor Equip Mech II | 24 | 1518 | 1955 |
| Michigan | Sr Auto Mech | 2 | 2274 | 2958 | Auto Mech IV | 59 | 2205 | 2704 |
| Minnesota | Hvy Equip Mech Spv | 15 | 2716 | 3797 | Hvy Equip Mech | 128 | 2680 | 2760 |
| Mississippi | Equip Repair Supv | 13 | 1612 | 2444 | Equip Mech Master | 54 | 1502 | 2250 |
| Missouri | Chief Shop Mechanic | 10 | 2203 | 3057 | Shop Mechanic | 50 | 1791 | 2373 |
| Montana | Working Shop Foreman | 13 | 2121 | 2233 | Mech/Mach | 57 | 2055 | 2163 |
| Nebraska | | | | | Auto/Diesel Mech | 104 | 1723 | 2412 |
| Nevada | Equip Mech Supv I | 6 | 2383 | 3231 | Hvy Equip Mech I-II | 40 | 2014 | 2962 |
| New Hampshire | Garage/Shop Foreman | 13 | 1860 | 2385 | Hvy Equip/Auto Mech | 27 | 1714 | 2104 |
| New Jersey | Crew Supv Mech | 16 | 2141 | 2997 | Master Mechanic | 1 | 2733 | 3825 |
| New Mexico | Veh Ctr Supv 1 | 7 | 1822 | 2569 | Veh Mech 2,3 | 66 | 1457 | 2290 |
| New York | Motor Equip Mtce Supv | 10 | 2695 | 3346 | Const Motor Equip Mech | 161 | 2028 | 2480 |
| North Carolina | Mechanic Supv II | 69 | 2006 | 3028 | Mechanic II | 477 | 1703 | 2531 |
| North Dakota | | | | | Mechanic | 28 | 1212 | 2295 |
| Ohio * | | | | | | | | |
| Oklahoma | Auto Shop Supv | 4 | 1893 | 2485 | Auto Mechanic II | 50 | 1810 | 2374 |
| Oregon | Hvy Equip Mech 2 | 6 | 2303 | 2529 | Auto/Hvy Equip Mech | 77 | 1595 | 2273 |
| Pennsylvania | Auto Mech Supv | 84 | 1687 | 2582 | Auto Mech/Dsel Mech | 467 | 1474 | 2248 |
| Rhode Island * | | | | | | | | |
| South Carolina | Trades Supv I | 52 | 1851 | 2777 | Auto Mtce Tech II | 178 | 1521 | 2282 |
| South Dakota | | | | | Mtce Mechanic I | 2 | 1175 | 1761 |
| Tennessee | Equip Mech 2 | 26 | 1226 | 1820 | Equip Mech 1 | 142 | 1130 | 1677 |
| Texas | Equip Rpr Shop Supv I&II | 30 | 2171 | 2921 | Mtr Vech Mechanic II & III | 320 | 1549 | 2224 |
| Utah | Shop Supv | 9 | 2126 | 3199 | Jr Mechanic | 48 | 1667 | 2438 |
| Vermont | Motor Shop Supv B | 1 | 1836 | 2903 | Motor Equipment Mechanic C | 18 | 1557 | 2460 |
| Virginia | Hwy Equip Repair Frm A | 85 | 1607 | 2453 | Hvy Equip Mech B | 165 | 1470 | 2244 |
| Washington | Equip Supv | 7 | 2583 | 3307 | Equip Mech | 119 | 2342 | 2851 |
| West Virginia | Mechanic 4 | 15 | 1478 | 1888 | Mechanic 1-3 | 303 | 1107 | 1733 |
| Wisconsin | Engr Tech 5 | 10 | 2252 | 3207 | Auto Mech 3 | 1 | 1740 | 2429 |
| Wyoming | Shop Foreman | 23 | 1814 | 2945 | Diesel Mech/Mech | 65 | 1223 | 2371 |
| 1992 Average | | | 2786 | | | | | 2385 |
| 1989 Average | | | 2552 | | | | | 2191 |
| 1977 Average | | | 1287 | | | | | 1077 |
| % Increase 1977-1992 | | | 116.5% | | | | | 121.4% |
| % Increase 1989-1992 | | | 9.2% | | | | | 8.8% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | MECHANIC HELPER | (15) | | | (16) | | | |
|----------------------|-----------------------------|------|--------|------|----------------------------|------|------|--------|
| | | # | MIN | MAX | EQUIPMENT OPERATOR I | # | MIN | MAX |
| Alabama | Asst & Serviceman | 22 | 1049 | 1721 | Hwy Mtce Tech I | 910 | 1158 | 1637 |
| Alaska | Mechanic Helper | 15 | 2249 | 2821 | Equipment Operator I | 32 | 2249 | 2821 |
| Arizona | Assistant Mechanic | 14 | 1480 | 2127 | | | | |
| Arkansas | Skill Trades Trainee | 6 | 1239 | 1811 | Sngl Axle Truck Dr | 364 | 1239 | 1811 |
| California | Mechanic Helper | 15 | 2022 | 2200 | Included in #10 | | | |
| Colorado | Auto Mtce Worker | 8 | 1552 | 2081 | | | | |
| Connecticut * | | | | | | | | |
| Delaware | Auto Mech I | 4 | 1090 | 1817 | Equip Operator I | 80 | 1019 | 1698 |
| Florida | Auto Serviceman, Eqt Mech I | 38 | 890 | 1819 | Hwy Mtce Tech II | | 1032 | 1643 |
| Georgia | | | | | Eqpt Opr I | 762 | 1159 | 1757 |
| Hawaii | Auto Mech Helper | 8 | 1836 | 1836 | EO-I,Tractor Op,etc | 74 | 1764 | 1764 |
| Idaho | Mechanic Asst Auto Serv At | 10 | 1201 | 1773 | | | | |
| Illinois | | | | | Included in #10 | | | |
| Indiana | Mechanic III | 150 | 1207 | 1571 | | | | |
| Iowa | Auto Mech Helper | 15 | 1858 | 2018 | Equip Operator I | 756 | 1581 | 1931 |
| Kansas | Mechanic's Helper | 34 | 1175 | 1654 | Equip Operator I | 501 | 1363 | 1915 |
| Kentucky | Auto Mechanic Trainee | 13 | 772 | 1249 | Light Equip Oper | 934 | 850 | 2265 |
| Louisiana | Helper, Trades Apprt | 55 | 1073 | 1674 | Mobile Eq Opr 1 | 285 | 936 | 1461 |
| Maine | Hwy Laborer I & II | 18 | 1232 | 1588 | Highway Worker II | 350 | 1305 | 1685 |
| Maryland | Auto Serv Helper | 3 | 1151 | 1492 | Hwy Tech I | 76 | 1151 | 1492 |
| Massachusetts | Motor Equip Mech I | 27 | 1456 | 1828 | Mtce Equip Oper I | 66 | 1456 | 1828 |
| Michigan | Auto Mechanic III | 6 | 1947 | 2415 | Mtce Wrkr | 32 | 1738 | 2184 |
| Minnesota | Hwy Equip Serv Attn | 11 | 2069 | 2132 | Hwy Mtce Wkr | 108 | 2192 | 2255 |
| Mississippi | | | | | Equip Oper Lt Veh | 461 | 930 | 1394 |
| Missouri | Mechanic Helper | 25 | 1418 | 1880 | Mtce Worker | 1336 | 1338 | 1774 |
| Montana | Included in #14 | | | | Equipment Oper I | 49 | 1924 | 2025 |
| Nebraska | Auto Mech II | 15 | 1491 | 2087 | Hwy Mtce Worker | 70 | 1200 | 1806 |
| Nevada | | | | | | | | |
| New Hampshire | Trades Hlpr/Auto Serv | 4 | 1265 | 1647 | Hwy Maintainer II | 147 | 1303 | 1525 |
| New Jersey | Mechanic Helper | 48 | 1312 | 1838 | Equip Opr,Opr Hwy | 152 | 1519 | 2126 |
| New Mexico | Veh Mech 1 | 5 | 1156 | 1629 | Equip Oper 1 | 39 | 1208 | 1702 |
| New York | Mtce Asst Mech | 20 | 1610 | 1989 | Hwy Equip Operator | 1662 | 1439 | 1789 |
| North Carolina | Mechanic I | 4 | 1452 | 2135 | Machine Operator I | 748 | 1197 | 1739 |
| North Dakota | Auto Service Wkr | 8 | 980 | 1666 | Equip Operator I | 19 | 1066 | 1666 |
| Ohio * | | | | | | | | |
| Oklahoma | Auto Mtce Worker | 2 | 1251 | 1620 | Trans Mtce Wkr I | 486 | 1183 | 1516 |
| Oregon | Included in #14 | | | | Hwy Mtce Spec/Wkr | 148 | 1341 | 1815 |
| Pennsylvania | Tradesman Helper | 59 | 1289 | 1967 | Trans Equip Opr Trn | 149 | 1254 | 1712 |
| Rhode Island * | | | | | | | | |
| South Carolina | Auto Mtce Tech I | 83 | 1202 | 1804 | Hwy Mtce Wkr II | 1097 | 1069 | 1603 |
| South Dakota | Equip Srv Wkr | 7 | 1010 | 1516 | Hwy Mtce Wkr | 288 | 1086 | 1631 |
| Tennessee | | | | | Hwy Mtce Wkr | 1205 | 826 | 1269 |
| Texas | Mtr Vech Mechanic I | 36 | 1367 | 1711 | Roadway Mtce Tech II & III | 1782 | 1146 | 1877 |
| Utah | Auto Ser Wkr III | 5 | 1237 | 1858 | Hwy Oper Spec I | 54 | 1343 | 1858 |
| Vermont | Motor Equpt Mechanic B | 2 | 1479 | 2337 | | | | |
| Virginia | Hwy Equip Mech A | 228 | 1345 | 2053 | Hwy Equip Oper A | 2561 | 1125 | 1718 |
| Washington | Equip Shop Asst | 27 | 1940 | 2234 | | | | |
| West Virginia | Included in #14 | | | | Hwy Equip Opr I | 35 | 1107 | 1442 |
| Wisconsin | Auto Mech 1 | 3 | 1376 | 2054 | Engr Tech I | 28 | 1642 | 2282 |
| Wyoming | Mechanic Asst | 3 | 973 | 1507 | Mtce Laborer | 38 | 1077 | 1676 |
| 1992 Average | | | 1876 | | | | | 1792 |
| 1989 Average | | | 1698 | | | | | 1731 |
| 1977 Average | | | 863 | | | | | 832 |
| % Increase 1977-1992 | | | 117.4% | | | | | 115.4% |
| % Increase 1989-1992 | | | 10.5% | | | | | 3.5% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | EQUIPMENT OPERATOR II | (17) | | | (18) | | | |
|----------------------|----------------------------|------|--------|------|----------------------------|------|------|--------|
| | | # | MIN | MAX | # | MIN | MAX | |
| Alabama | Hwy Mtce Tech II | 252 | 1312 | 1898 | Hwy Mtce Tech III | 112 | 1446 | 2147 |
| Alaska | Equipment Operator IV | 106 | 2652 | 3371 | Equipment Operator V | 303 | 2825 | 3592 |
| Arizona | Equip Operator II | 1 | 1480 | 2131 | Equip Operator III | 8 | 1658 | 2083 |
| Arkansas | MAxle Tr Dr,Bckh Opr,etal | 410 | 1360 | 1971 | Crane/Dozer Opr Finish | 143 | 1811 | 2526 |
| California | Caltran Equip Opr | 1307 | 2352 | 2579 | Included in #17 | | | |
| Colorado | | | | | Hvy Equip Oper | 26 | 1929 | 2584 |
| Connecticut * | | | | | | | | |
| Delaware | Equip Operator II | 108 | 1167 | 1944 | Equip Operator III | 108 | 1335 | 2226 |
| Florida | Hwy Mtce Tech II | | 1032 | 1643 | Sr Hvy Equip Oper | 165 | 1132 | 1819 |
| Georgia | Eqpt Opr II,III | 764 | 1218 | 1958 | Mtce Equip Opr | 236 | 1386 | 2125 |
| Hawaii | EO-II,III,Truck Driver,etc | 64 | 1911 | 2199 | Motor Grader Oper,etc | 11 | 2283 | 2283 |
| Idaho | | | | | | | | |
| Illinois | Hwy Const Equip Oper | 46 | 2777 | 2777 | Power Shovel Oper | 16 | 2728 | 2728 |
| Indiana | Equpt Operator | 123 | 1428 | 1858 | | | | |
| Iowa | Equip Operator II | 272 | 1641 | 2018 | Equip Operator III | 136 | 1709 | 2101 |
| Kansas | Equip Operator II | 478 | 1501 | 2112 | Equip Operator III | 184 | 1654 | 2328 |
| Kentucky | Hvy Equip Oper | 741 | 1034 | 2600 | Specialist Equip Oper | 77 | 1139 | 2720 |
| Louisiana | Hvy Mobile Equip Oper II | 388 | 1073 | 1674 | Hvy Mobile Eq Oper III | 217 | 1228 | 1916 |
| Maine | Highway Worker III | 195 | 1433 | 1791 | Highway Worker IV | 138 | 1507 | 1969 |
| Maryland | Hwy Tech II | 363 | 1309 | 1706 | Hwy Tech III | 302 | 1496 | 1960 |
| Massachusetts | Mtce Equip Operator II | 1 | 1518 | 1955 | | | | |
| Michigan | Mtce Worker | 62 | 1803 | 2274 | Mtce Worker | 374 | 1947 | 2415 |
| Minnesota | Hwy Mt.Worker Sr | 1243 | 2323 | 2389 | Inter Hvy Equip Opr varies | | | |
| Mississippi | Equip Opr Mat Hdl.Equip | 241 | 1114 | 1669 | Equip Oper Hvy Mach | 71 | 1170 | 1754 |
| Missouri | Maintenance Worker | 1336 | 1338 | 1774 | Dragline Operator | 6 | 1689 | 2239 |
| Montana | Equip Operator II | 65 | 1989 | 2094 | | | | |
| Nebraska | | | | | Hwy Mtce Wkr/Senior | 549 | 1387 | 1942 |
| Nevada | | | | | | | | |
| New Hampshire | Hwy Maintainer III A | 15 | 1409 | 1647 | Hwy Maintainer III B | 45 | 1465 | 1714 |
| New Jersey | Hvy Equip Opr | 47 | 1846 | 2585 | | | | |
| New Mexico | Equip Oper 2 | 100 | 1319 | 1860 | Equip Oper 3 | 98 | 1388 | 1957 |
| New York | Const Equip Oper | 505 | 1522 | 1886 | Crane & Shovel Oper | 175 | 1913 | 2346 |
| North Carolina | Machine Operator III | 111 | 1345 | 1964 | Machine Operator IV | 915 | 1452 | 2135 |
| North Dakota | Equip Oper II | 225 | 1330 | 2094 | Included in #17 | | | |
| Ohio * | | | | | | | | |
| Oklahoma | Trans Mtce Wkr II | 400 | 1330 | 1731 | Included in #8 | | | |
| Oregon | Hwy Mtce Specialist | 931 | 1595 | 2097 | Included in #17 | | | |
| Pennsylvania | Trans Equip Oper A | 1405 | 1438 | 1967 | Trans Equip Oper B | 2498 | 1641 | 2248 |
| Rhode Island * | | | | | | | | |
| South Carolina | Hwy Mtce Wkr III | 531 | 1202 | 1804 | Hwy Mtce Wkr IV | 378 | 1250 | 1876 |
| South Dakota | | | | | Sr H.M. Wkr | 116 | 1279 | 1920 |
| Tennessee | Hwy Mtce Worker | 419 | 1036 | 1546 | Hwy Mtce Worker 3 | 98 | 1130 | 1677 |
| Texas | Same as #16 | | | | Hvy Equip Oper I & II | 887 | 1034 | 2001 |
| Utah | Hwy Oper Spec II | 286 | 1379 | 2069 | Hwy Oper Spec III | 120 | 1537 | 2308 |
| Vermont | | | | | | | | |
| Virginia | Hwy Equip Oper B | 1006 | 1230 | 1878 | Hwy Equip Oper C | 130 | 1345 | 2053 |
| Washington | Mtce Tech 2 | 522 | 1853 | 2342 | Mtce Tech 3 | 76 | 2234 | 2583 |
| West Virginia | Hwy Equip Oper 2 | 1084 | 1202 | 1544 | Hwy Equip Oper 3 | 418 | 1300 | 1664 |
| Wisconsin | Eng Tech 2 | 46 | 1777 | 2483 | Engr Tech 2 | 46 | 1771 | 2983 |
| Wyoming | Mtce Equip Operator | 254 | 1279 | 2025 | Same as #9 | | | |
| 1992 Average | | | 2048 | | | | | 2204 |
| 1989 Average | | | 1846 | | | | | 2068 |
| 1977 Average | | | 937 | | | | | 1031 |
| % Increase 1977-1992 | | | 118.5% | | | | | 113.7% |
| % Increase 1989-1992 | | | 10.9% | | | | | 6.6% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | (19) TIMEKEEPER OR CLERK | # | | | (20) STATE TRAFFIC ENGINEER | # | | |
|----------------------|-------------------------------------|-----|--------|------|--------------------------------|----|------|--------|
| | | | MIN | MAX | | | MIN | MAX |
| Alabama | Clerk I & Eng Asst II | 41 | 999 | 1808 | State Traffic Engr | 1 | 3333 | 5082 |
| Alaska | | | | | | | | |
| Arizona | Secretary | 63 | 1207 | 1738 | Asst Ste Eng Traf Eng Sec | 1 | 3701 | 5601 |
| Arkansas | Payroll Clerk | 10 | 1497 | 2149 | Div Head, Traffic | 1 | 5150 | |
| California | Mtce Off System Tech | 39 | 2108 | 2562 | Div Chief, Div T Oper | 1 | 6193 | 6828 |
| Colorado | Mtce Mgmt Sys Coor | 10 | 1929 | 2584 | Staff Traf Engr | 1 | 4209 | 5640 |
| Connecticut * | | | | | | | | |
| Delaware | Clerk | 23 | 1090 | 1817 | Chief Traffic Engr | 1 | 4209 | 7015 |
| Florida | Sr Clerk II, III, IV, Fiscal Asst I | 46 | 1081 | 1728 | St Traf Opr Eng | | 3553 | 6140 |
| Georgia | Clk, Sr Sec/Typ | 42 | 1153 | 1670 | St Traf & Safe Engr | 1 | 3389 | 5483 |
| Hawaii | Acct Clerk | 6 | 1660 | 2475 | State Traffic Engr | 1 | 5202 | |
| Idaho | Mgmt, Sys Coor, Clerk Spec | 2 | 1201 | 3511 | Traffic Engr | 1 | 3511 | 5193 |
| Illinois | | | | | Engineer of Traffic | | 3955 | 6250 |
| Indiana | Clerk | 37 | 1066 | 1495 | | | | |
| Iowa | | | | | | | | |
| Kansas | Area Office Manager | 29 | 1654 | 2328 | State Traffic Engr | 1 | 3321 | 4200 |
| Kentucky | Timekeeper | 122 | 1034 | 2530 | Hwy Marking Engr | 1 | 3120 | 4389 |
| Louisiana | Clerk | 19 | 936 | 1461 | Engr Dir Div of Traf | 1 | 2753 | 5490 |
| Maine | na | | | | Traffic Planning Admin. | 1 | 3624 | 5654 |
| Maryland | Ofc Sec II, Sup Ofc IV | 46 | 1395 | 1960 | Traffic Engineer | 1 | 2844 | 5972 |
| Massachusetts | Clerk Tallyman | | 1175 | 1440 | Dpty Chf Engr Traf | 1 | 5683 | 5683 |
| Michigan | Calculations Asst | 27 | 1994 | 2406 | Manager VII | 1 | 3266 | 4091 |
| Minnesota | Payroll Clerk | 33 | 1830 | 2203 | Engr of Traf & Safety Div | 1 | 4679 | 6255 |
| Mississippi | Clerk Typist | 17 | 907 | 1360 | State Traffic Engineer | 1 | 4240 | 5622 |
| Missouri | Dist Mtce Clerk | 16 | 1503 | 1993 | Traf Cont & Safe Engr | 1 | 3175 | 4756 |
| Montana | Acct Tech I | 18 | 1338 | 1924 | Div Engr Mtce & Traf | 1 | 4662 | 5749 |
| Nebraska | Office Clerk III | 31 | 1200 | 1680 | Traffic Engineer | 1 | 2880 | 4325 |
| Nevada | | | | | Traffic Engineer | 1 | 3551 | 4972 |
| New Hampshire | Acct Clrk III/Cblk IV | 13 | 1269 | 1672 | Chief Traffic Engineer | 1 | 3097 | 4254 |
| New Jersey | | | | | Admin of Traffic | 1 | 3479 | 4188 |
| New Mexico | Clerk 3, Clerk Spec | 26 | 1156 | 2054 | Asst Comm Des & ROW | 1 | 7417 | |
| New York | Trans Office Asst II | 240 | 1361 | 2225 | | | | |
| North Carolina | Clerk III | 187 | 1345 | 1964 | Dir Traf & Sfty Div | 1 | 6662 | 8262 |
| North Dakota | Clerk III, Gen Off | 8 | 980 | 1519 | Trans Engr Director I | 21 | 4074 | 6350 |
| Ohio * | | | | | Director, Plan Div | 1 | 3034 | 4641 |
| Oklahoma | Trans Field Clerk | 100 | 1274 | 1656 | | | | |
| Oregon | Included in #16 | | | | State Traffic Engr | 1 | 4217 | 5583 |
| Pennsylvania | Clerk Typist 2 NC | | 1473 | 2247 | Traffic Engr | 1 | 3610 | 5080 |
| Rhode Island * | | | | | Sr Civil Engr Mgr NC | | 3342 | 5139 |
| South Carolina | Admin Spec C,B et al | 94 | 1028 | 2029 | | | | |
| South Dakota | | | | | Dir Traf Engr | 1 | 3751 | 5627 |
| Tennessee | Account Clerk | 28 | 947 | 1428 | | | | |
| Texas | Office Tech I-III | 298 | 1298 | 2102 | Civil Engr Mgr 2 | 1 | 2603 | 3868 |
| Utah | Dist Mtce Analyst | 4 | 1712 | 2575 | Traffic Oper Engr | 1 | 4686 | 4880 |
| Vermont | Store Keeper B | 9 | 1557 | 2460 | Engr for Safety | 1 | 3666 | 5503 |
| Virginia | Fiscal Asst | 308 | 1230 | 1878 | | | | |
| Washington | Office Assistant | 90 | 1614 | 2034 | Division Admin | 17 | 3583 | 5470 |
| West Virginia | Clerk 1-4 | 135 | 866 | 1846 | State Traffic Engr | 1 | 4789 | 6131 |
| Wisconsin | Program Asst2 | 2 | 1642 | 2282 | Chief Engr Develop | 1 | 1827 | 4715 |
| Wyoming | Mtce Tech | 5 | 1980 | 3238 | CE Trans Mgr2 | 1 | 4181 | 6382 |
| | | | | | St Traf Engr-Des, Oper | 2 | 2943 | 4974 |
| 1992 Average | | | 2052 | | | | | 5457 |
| 1989 Average | | | 1780 | | | | | 4787 |
| 1977 Average | | | 879 | | | | | 2439 |
| % Increase 1977-1992 | | | 133.5% | | | | | 123.8% |
| % Increase 1989-1992 | | | 15.3% | | | | | 14.0% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | ASST STATE TRAFFIC ENGINEER | (21) | | | STATE TRAFFIC MAINTENANCE ENGINEER | | | (22) | | |
|----------------------|-----------------------------|------|------|--------|------------------------------------|-----|-----|------|------|--------|
| | | # | MIN | MAX | # | MIN | MAX | # | MIN | MAX |
| Alabama | | | | | Asst Mtn Eng/Traf Eng | | | 1 | 3333 | 5082 |
| Alaska | | | | | Mtce Traf Oper Engr | | | 1 | 3378 | 5112 |
| Arizona | Tr.Traffic Engr Mgr | 1 | 3378 | 5112 | | | | | | |
| Arkansas | Asst Div Head Traf | 1 | 4346 | 4859 | | | | | | |
| California | Dep Div Chief,T Oper | 1 | 5000 | 5513 | | | | | | |
| Colorado | Asst Staff Traf Engr | 1 | 3818 | 5116 | | | | | | |
| Connecticut * | | | | | | | | | | |
| Delaware | | | | | | | | | | |
| Florida | Prof Engr Admin | 1 | 3537 | 6087 | State Mtce Engr | | | 1 | 3553 | 6140 |
| Georgia | Asst St Traf & Sfe Engr | 1 | 2858 | 4583 | | | | | | |
| Hawaii | | | | | | | | | | |
| Idaho | Asst Traf Engr | 1 | 3186 | 4709 | | | | | | |
| Illinois | Traffic Oper Engr | 1 | 3665 | 5790 | | | | | | |
| Indiana | | | | | | | | | | |
| Iowa | | | | | | | | | | |
| Kansas | | | | | | | | | | |
| Kentucky | Engr Br Mgr Div Traffic | 3 | 2488 | 4760 | | | | | | |
| Louisiana | | | | | | | | | | |
| Maine | Asst Traffic Engr | 1 | 2626 | 3664 | Traffic Serv. & Oper. Engr. | | | 1 | 3624 | 5654 |
| Maryland | Traffic Engineer V | 2 | 3160 | 4151 | na | | | | | |
| Massachusetts | Manager VI | 1 | 3004 | 3751 | Hwy Supv Engr III | | | 1 | 3413 | 4483 |
| Michigan | Asst Engr Traf & Safety Div | 1 | 4319 | 5783 | Civil Engineer V | | | 1 | 3307 | 4240 |
| Minnesota | Asst St Traffic Engr | 4 | 3936 | 5237 | Elec Spec Engineer (Mtce Div) | | | 1 | 3386 | 4581 |
| Mississippi | Asst Traf Cont & Safe Engr | 1 | 2859 | 4283 | | | | | | |
| Missouri | Asst Div Engr, Traffic | 1 | 3312 | 4595 | | | | | | |
| Montana | Asst Traffic Engr | 1 | 2632 | 3933 | Chief Mtce Engr | | | 1 | 3468 | 5260 |
| Nebraska | | | | | | | | | | |
| Nevada | Asst Chief Traf Engr | 1 | 2834 | 3875 | | | | | | |
| New Hampshire | Traf Systems Engr | 1 | 3179 | 3789 | | | | | | |
| New Jersey | Dir, Traf Engr I | 1 | | 5440 | | | | | | |
| New Mexico | | | | | | | | | | |
| New York | Dir Traf Opr Bureau | 1 | 5450 | 6898 | Highway Engr 3 | | | 6 | 3169 | 4467 |
| North Carolina | Tran Eng Mgr II | 10 | 3886 | 6052 | Civil Engr III | | | 1 | 3986 | 5051 |
| North Dakota | Asst Dir Planning Div | 1 | 2621 | 4027 | | | | | | |
| Ohio * | | | | | | | | | | |
| Oklahoma | Asst St Traf Engr | 1 | 3755 | 4963 | No Comp. Class | | | | | |
| Oregon | Traf Control Engr | 1 | 3267 | 4604 | Included in #2 | | | | | |
| Pennsylvania | | | | | Sr Civil Engr Mgr | | | 1 | 3342 | 5139 |
| Rhode Island * | | | | | | | | | | |
| South Carolina | Asst State Traf Engr | 2 | 3468 | 5202 | | | | | | |
| South Dakota | | | | | | | | | | |
| Tennessee | | | | | | | | | | |
| Texas | Engr of Traffic | 1 | 4506 | 4628 | Civil Engr Spec 2 | | | 2 | 2382 | 3542 |
| Utah | Traf&Saf Studies Engr | 2 | 3471 | 5212 | NA | | | | | |
| Vermont | | | | | | | | | | |
| Virginia | Asst Div Admin | 37 | 2998 | 4578 | | | | | | |
| Washington | Asst St Traf Engr | 1 | 3931 | 5031 | | | | | | |
| West Virginia | | | | | | | | | | |
| Wisconsin | CE Trans Mgr | 3 | 3884 | 5884 | Dir,Traf Engr Div | | | 1 | 1827 | 4715 |
| Wyoming | Asst St Traf Engr/Des,Oper | 2 | 2740 | 4616 | NA | | | | | |
| 1992 Average | | | | 4898 | | | | | | 4882 |
| 1989 Average | | | | 4464 | | | | | | 4355 |
| 1977 Average | | | | 2125 | | | | | | 1972 |
| % Increase 1977-1992 | | | | 130.5% | | | | | | 147.6% |
| % Increase 1989-1992 | | | | 9.7% | | | | | | 12.1% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | DISTRICT TRAFFIC ENGINEER | (23) | | | (24) | | | |
|----------------------|----------------------------|------|------|--------|---------------------------|-----|--------|------|
| | | # | MIN | MAX | # | MIN | MAX | |
| Alabama | Div Traf Engr | 9 | 2949 | 4496 | | | | |
| Alaska | | | | | | | | |
| Arizona | Tr. Engr Team Ldr | 4 | 2811 | 4255 | | | | |
| Arkansas | | | | | | | | |
| California | Dep Dist Dir, T Oper | 3 | 5000 | 5513 | Dist Traffic Engr | 12 | 4324 | 5513 |
| Colorado | Sr Prof Engr | 5/1 | 3557 | 4767 | Denver=Sr Prof Eng | 1 | 3557 | 4767 |
| Connecticut * | | | | | | | | |
| Delaware | Program Manager | 3 | 3676 | 6127 | Civil Engineer | 1 | 2621 | 4369 |
| Florida | Dist Traf Oper Engr | 7 | 3553 | 6140 | Prof Engr Adm | 7 | 3537 | 6087 |
| Georgia | Dist Traf & Sfe Engr | 7 | 2623 | 4209 | Asst Dist Traf & Sfe Engr | 7 | 2410 | 3853 |
| Hawaii | | | | | | | | |
| Idaho | Dist Traffic Engr | 6 | 2621 | 3874 | Trans Staff Engr Asst | 1 | 2376 | 3511 |
| Illinois | | | | | Dist Oper&Plan Engr | 14 | 2880 | 5065 |
| Indiana | Traffic Engr | 6 | 2292 | 3423 | | | | |
| Iowa | | | | | | | | |
| Kansas | | | | | | | | |
| Kentucky | Branch Mgr Traffic | 12 | 2488 | 4320 | Dist Traffic Engr | 9 | 2256 | 4980 |
| Louisiana | Dist Traffic Engr | | 2958 | 4615 | Asst. Dist Traffic Engr | | | |
| Maine | Div Traf Engr | 7 | 2414 | 3314 | na | | | |
| Maryland | Hwy Asst Dist Engr Traf | 7 | 3160 | 4151 | Traffic Engr III,IV | 27 | 2609 | 3427 |
| Massachusetts | Civil Engineer IV | 8 | 2828 | 3624 | Civil Engineer III | 8 | 2600 | 3314 |
| Michigan | Dist Traffic & Safety Engr | 9 | 3619 | 4959 | Asst Dist Traf Engr | 5 | 2895 | 3872 |
| Minnesota | District Traffic Engr | 9 | 3443 | 4644 | Asst Dist Traf Engr | 11 | 3080 | 4155 |
| Mississippi | | | | | | | | |
| Missouri | Dist Mtce&Traf Engr | 10 | 2948 | 4090 | Dist Traf Engr | 4 | 2781 | 3859 |
| Montana | Traffic Engr II | 5 | 2024 | 2982 | | | | |
| Nebraska | | | | | | | | |
| Nevada | Highway Engr III | 3 | 2597 | 3540 | Highway Engr II | 6 | 2384 | 3875 |
| New Hampshire | | | | | | | | |
| New Jersey | | | | | | | | |
| New Mexico | Highway Engr 2 | 6 | 2994 | 4221 | | | | |
| New York | Reg Traffic Engr | 11 | 3986 | 5609 | Civil Engr III | 6 | 4106 | 5017 |
| North Carolina | Div Traf Engr Supv | 14 | 2830 | 4368 | Transp Engineer I | 355 | 2584 | 3981 |
| North Dakota | Included in #3 | | | | Asst Dist Engr | 8 | 2621 | 4027 |
| Ohio * | | | | | | | | |
| Oklahoma | Div Traffic Engr | 8 | 3348 | 4418 | No Comp. Class | | | |
| Oregon | Reg Traf Oper Supv | 5 | 2965 | 4176 | Asst Traf Oper Supv | 8 | 2438 | 3433 |
| Pennsylvania | Civil Engr Mgr NC | 11 | 2913 | 4476 | | | | |
| Rhode Island * | | | | | | | | |
| South Carolina | Dist Traf Engr | 5 | 3083 | 4625 | Asst Dist Traf Engr | 3 | 2741 | 4111 |
| South Dakota | Reg Traffic Engr | 4 | 2589 | 3882 | Project Engineer | 4 | 2071 | 3107 |
| Tennessee | Civil Engr Spec 2 | 4 | 2382 | 3542 | Civil Engr Spec 2 | 4 | 2203 | 3244 |
| Texas | Dist Traf Engr | 24 | 3088 | 4880 | Asst Dist Traf Engr | 18 | 2475 | 3928 |
| Utah | Dist Traf Engr | 3 | 2093 | 4298 | | | | |
| Vermont | | | | | | | | |
| Virginia | Trans Engr Prog Supv | 105 | 2743 | 4187 | Transp Engr | 260 | 2295 | 3504 |
| Washington | Dist Traffic Engineer | 6 | 3931 | 5553 | Asst Dist Traffic Eng | 6 | 2782 | 3931 |
| West Virginia | Included in #3 | | | | Included in #4 | | | |
| Wisconsin | CE Trans Mgr1 | 8 | 3884 | 5884 | CE Trans Supv4 | 15 | 3467 | 4626 |
| Wyoming | Dist Traffic Engr | 5 | 2554 | 4258 | | | | |
| 1992 Average | | | | 4454 | | | 4142 | |
| 1989 Average | | | | 3979 | | | 3688 | |
| 1977 Average | | | | 1973 | | | 1765 | |
| % Increase 1977-1992 | | | | 125.7% | | | 134.7% | |
| % Increase 1989-1992 | | | | 11.9% | | | 12.3% | |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | TRAFFIC SUPERVISOR | (25) | | | (26) | | | |
|----------------------|---------------------------|------|--------|------|----------------------------------|-----|------|--------|
| | | # | MIN | MAX | SIGN SUPERVISOR | # | MIN | MAX |
| Alabama | | | | | Staff Traffic Engr Contracted | 3 | 4051 | 4753 |
| Alaska | | | | | | | | |
| Arizona | | | | | | | | |
| Arkansas | | | | | | | | |
| California | | | | | | | | |
| Colorado | Denver=Sr Prof Eng | 1 | 3557 | 4767 | | | | |
| Connecticut * | | | | | | | | |
| Delaware | Traffic Oper Mgr | 2 | 2295 | 3824 | Trf Sign Inst Supv | 3 | 1636 | 2727 |
| Florida | Eng IV | | 2741 | 4653 | Sign Upholster Supv | 3 | 1191 | 1922 |
| Georgia | | | | | Hwy Mtce Supt | 6 | 1806 | 2858 |
| Hawaii | | | | | Trf Sign&Mark Supv | 3 | 2533 | 2660 |
| Idaho | | | | | | | | |
| Illinois | Fld Engr or Tech | 28 | 2310 | 4150 | Included in #25 | | | |
| Indiana | | | | | Sign/Pave Marking Supv | 7 | 1686 | 2191 |
| Iowa | Dist Traf Tech | 6 | 2409 | 3014 | | | | |
| Kansas | | | | | | | | |
| Kentucky | Hwy Dist Frm | 10 | 1527 | 2832 | Hwy Dist Crew Frm | 17 | 1256 | 2600 |
| Louisiana | Sign/Traffic Supv | 8 | 1609 | 2511 | Sign & Pavement Marking Mgr | | 1971 | 3076 |
| Maine | na | | | | na | | | |
| Maryland | Hwy Asst Dist Engr Traf | 7 | 3160 | 4151 | Traf Sign Shop Supv | 1 | 1863 | 2447 |
| Massachusetts | Traffic Sect.Fore.II | 1 | 1782 | 2323 | Manager II | | 2218 | 2753 |
| Michigan | Spec Crews Suprv—Mtce Div | 9 | 2665 | 3535 | Traffic Svcs Mgr—Mtce Div | 1 | 3004 | 4043 |
| Minnesota | Traffic Oper Supv | 5 | 2753 | 3708 | Signing Supv | 12 | 2260 | 2925 |
| Mississippi | | | | | Included in Title #7 | | | |
| Missouri | Dist Traf Studies Engr | 18 | 2335 | 3240 | Sign Shop Supv | 1 | 2203 | 3057 |
| Montana | Supv. Trf. Oper. | 1 | 2024 | 2982 | Designer III | 2 | 2024 | 2982 |
| Nebraska | | | | | Sign Shop Supt | 1 | 2301 | 3222 |
| Nevada | | | | | Supervisor I | 6 | 2099 | 2834 |
| New Hampshire | Traf Mtce Supv | 1 | 2333 | 2785 | Traf Oper Tech | 1 | 1789 | 2117 |
| New Jersey | Mgr I,Traf Engr | 1 | 4452 | 6234 | Supvr., Hwy. Marking | 1 | 2478 | 3471 |
| New Mexico | | | | | Highway Engr 1 | 1 | 2696 | 3800 |
| New York | | | | | Sign Shop Supv II | 1 | 2555 | 3179 |
| North Carolina | Traf Serv Supv | 14 | 2090 | 3172 | Traf Serv Crew Ldr | 28 | 1772 | 2645 |
| North Dakota | | | | | | | | |
| Ohio * | | | | | | | | |
| Oklahoma | Included in #23 | | | | Sign Shop Supt | 1 | 2167 | 2853 |
| Oregon | Included in #24 | | | | | | | |
| Pennsylvania | Civil Engr Supv | 11 | 2539 | 3894 | Sign Shop Mgr | 1 | 1933 | 2960 |
| Rhode Island * | | | | | | | | |
| South Carolina | | | | | | | | |
| South Dakota | | | | | | | | |
| Tennessee | Civil Engr Assoc 2 | 4 | 1571 | 2338 | Sign & Mrk Supv 2 | 4 | 1278 | 1897 |
| Texas | Traffic Signal Mgr I—IV | 9 | 2319 | 3675 | Dist Sign Shop Supvr | 14 | 2171 | 2734 |
| Utah | | | | | Hwy Sign Supv | 1 | 2126 | 2719 |
| Vermont | Traffic Operations Supv | 1 | 1939 | 3073 | | | | |
| Virginia | Trans Tech Prog Supv | 76 | 2099 | 3205 | Trans Mtce Supv | 239 | 1607 | 2453 |
| Washington | Included in #7 | | | | | | | |
| West Virginia | Included in #3 | | | | | | | |
| Wisconsin | CE Trans Supv 4 | 15 | 3467 | 4626 | Sign Shop Supv | 10 | 1409 | 2502 |
| Wyoming | Traf Control Supv | 5 | 1908 | 3103 | Engr Spec Supv 5 | 1 | 2973 | 3926 |
| 1992 Average | | | 3556 | | | | | 2907 |
| 1989 Average | | | 3189 | | | | | 2699 |
| 1977 Average | | | 1479 | | | | | 1308 |
| % Increase 1977–1992 | | | 140.5% | | | | | 122.3% |
| % Increase 1989–1992 | | | 11.5% | | | | | 7.7% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | SIGN SHOP FOREMAN | (27) | | | (28) | | | |
|----------------------|--------------------------|------|--------|------|-----------------------------------|-----|------|--------|
| | | # | MIN | MAX | TRAFFIC SIGNAL & LIGHTING FOREMAN | # | MIN | MAX |
| Alabama | Traf Sign Shop Supv | 1 | 1519 | 2311 | | | | |
| Alaska | Contracted | | | | | | | |
| Arizona | Shop Foreman | 1 | 2099 | 3176 | Sig & Ligh Crew Frmn | 7 | 1937 | 2931 |
| Arkansas | Sign Shop Supv | 1 | 2743 | 3620 | | | | |
| California | Contracted | | | | Caltran Elec II | 184 | 2891 | 3324 |
| Colorado | Sign Shop Supv | 1 | 2584 | 3463 | Traf Signal Supv | 7 | 2655 | 3557 |
| Connecticut * | | | | | | | | |
| Delaware | Trf Sign Shp Supv | 1 | 1636 | 2727 | Traffic Signal Supv | 5 | 1946 | 3243 |
| Florida | | | | | Engr Tech IV | | 1572 | 2583 |
| Georgia | Hwy Mtce Frmn II | | 1602 | 2513 | Traf Sig Tech Supv | 10 | 1735 | 2623 |
| Hawaii | | | | | Traf Sign&Mark Supv | 1 | 3034 | 3186 |
| Idaho | | | | | Traf Sig & Tech Frmn | 6 | 2052 | 3035 |
| Illinois | Sign Shop Supv & Fm | 12 | 2310 | 4540 | Included in #25 | | | |
| Indiana | Sign Shop Foreman | 23 | 1428 | 1859 | Signal Lighting Supv | 6 | 1686 | 2191 |
| Iowa | Sign Shop Manager | 1 | 2628 | 3321 | Elec Mtce Supv | 1 | 2331 | 2950 |
| Kansas | Sign Shop Wkr Supv | 1 | 1501 | 2112 | | | | |
| Kentucky | Adm Sec Supvr | 1 | 1857 | 2600 | Hwy Sig Crew Ldr/Frm | 21 | 1139 | 2380 |
| Louisiana | Sign Fabricator III | 3 | 1228 | 1916 | Traf Sig Const.& Maint Sup. | 3 | 1971 | 3076 |
| Maine | Sign Shop Foreman | 1 | 1764 | 2552 | Elec Foreman | 1 | 1902 | 2552 |
| Maryland | Included in # 26 | | | | Trf Cont Supv/Tech Supv | 3 | 1608 | 2840 |
| Massachusetts | Sign Pnt&Letterl | 1 | 1681 | 2202 | Trf Sec Foreman I | | 1518 | 1955 |
| Michigan | Sign Shop Supervisor | 10 | 2502 | 3267 | Signal Shop Supervisor | 2 | 2502 | 3267 |
| Minnesota | Sign Shop Supv | 2 | 2526 | 3393 | Elect Mtce Supv | 3 | 2526 | 3522 |
| Mississippi | Included in Title #8 | | | | Traf Sign Tech Sr | 3 | 1480 | 2217 |
| Missouri | Asst Sign Shop Supv | 2 | 1850 | 2567 | Signal&Light Supv | 11 | 2203 | 3057 |
| Montana | Painter Foreman | 1 | 2055 | 2163 | Traf Engr III | 1 | 2205 | 3264 |
| Nebraska | Sign Shop Supv | 1 | 1723 | 2412 | Electronics Mgr | 1 | 2301 | 3222 |
| Nevada | | | | | | | | |
| New Hampshire | Sign Shop Foreman | 1 | 1784 | 2104 | Signal Reprmn II,III | 7 | 1584 | 2104 |
| New Jersey | Crew Supv Sign Shop | 1 | 2141 | 2997 | Crew Supv Elect | 27 | 2141 | 2997 |
| New Mexico | Sign Shop Foreman | 1 | 1719 | 2423 | Highway Tech Supv | 1 | 1985 | 2798 |
| New York | Sign Shop Supv I | 1 | 2148 | 2621 | Supv Traf Sig Mech | 12 | 2148 | 2621 |
| North Carolina | | | | | Traf Cnt Tech Supv | 14 | 1844 | 2767 |
| North Dakota | Hwy Traffic Control Spvr | 8 | 1611 | 2518 | | | | |
| Ohio * | | | | | | | | |
| Oklahoma | Sign Shop Supv | 1 | 1584 | 2071 | No Comp. Class | | | |
| Oregon | Sign Shop Mgr | 1 | 2212 | 2965 | Reg Elec Supv | 7 | 2005 | 2692 |
| Pennsylvania | Sign Tech Supv | 1 | 1687 | 2582 | | | | |
| Rhode Island * | | | | | | | | |
| South Carolina | Master Craftsman | 3 | 1851 | 2777 | Trades Supv I, II | 7 | 1851 | 3249 |
| South Dakota | Hwy Mtce Frm | 1 | 1667 | 2502 | | | | |
| Tennessee | Sign & Mrk Supv 1 | 9 | 1130 | 1677 | | | | |
| Texas | Same as #26 | | | | | | | |
| Utah | | | | | | | | |
| Vermont | Traffic Shop Coordinator | 3 | 1556 | 2459 | Traffic Signal Supv I-III | 14 | 2171 | 3118 |
| Virginia | Trans Crew Leader | 467 | 1470 | 2244 | Safety Opr Engr | 1 | 2903 | 4298 |
| Washington | Sign Shop Mgr | 1 | 2342 | 2997 | Electrical Mtce Specialist II | 1 | 1641 | 2598 |
| West Virginia | Traf Sign Mtce Supv | 10 | 1202 | 2101 | Equip Rep Elect Frm A | 18 | 1607 | 2453 |
| Wisconsin | Engr Tech 4 | 9 | 2030 | 2871 | Traf Sign Supv/Elec Supv | 6 | 2459 | 3146 |
| Wyoming | Sign Shop Supv | 1 | 2007 | 3273 | Included in #9 | | | |
| 1992 Average | | | 2664 | | Engr Spec SR | 12 | 2555 | 3371 |
| 1989 Average | | | 2410 | | See #25 | | | |
| 1977 Average | | | 1176 | | | | | |
| % Increase 1977-1992 | | | 126.5% | | | | | 109.0% |
| % Increase 1989-1992 | | | 10.5% | | | | | 9.3% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | STRIPER FOREMAN (29) | | | | SIGN ERECTION FOREMAN (30) | | | |
|----------------------|-------------------------|-----|------|--------|-------------------------------|------|--------|------|
| | | # | MIN | MAX | # | MIN | MAX | |
| Alabama | | | | | | | | |
| Alaska | | | | | | | | |
| Arizona | Maint Tech III | 3 | 1658 | 2509 | Hwy Mtce Supervisor | 1 | 2099 | 3176 |
| Arkansas | Striping Supervisor | 2 | 2743 | 3620 | Signing Supervisor | 1 | 2743 | 3620 |
| California | Hwy Mtce Leadworker | 2 | 2463 | 2829 | Included in #29 | | | |
| Colorado | | | | | | | | |
| Connecticut * | | | | | | | | |
| Delaware | | | | | Traf Sign Installer | | 1019 | 1698 |
| Florida | | | | | | | | |
| Georgia | Hwy Mtce Frmn II | | 1602 | 2513 | Hwy Mtce Frmn II | | 1601 | 2513 |
| Hawaii | Traf Marking Supv | 1 | 2219 | 2330 | | | | |
| Idaho | | | | | | | | |
| Illinois | Lead Wkr, Pavement | 29 | 3045 | 3045 | Included in #29 | | | |
| Indiana | Crew Leader | 22 | 1428 | 1859 | Sign Crew Leader | 23 | 1428 | 1859 |
| Iowa | Hwy Mtce Supv II | 6 | 2390 | 3021 | | | | |
| Kansas | Mtce Supervisor | 159 | 2012 | 2829 | | | | |
| Kentucky | Incl Title 26 | | | | Incl Title 26 | | | |
| Louisiana | | | | | Highway Foreman | 13 | 2406 | 2194 |
| Maine | Highway Foreman | 1 | 1764 | 2340 | Hwy Worker III | 8 | 1433 | 1791 |
| Maryland | Supv Road Markings | 7 | 1608 | 2109 | Traf Cont Tech III | 4 | 1863 | 2447 |
| Massachusetts | Spray Pnt Wrk Foreman I | 11 | 1518 | 1955 | Traf Sect Foreman I | 22 | 1518 | 1955 |
| Michigan | Paint Crew Foreman | 1 | 2289 | 3004 | Overhead Sign Crew Supvr | 1 | 2502 | 3267 |
| Minnesota | Hwy Maint Supv I | 2 | 2526 | 3393 | Hwy Maint Supv I | 2 | 2526 | 3393 |
| Mississippi | Included in Title #8 | | | | Included in Title #8 | | | |
| Missouri | Spec Mtce Supv | 40 | 1961 | 2720 | Mtce Crew Leader | 1028 | 1503 | 1993 |
| Montana | Included in #9 | | | | Design Supv | 5 | 2205 | 3264 |
| Nebraska | Incl Title 8 | | | | | | | |
| Nevada | Supervisor I | 6 | 2099 | 2834 | Supervisor I | 3 | 2099 | 2834 |
| New Hampshire | Pavement Mark Foreman | 8 | 1647 | 1931 | Hwy/Dist Sign Foreman | 12 | 1647 | 2104 |
| New Jersey | Crew Supv Hwy Marking | 8 | 2141 | 2997 | Crew Supv Hwy Marking | 8 | 2141 | 2997 |
| New Mexico | Included in #9 | | 1822 | 2569 | Included in #9 | | 1822 | 2569 |
| New York | Pavement Mark Supv | 22 | 1705 | 2103 | Sign Crew Supv | 66 | 1705 | 2103 |
| North Carolina | Machine Operator IV | 915 | 1452 | 2135 | Traf Sign Erector | 96 | 1295 | 1883 |
| North Dakota | Included in #27 | | | | Included in #27 | | | |
| Ohio * | | | | | | | | |
| Oklahoma | Centerline Supv | 8 | 1893 | 2485 | Sign Crew Supv | 8 | 1893 | 2485 |
| Oregon | Reg Traf Line Supv | 10 | 2005 | 2692 | Dist Sign Crew Supv | 16 | 1738 | 2325 |
| Pennsylvania | Highway Foreman 2 | 17 | 1687 | 2582 | Hwy Foreman 2 | 67 | 1687 | 2582 |
| Rhode Island * | | | | | | | | |
| South Carolina | Included in #9 | | | | Included in #8&9 | | | |
| South Dakota | Hwy Mtce Foreman | 8 | 1667 | 2502 | Hwy Mtce Foreman | 4 | 1667 | 2502 |
| Tennessee | Hwy Mtce Worker 2 | 9 | 1036 | 1546 | Hwy Mtce Wkr 2 | 10 | 1036 | 1546 |
| Texas | Striping Supv I-II | 23 | 2034 | 2734 | Sign Tech II | 212 | 1146 | 2069 |
| Utah | Included in #8 | | | | Included in #8 | | | |
| Vermont | Marking Crew Leader | 4 | 1406 | 2215 | Sign Crew Leader | 3 | 1335 | 2106 |
| Virginia | Trans Mtce Supv | 239 | 1607 | 2453 | Trans Mtce Supv | 239 | 1607 | 2453 |
| Washington | Mtce Supv | 64 | 2342 | 2997 | | | | |
| West Virginia | Included in #9 | | | | | | | |
| Wisconsin | Engr Spec SR | 9 | 2555 | 3371 | Included in #9 | | | |
| Wyoming | Striping Crew Leader | 10 | 1645 | 2637 | Eng Tech 4 | 9 | 2030 | 2871 |
| 1992 Average | | | | 2589 | | | 2450 | |
| 1989 Average | | | | 2319 | | | 2220 | |
| 1977 Average | | | | 1120 | | | 1097 | |
| % Increase 1977-1992 | | | | 131.2% | | | 123.3% | |
| % Increase 1989-1992 | | | | 11.7% | | | 10.4% | |
| *Data not available | | | | | | | | |

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | SIGN FABRICATOR | (31) | | | (32) | | | |
|----------------------|-------------------------|------|--------|------|-------------------------|------|--------|------|
| | | # | MIN | MAX | SIGN TECHNICIAN | # | MIN | MAX |
| Alabama | Traf Sign Painter II | 4 | 1411 | 2094 | Traf Sign Painter I | 7 | 1344 | 1993 |
| Alaska | Contracted | | | | | | | |
| Arizona | Sign Fabricator | 8 | 1546 | 2283 | | | | |
| Arkansas | Sign Maker I & II | 10 | 1118 | 1971 | Sign Crew Foreman | 16 | 2153 | 2957 |
| California | Contracted | | | | | | | |
| Colorado | Sign Fab/Jr Sign Fab | 6 | 3679 | 4928 | | | | |
| Connecticut * | | | | | | | | |
| Delaware | Trf Sign Fabricator | 4 | 1335 | 2226 | | | | |
| Florida | Sign Uphols Tech | 10 | 1081 | 1728 | | | | |
| Georgia | Sign Shop Printer | 10 | 1256 | 1879 | | | | |
| Hawaii | Sign Painter | 5 | 2199 | 2199 | | | | |
| Idaho | | | | | | | | |
| Illinois | Silk Screen Oper | 11 | 2782 | 2782 | Included in #25 | | | |
| Indiana | | | | | | | | |
| Iowa | Silk Scrn/Sign Shop Wkr | 8 | 1466 | 1931 | | | | |
| Kansas | Sign Shop Worker | 4 | 1296 | 1824 | | | | |
| Kentucky | Sign Painter | 2 | 937 | 1765 | Incl Title 26 | | | |
| Louisiana | Sign Fabricator II | 7 | 1073 | 1674 | Statewide Sign Spec. | 7 | 1002 | 1564 |
| Maine | na | | | | Sign Shop Tech 1 | 1 | 1592 | 2096 |
| Maryland | Sign Fabricator I,II | 5 | 1155 | 1496 | Sign Fabricator III | 2 | 1395 | 1824 |
| Massachusetts | Sign Paint& Letter I | 3 | 1518 | 1955 | | | | |
| Michigan | Frab Shop Supv | 1 | 2502 | 3267 | Trans Mtce Worker | 13 | 2204 | 2703 |
| Minnesota | Sign Fabricator | 6 | 2323 | 2389 | Hwy Maint Wkr Sr Varies | | 2323 | 2389 |
| Mississippi | Silk Screen Printer | 5 | 1071 | 1603 | Included in Title #18 | | | |
| Missouri | Sign Layout Spec | 4 | 1418 | 1880 | | | | |
| Montana | Painter | 3 | 1989 | 2094 | Included in #27 | | | |
| Nebraska | Sign Printer II | 4 | 1491 | 2087 | Included in #18 | | | |
| Nevada | Sign Fabricator | 6 | 1709 | 2284 | | | | |
| New Hampshire | Sign Fab & Sign Let | 4 | 1525 | 1931 | Hwy Maintainer II | 12 | 1303 | 1525 |
| New Jersey | Sign Fabricator I,II | 11 | 1519 | 2345 | | | | |
| New Mexico | Sign Tech 2 | 6 | 1268 | 1781 | | | | |
| New York | Sign Shop Worker | 15 | 1523 | 1886 | | | | |
| North Carolina | | | | | | | | |
| North Dakota | Hwy Traff Control Spec | 14 | 1162 | 2188 | Included in #27 | | | |
| Ohio * | | | | | | | | |
| Oklahoma | Sr Sign Shop Worker | 7 | 1330 | 1731 | No Comp. Class | | | |
| Oregon | Sign Tech | 8 | 1341 | 2097 | | | | |
| Pennsylvania | Hwy Mtce/Sign Wkr | 10 | 1290 | 2581 | Sign Technician | 194 | 1289 | 1967 |
| Rhode Island * | | | | | | | | |
| South Carolina | Trades Craftsman | 3 | 1521 | 2282 | | | | |
| South Dakota | Sign Producer | 3 | 1175 | 1761 | | | | |
| Tennessee | Hwy Mtce Worker 1 | 20 | 826 | 1269 | Hwy Mtce Worker 1 | 20 | 826 | 1269 |
| Texas | | | | | NA | | | |
| Utah | Jr Hwy Sign Spec | 3 | 1417 | 2014 | Included in #31 | | | |
| Vermont | Sign Painter | 1 | 1335 | 2106 | | | | |
| Virginia | Hwy Sign Fabricator | 26 | 1230 | 1878 | Hwy Equip Oper A | 2561 | 1125 | 1718 |
| Washington | Sign Tech Lead | 2 | 2342 | 2712 | Sign Tech | 22 | 2130 | 2459 |
| West Virginia | Included in #11 | | | | Included in #11 | | | |
| Wisconsin | Eng Tech 3 | 12 | 1879 | 2642 | Engr Tech 2 | 25 | 1777 | 2483 |
| Wyoming | Sign Fabricator | 5 | 1412 | 2246 | Sign Technician | 10 | 1223 | 1932 |
| 1992 Average | | | 2148 | | | | 2063 | |
| 1989 Average | | | 1824 | | | | 2015 | |
| 1977 Average | | | 967 | | | | 899 | |
| % Increase 1977-1992 | | | 122.2% | | | | 129.5% | |
| % Increase 1989-1992 | | | 17.8% | | | | 2.4% | |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | TRAFFIC SIGNAL & LIGHTING TECHNICIAN (33) | # MIN MAX | | | STRIPER TECH (34) | # MIN MAX | | |
|----------------------|--|-----------|--------|------|-------------------------------|-----------|------|--------|
| | | # | MIN | MAX | | # | MIN | MAX |
| Alabama | Traf Sign Tech I,II,III | 24 | 1343 | 2875 | | | | |
| Alaska | | | | | Contracted | | | |
| Arizona | S/L Technician | 51 | 1790 | 2709 | Striping Crew | 15 | 1207 | 1738 |
| Arkansas | | | | | Striping Crew Foreman | 5 | 2153 | 2957 |
| California | Caltrans Elec Tech | 18 | 2296 | 2638 | Calt Hwy Mtce Wkr | | 2070 | 2248 |
| Colorado | Traf Signal Tech | 13 | 2081 | 2788 | | | | |
| Connecticut * | | | | | | | | |
| Delaware | Trf Signal Tech | 15 | 1335 | 2226 | | | | |
| Florida | Engr Tech III | | 1400 | 2288 | | | | |
| Georgia | Traf Sig Tech & Trainee | 34 | 1435 | 2513 | Mtce Equip Opr | | 1386 | 2125 |
| Hawaii | Hwy Lght Wkr/E1 Trf Sig Wkr | 10 | 2460 | 2460 | Trf Strip Mach Oper | 7 | 1911 | 1911 |
| Idaho | Traf Sign Tech | 6 | 1773 | 2621 | | | | |
| Illinois | Traf Signal Eng & Tech | 16 | 2310 | 4150 | | | | |
| Indiana | Signal Technician | 33 | 1428 | 1859 | Crew Member W. L. | 75 | 1261 | 1642 |
| Iowa | Electrician II | 1 | 2170 | 2359 | Equip Oper II & III | 18 | 1641 | 2101 |
| Kansas | | | | | | | | |
| Kentucky | Hwy Sig Installer/Rpmn | 19 | 1034 | 2185 | Included in Title #18 | | | |
| Louisiana | Electrician Spec. | 4 | 1314 | 2050 | Mob. Equip. Oper. I | 29 | 1228 | 1916 |
| Maine | Electrician | 1 | 1592 | 2096 | na | | | |
| Maryland | Trf Cont Tech I,II,III | 23 | 1734 | 2276 | Supv Rd. Markings | 7 | 1608 | 2109 |
| Massachusetts | Electrician I | 11 | 1518 | 1955 | Spray Paint Wkr Frmn | 11 | 1518 | 1955 |
| Michigan | Trans Mtce Worker | 14 | 2204 | 2703 | Trans Mtce Worker | 4 | 2204 | 2703 |
| Minnesota | Traf Sig & Light Tech | 9 | 2365 | 2970 | Hwy Maint Wkr Sr | 25 | 2323 | 2389 |
| Mississippi | Traffic Signal Tech | 6 | 1367 | 2047 | Included in Title #18 | | | |
| Missouri | Sign & Lighting Elec | 58 | 1850 | 2567 | Mtce Crew Leader | 1028 | 1503 | 1993 |
| Montana | Traffic Tech I | 3 | 1452 | 2097 | Included in #16 | | | |
| Nebraska | Electronics Tech Senior | 7 | 1723 | 2412 | Incl in Title 18 | | | |
| Nevada | | | | | | | | |
| New Hampshire | Traf Signal Tech I | 1 | 2021 | 2385 | Carriage Oper | 6 | 1465 | 1714 |
| New Jersey | Electrical Mech I | 93 | 1846 | 2585 | Highway Marker | 33 | 1447 | 2025 |
| New Mexico | Included in #41 | | 1457 | 2054 | Included in #18 | | 1388 | 1957 |
| New York | Traf Signal Mech | 103 | 1912 | 2346 | Constr Equip Oper | 54 | 1523 | 1886 |
| North Carolina | Traf Control Tech | 48 | 1703 | 2531 | Machine Oper III | 111 | 1345 | 1964 |
| North Dakota | | | | | Included in #31 | | | |
| Ohio * | | | | | | | | |
| Oklahoma | No Comp. Class | | | | Sr Trans Mtce Worker | 8 | 1420 | 1851 |
| Oregon | Traf Signal Tech/Electr | 29 | 1672 | 2865 | Included in #16&18 | | | |
| Pennsylvania | | | | | Trans Equip Oper B | 68 | 1474 | 2248 |
| Rhode Island * | | | | | | | | |
| South Carolina | Trade Crftsmn/Sig Tech | 23 | 1521 | 2374 | Included in #18 | | | |
| South Dakota | | | | | Sr H.M. Worker | 8 | 1279 | 1920 |
| Tennessee | | | | | Hwy Mtce Worker 1 | 20 | 826 | 1269 |
| Texas | Traf Sig Rpr Tech I-III | 97 | 1766 | 2536 | Same as #9 | | | |
| Utah | Jr Sgnl Mtce Spec | 2 | 1759 | 2308 | Included in #17 | | | |
| Vermont | Electrical Mtce Specialist I | 1 | 1478 | 2336 | Highway Marking Eqpt Operator | 6 | 1274 | 2000 |
| Virginia | Hwy Equip Elect | 85 | 1345 | 2053 | Hwy Equip Oper A | 2561 | 1125 | 1718 |
| Washington | Traf Sig. & Elec Tech | 67 | 1940 | 2997 | Mtce Tech 3 | 67 | 1940 | 2997 |
| West Virginia | Included in #11 | | | | Included in #11 | | | |
| Wisconsin | Eng Tech 2 | 18 | 1777 | 2483 | Engr Tech 2 | 15 | 1777 | 2483 |
| Wyoming | Traf Cont Sys Spec | 5 | 1728 | 2798 | Striping Tech II | 16 | 1279 | 2025 |
| 1992 Average | | | 2473 | | | | | 2068 |
| 1989 Average | | | 2368 | | | | | 1875 |
| 1977 Average | | | 1182 | | | | | 966 |
| % Increase 1977-1992 | | | 109.2% | | | | | 114.1% |
| % Increase 1989-1992 | | | 4.4% | | | | | 10.3% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | CHIEF ENGINEER | (35) | | | (36) | | | |
|----------------------|----------------------------|------|--------|------|-------------------------|-----|------|--------|
| | | # | MIN | MAX | PROJECT ENGINEER | # | MIN | MAX |
| Alabama | Chief Engineer | 1 | 5208 | 7940 | Civil Engr I,II,III | 431 | 1808 | 3502 |
| Alaska | | | | | Proj Mgr.I & II | 65 | 4005 | 5434 |
| Arizona | State Engineer | 1 | 4876 | 7379 | Engr. Team Leader | 51 | 2811 | 4255 |
| Arkansas | Chief Engineer | 1 | | 6792 | Resident Engineer | 32 | 4051 | 4753 |
| California | Deputy Director | 1 | 6497 | 7163 | Resident Engineer | 124 | 3407 | 4313 |
| Colorado | Chief Engineer | 1 | 4209 | 5640 | Professional Engr | 89 | 3073 | 4118 |
| Connecticut * | | | | | | | | |
| Delaware | Dep Director Hwy | 1 | 5156 | 8593 | Civil Engr III | 18 | 2621 | 4369 |
| Florida | State Hwy Engr | 1 | 4335 | 7650 | | | | |
| Georgia | State Hwy Engr | 1 | 4793 | 7865 | Project Engr | 216 | 1958 | 3534 |
| Hawaii | Chief Hwy, See #1 | 1 | 6729 | 6729 | Area Engineer | 3 | 3053 | 4346 |
| Idaho | | | | | Project Engineer | 25 | 2376 | 3874 |
| Illinois | Dir of Highways | 1 | 4595 | 7435 | Proj&Resident Engr | 200 | 2880 | 5065 |
| Indiana | Chief Engr, Hwys | 1 | 3781 | 5865 | Project Engineer | 51 | 2314 | 3402 |
| Iowa | Chief Engineer | 1 | 4836 | 6110 | Resident Const Engr | 21 | 3021 | 3824 |
| Kansas | State Trans Engr | 1 | 6172 | 6172 | Const Engineer | 32 | 2444 | 3440 |
| Kentucky | State Hwy Engr | 1 | 3319 | 5843 | Resident Const Engr | 53 | 2256 | 4337 |
| Louisiana | Chief Engineer | 1 | 4750 | 7410 | Project Engineer | | 2584 | 4032 |
| Maine | Dir of Proj Dvplmt | 1 | 3730 | 5216 | Res Engr/Inspectors | 73 | 1988 | 3225 |
| Maryland | SHA Chief Engineer | 1 | 6417 | 6417 | Hwy Engr III,IV | 18 | 2609 | 3427 |
| Massachusetts | Chief Engineer | 1 | 4546 | 5751 | Civil Engr III | 159 | 2817 | 3590 |
| Michigan | Bureau Of Hgwys Chief Engr | 1 | 2716 | 9309 | Resident Engr Proj Engr | 52 | 3161 | 4231 |
| Minnesota | Deputy Comm/Chief Engr | 1 | 5237 | 6950 | Project Engr | 60 | 3080 | 4155 |
| Mississippi | Chief Engineer | 1 | 4014 | 6134 | Project Engr | 16 | 3426 | 3633 |
| Missouri | Chief Engineer | 1 | 5978 | 7378 | Resident Engineer | 41 | 2624 | 3640 |
| Montana | Dep Dir Plan & Prog | 1 | 3812 | 5811 | Assist Admin Engr | 1 | 4197 | 6429 |
| Nebraska | Director State Engr | 1 | 6609 | 6609 | Project Engineer | 12 | 2659 | 3723 |
| Nevada | Chief Engineer | 6 | 3385 | 4653 | Resident Engineer | 20 | 2834 | 3875 |
| New Hampshire | Asst Commissioner | 1 | 4576 | 5760 | Civil Engr I-IV | 55 | 1744 | 3178 |
| New Jersey | Asst Chief Engr | 2 | | 6792 | Project Engineer | 146 | 3488 | 4884 |
| New Mexico | Cabinet Secretary | 1 | 5292 | 5292 | Hwy Const Proj Mgr | 2 | 2838 | 4001 |
| New York | Asst Comm for Engr | 1 | 5610 | | | | | |
| North Carolina | Trans Eng Dir III | 3 | 4901 | 7679 | Trans Eng Supv II | 141 | 3099 | 4791 |
| North Dakota | Chief Engineer | 1 | 4067 | 6186 | Hwy Constr Coord | 6 | 2498 | 3841 |
| Ohio * | | | | | | | | |
| Oklahoma | Chief Engineer | 1 | 5151 | 5151 | Engr Mgr | 25 | 3348 | 4418 |
| Oregon | Deputy Director | 1 | 4386 | 6176 | Project Manager | 36 | 2965 | 4176 |
| Pennsylvania | Chief Engr Hwy Admn NC | | 5060 | 5890 | Civil Engr Supv | 106 | 2215 | 3397 |
| Rhode Island * | | | | | | | | |
| South Carolina | State Hwy Engineer | 1 | 5592 | 8389 | Project Engr | 44 | 2741 | 4111 |
| South Dakota | Division Director | 1 | 3820 | 5730 | Project Engineer | 75 | 2071 | 3107 |
| Tennessee | Asst Commissioner 2 | 1 | 3389 | 5037 | Civ Engr 2/Civ Eng | 94 | 1571 | 2338 |
| Texas | Executive Director | 1 | 7210 | 7210 | Project Engineer | | 2734 | 4196 |
| Utah | Asst Director Transp | 1 | 4085 | 6092 | Project Engineer | 19 | 2950 | 4432 |
| Vermont | | | | | | | | |
| Virginia | Chief Engr Transp | 1 | 4681 | 7147 | Hwy Const Proj Engr | 43 | 2099 | 3205 |
| Washington | Deputy Sec. | 1 | 6602 | 8451 | Project Engineer | 86 | 3389 | 4338 |
| West Virginia | State Hwy Engr | 1 | 2101 | 5917 | Major Project Engr | 10 | 2550 | 4501 |
| Wisconsin | Hwy Div Admin | 1 | 4502 | 6922 | CE Supv 4 | 30 | 3467 | 4626 |
| Wyoming | Director | 1 | 4583 | 7500 | Resident Engineer | 31 | 2554 | 4258 |
| 1992 Average | | | 6654 | | | | | 4053 |
| 1989 Average | | | 6083 | | | | | 3667 |
| 1977 Average | | | 3017 | | | | | 1841 |
| % Increase 1977-1992 | | | 120.6% | | | | | 120.1% |
| % Increase 1989-1992 | | | 9.4% | | | | | 10.5% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

(37)

(38)

| STATE | STATE CONSTRUCTION ENGINEER | # | | | DISTRICT CONSTRUCTION ENGINEER | | | |
|----------------------|-----------------------------|-----|------|------|--------------------------------|-----|------|-------|
| | | MIN | MAX | # | MIN | MAX | | |
| Alabama | St Const Engr | 1 | 4496 | 6846 | Division Const Engr | 9 | 3333 | 5082 |
| Alaska | Function is regionalized | | | | Req.Div Dir,Des&Constr | 3 | 5650 | 6732 |
| Arizona | Asst St Engr Const | 1 | 3701 | 5601 | Asst Dist Engr Const | 4 | 3378 | 5112 |
| Arkansas | Included in #1 | | | | Included in #3 | | | |
| California | Division Chief | 1 | 6193 | 6828 | Deputy Dist Director | 12 | 5000 | 5513 |
| Colorado | Staff Const Engr | 1 | 4209 | 5640 | Dist Const Engr | 6 | 3818 | 5116 |
| Connecticut * | | | | | | | | |
| Delaware | Director Hwy Oper | 1 | 5156 | 8593 | District Engineer | 3 | 4209 | 7015 |
| Florida | Dir of Office of Constr | 1 | 3641 | 6332 | Dist Const Engr | 7 | 3553 | 6140 |
| Georgia | St Const Engr | 1 | 3389 | 5483 | Dist Const Eng | 7 | 2623 | 4209 |
| Hawaii | Chief Hwy, See #1 | 1 | 6729 | 6729 | Dist Const Engr | 4 | 3434 | 4887 |
| Idaho | Constru Engr | 1 | 4049 | 6011 | Resident Engr | 14 | 3186 | 4709 |
| Illinois | Engr of Const | 1 | 3955 | 6250 | Dist Const Engr | 9 | 3405 | 5490 |
| Indiana | Same as #1 | | | | Const Engr | 6 | 2292 | 3423 |
| Iowa | State Const Engr | 1 | 4403 | 5566 | Dist Const Engr | 6 | 3321 | 4200 |
| Kansas | Chf,Bureau Const & Mtce | 1 | 3793 | 5335 | Dist Const Engr/Civil Eng V | 6 | 3120 | 4389 |
| Kentucky | Engr Dir Div Const | 1 | 3018 | 6560 | T.E.B.M. Const | 12 | 2488 | 5800 |
| Louisiana | Const Engr Admin | 1 | 4440 | 6927 | Dist Constr. Eng | 9 | 2958 | 4615 |
| Maine | Hwy/Bridge Const Engr | 3 | 2846 | 3974 | Area H/B Const Engr | 7 | 2629 | 3665 |
| Maryland | Deputy Chf Engr Const | 1 | 5683 | 5683 | Asst Dist Engr-Const | 7 | 3160 | 4151 |
| Massachusetts | Manager VII | 1 | 3266 | 4091 | Civil Engineer V | 8 | 3052 | 3914 |
| Michigan | Engr of Const | 1 | 4678 | 6255 | Dist Construction Engr | 9 | 3619 | 4959 |
| Minnesota | State Const Engr | 1 | 4547 | 6036 | Dist Const Adm Engr | 8 | 3936 | 5237 |
| Mississippi | Const Engr | 1 | 3175 | 4756 | Dist Const Engr | 6 | 2859 | 4283 |
| Missouri | Div Engr Const | 1 | 4662 | 5749 | Dist Const Engr | 10 | 2948 | 4090 |
| Montana | Const Engr | 1 | 3158 | 4766 | Dist Const Engr | 5 | 3158 | 4766 |
| Nebraska | Const Engr | 1 | 3551 | 4972 | Dist Const Engr | 8 | 3073 | 4302 |
| Nevada | Chief, Const Engr | 1 | 3385 | 4653 | Highway Engineer V | 3 | 3097 | 4254 |
| New Hampshire | Admin Bureau Const | 1 | 3645 | 4386 | Civil Engr VI | 6 | 3320 | 3997 |
| New Jersey | Asst Commissioner C&M | 1 | 7401 | 0 | Manager 1, DOT (C&M Engring) | 4 | 4452 | 6234 |
| New Mexico | Highway Engr 5 | 1 | 3844 | 5418 | Highway Engr 4 | 6 | 3356 | 4731 |
| New York | Const Div Director | 1 | 6662 | 8261 | Regional Const Engr | 11 | 4904 | 6200 |
| North Carolina | Trans Engr Dir I | 21 | 4074 | 6350 | Trans Engr Mgr I | 33 | 3551 | 5510 |
| North Dakota | Director, Const Div | 1 | 3034 | 4641 | Included in #3 | | | |
| Ohio * | | | | | | | | |
| Oklahoma | State Const Engr | 1 | 4217 | 5583 | Div Const Engr | 8 | 3348 | 4418 |
| Oregon | Same as #1 | | | | Region Const Engr | 4 | 3267 | 4604 |
| Pennsylvania | Hwy Engr Mgr | 1 | 4404 | 5765 | Asst Hwy Dist Engr | 11 | 3837 | 5428 |
| Rhode Island * | | | | | | | | |
| South Carolina | Director of Const | 1 | 3751 | 5627 | Dist Const Engr | 7 | 3083 | 4625 |
| South Dakota | Trans Office Engr | 1 | 3161 | 4742 | | | | |
| Tennessee | Asst Commissioner 2 | 1 | 3389 | 5037 | Civil Engr Director | 4 | 2843 | 4224 |
| Texas | Dir Const Engr | 1 | 5587 | 6058 | Director of Constr | 19 | 3088 | 4628 |
| Utah | Engr for Const | 1 | 3666 | 5503 | Dist Cont Engr | 6 | 3288 | 4938 |
| Vermont | Construction Engineer | 1 | 3607 | 5742 | Regional Construction Engr | 4 | 3154 | 5028 |
| Virginia | Division Admin | 17 | 3583 | 5470 | Trans Asst Dist Engr | 21 | 3277 | 5004 |
| Washington | Chief Const. Eng | 1 | 4789 | 6131 | | | | |
| West Virginia | Chief Engr Const | 1 | 2862 | 5173 | Asst Dist Engr Const | 10 | 2550 | 4501 |
| Wisconsin | CE Trans Mgr 2 | 1 | 4181 | 6382 | CE Trans Mgr1 | 8 | 3884 | 5884 |
| Wyoming | See #1 | | | | Dist Const Engr | 5 | 2943 | 4974 |
| 1992 Average | | | 5617 | | | | | 4907 |
| 1989 Average | | | 5110 | | | | | 4426 |
| 1977 Average | | | 0 | | | | | 0 |
| % Increase 1977-1992 | | | 0.0% | | | | | 0% |
| % Increase 1989-1992 | | | 9.9% | | | | | 10.9% |

*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992

| STATE | SENIOR CONSTRUCTION TECHNICIAN | (39) | | | (40) | | | |
|----------------------|--------------------------------|------|-------|------|------------------------------|-----|------|------|
| | | # | MIN | MAX | # | MIN | MAX | |
| Alabama | Engr Asst III | 398 | 1482 | 2200 | Engr Asst II | 347 | 1247 | 1808 |
| Alaska | ConstrEngr. Asst III | 94 | 3498 | 4155 | Engr. Asst II | 151 | 3037 | 3625 |
| Arizona | Tr. Engr.Specialist | 184 | 2341 | 3543 | Tr.Const. Tech Supv. | 48 | 1937 | 2931 |
| Arkansas | Const Project Supv | 25 | 2959 | 3865 | Inspector | 45 | 2153 | 2957 |
| California | Resident Engineer | 833 | 3577 | 4313 | Trans Engr Tech | 88 | 2352 | 3437 |
| Colorado | Engr/Phy Sci Tech III | 140 | 2927 | 3922 | Engr/Phy Sci Tech II | 139 | 2655 | 3557 |
| Connecticut * | | | | | | | | |
| Delaware | Const Tech V | 16 | 1873 | 3122 | Const Tech IV | 45 | 1636 | 2727 |
| Florida | Prof Engr III | | 3318 | 5690 | Eng Tech IV | | 1572 | 2583 |
| Georgia | Engr Tech V | 81 | 1735 | 2738 | Engr Tech IV | 135 | 1602 | 2513 |
| Hawaii | Engr IV, V, etc | 22 | 3053 | 4887 | CI IV,V, LS I,II | 86 | 2184 | 3637 |
| Idaho | Transp Tech Princp | 50 | 2154 | 3186 | Transp Tech Sr | 63 | 1861 | 2752 |
| Illinois | Resident Tech | 100 | 2625 | 4585 | Engineer Tech | 400 | 1530 | 4050 |
| Indiana | Engr Asst Supvr III | 145 | 1642 | 2386 | Engineer Asst | 317 | 1465 | 2126 |
| Iowa | | | | | | | | |
| Kansas | Engr Tech V & VI | 124 | 2012 | 3276 | Engr Tech IV | 207 | 1738 | 2444 |
| Kentucky | Dist Const Engr | 10 | 2256 | 5000 | Resident Engr | 53 | 2256 | 4337 |
| Louisiana | Construction Inspect. III | 212 | 1406 | 2194 | Construction Inspect. II | 186 | 1228 | 1916 |
| Maine | Asst H/B Resident Engr | 35 | 1750 | 2368 | Hwy/Bridge Inspector | 36 | 1411 | 1991 |
| Maryland | Engr Tech VI—Const | 93 | 2161 | 2840 | Engr Tech IV,V,VI | 276 | 1919 | 2519 |
| Massachusetts | Civil Engineer IV | 8 | 2828 | 3397 | Civil Engineer I | 412 | 2050 | 2593 |
| Michigan | Sr Construction Tech | 51 | 2335 | 3297 | Trans Engr VI | 29 | 2698 | 3610 |
| Minnesota | Chief Inspector | 100 | 2365 | 2970 | Inspector | | 2053 | 2582 |
| Mississippi | Sr Cert Engr Tech | 114 | 1881 | 2817 | Engr Tech II | 125 | 1428 | 2141 |
| Missouri | Inspector 1 | 179 | 1791 | 2373 | Inspection Assistant | 77 | 1418 | 1880 |
| Montana | Dist Engr/Serv Engr | 5 | 2880 | 4325 | Engineer Tech I & II | 100 | 1452 | 2286 |
| Nebraska | Project Manager | 63 | 2301 | 3222 | Engr Assoc III | 26 | 1991 | 2788 |
| Nevada | Engineering Tech IV | 15 | 2597 | 3540 | Engineering Tech III | 15 | 1854 | 2488 |
| New Hampshire | Engr Tech V | 10 | 2147 | 2537 | Engr Tech III | 14 | 1672 | 1973 |
| New Jersey | Const & Maint Tech I | 71 | 2478 | 3470 | C&M Engr Tech II,III | 245 | 1939 | 2997 |
| New Mexico | Hwy Tech Mgr 1 | 22 | 2236 | 3152 | Hwy Sr Tech | 219 | 1719 | 2423 |
| New York | Engineer In Charge | 380 | 2836 | 4298 | Const Insp | 620 | 1523 | 3346 |
| North Carolina | Transp Tech II | 662 | 1844 | 2767 | Transp Tech I | 485 | 1703 | 2531 |
| North Dakota | Transp Proj Mgr | 17 | 1864 | 2896 | Engr Tech IV | 46 | 1691 | 2637 |
| Ohio * | | | | | | | | |
| Oklahoma | Trans Spec III | 48 | 2485 | 3271 | Sr Inspection Tech | 104 | 1770 | 2321 |
| Oregon | Asst Project Mgr | 25 | 2692 | 3790 | Engr Spec 2&3, Asst Trn Engr | 362 | 1672 | 3005 |
| Pennsylvania | Trans Const Insp | 384 | 1933 | 3894 | Trans C Insp | 383 | 1687 | 2582 |
| Rhode Island * | | | | | | | | |
| South Carolina | Engr Tech V | 65 | 1712 | 2568 | Engr Tech IV | 123 | 1521 | 2282 |
| South Dakota | Sr Trans Tech | 67 | 1511 | 2267 | Journey Trans Tech | 57 | 1390 | 2083 |
| Tennessee | Civil Engr Supv 2 | 12 | 2477 | 3702 | Engr Tech | 407 | 1036 | 1546 |
| Texas | Project Manager I & III | 98 | 2296 | 3639 | Eng Tech V | 545 | 2296 | 2893 |
| Utah | Const Tech IV | 48 | 2126 | 3199 | Const Tech II | 102 | 1537 | 2438 |
| Vermont | Technican Project Supv | 12 | 2056 | 3258 | Technican IV | 39 | 1835 | 2903 |
| Virginia | Hwy Const Insp B | 293 | 1757 | 2682 | Hwy Const Insp A | 497 | 1470 | 2244 |
| Washington | Trans Eng 2 | 606 | 2520 | 3225 | Trans Tech 3 | 239 | 2286 | 2923 |
| West Virginia | Sr Engr Tech Const | 77 | 2180 | 3921 | Hwy Engr1,2/EngrTrn | 21 | 2281 | 4298 |
| Wisconsin | Engr Spec Adv 1 | 25 | 2776 | 3662 | CE trans Journey | 45 | 2776 | 3662 |
| Wyoming | Senior Tech | 29 | 2007 | 3273 | Engr Tech | 199 | 1645 | 2637 |
| 1992 Average | | | 3384 | | | | | 2739 |
| 1989 Average | | | 2565 | | | | | 0 |
| 1977 Average | | | 0 | | | | | 0 |
| % Increase 1977–1992 | | | 0.0% | | | | | 0.0% |
| % Increase 1989–1992 | | | 31.9% | | | | | 0.0% |

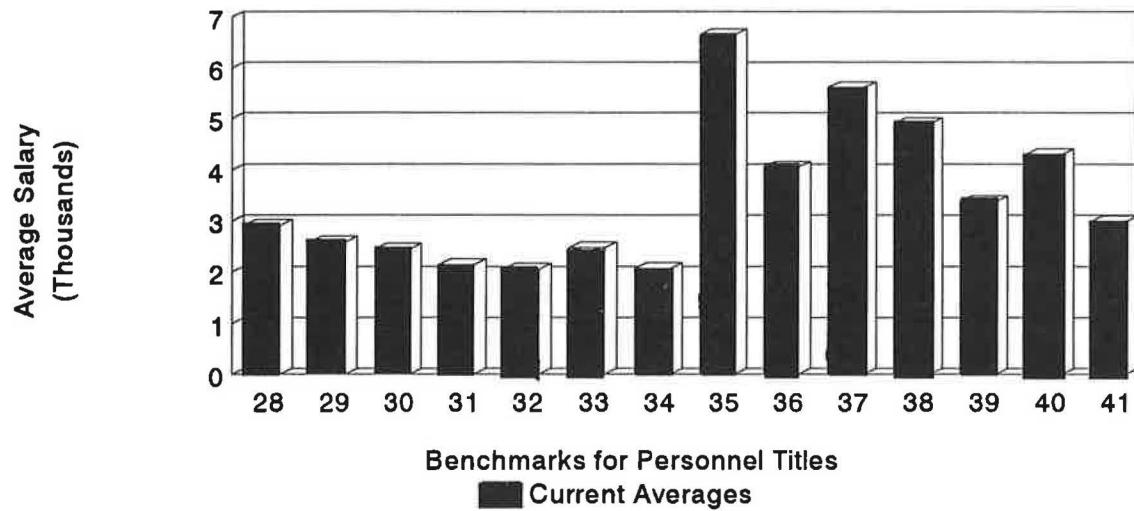
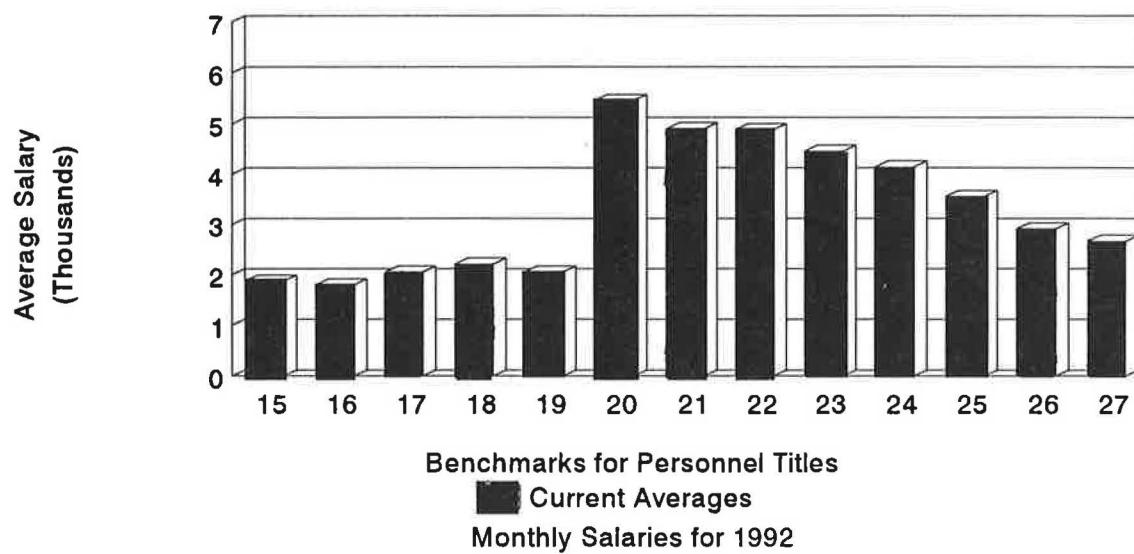
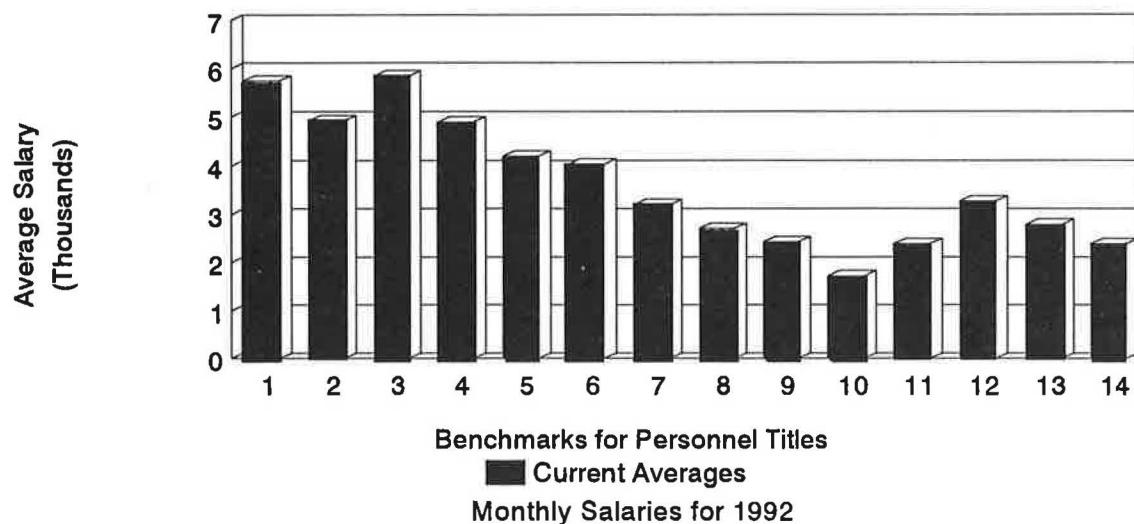
*Data not available

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1992
(41)

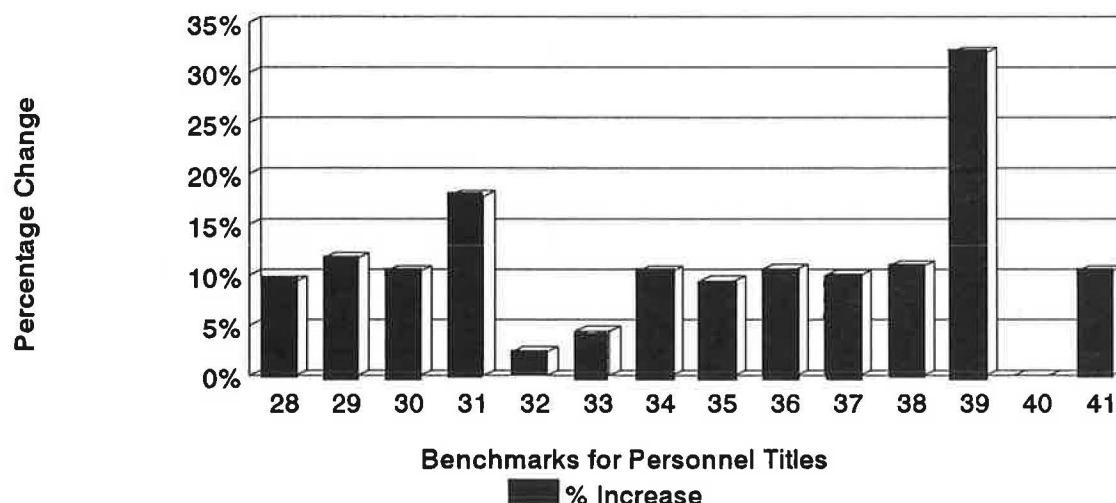
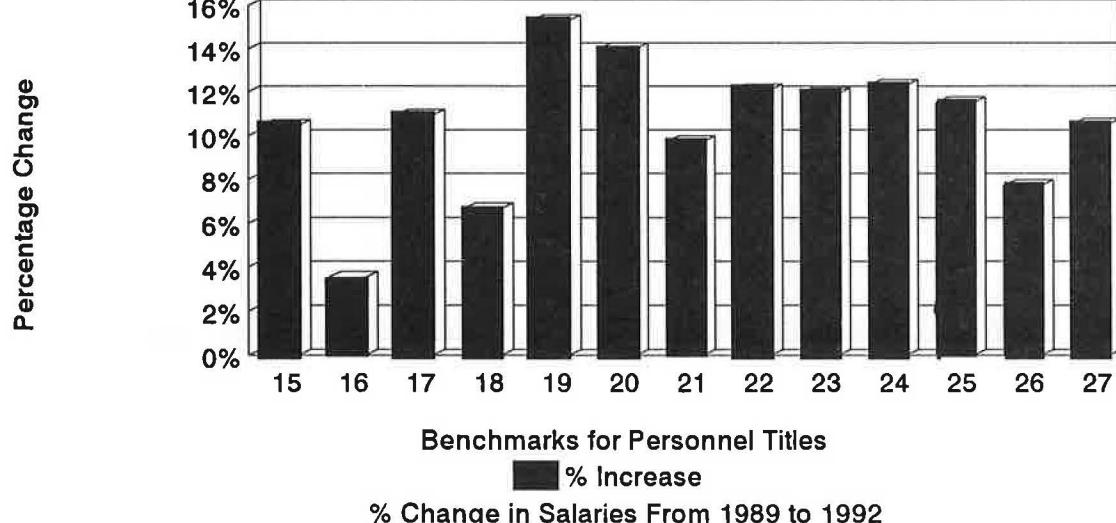
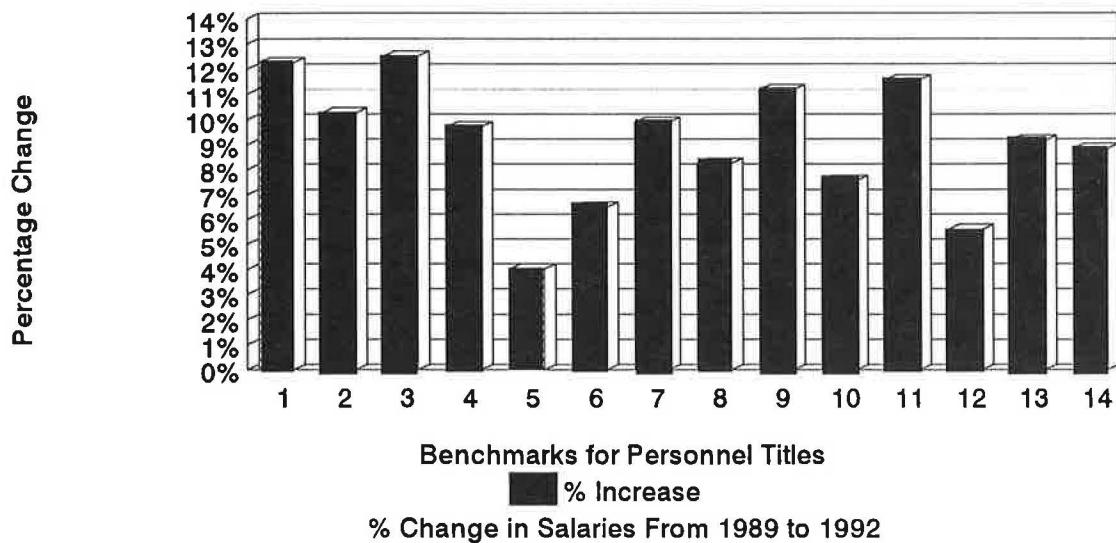
| STATE | ENTRY-LEVEL CONSTRUCTION TECHNICIAN | # | MIN | MAX |
|----------------------|-------------------------------------|-----|------|-------|
| | | | | |
| Alabama | Engr Asst I | 137 | 1158 | 1637 |
| Alaska | Engr. Asst I | 15 | 2645 | 3152 |
| Arizona | Tr. Const Tech I | 78 | 1294 | 1864 |
| Arkansas | Construction Aide | 54 | 1497 | 2149 |
| California | Junior Engr Tech | 43 | 1639 | 2408 |
| Colorado | Engr/Phy Sci Tech I | 141 | 2185 | 3298 |
| Connecticut * | | | | |
| Delaware | Hwy Engr Tech I | 3 | 1167 | 1944 |
| Florida | Engr Tech I | | 1032 | 1643 |
| Georgia | Engr Tech I | 94 | 1218 | 1806 |
| Hawaii | Engr Aid I,II,CI I,etc | 9 | 1368 | 2555 |
| Idaho | Transp Tech | 51 | 1532 | 2264 |
| Illinois | Engineer Tech | 117 | 1260 | 2195 |
| Indiana | Hwy Engr Asst III | 16 | 1183 | 1673 |
| Iowa | | | | |
| Kansas | Engr Tech II & III | 308 | 1296 | 2112 |
| Kentucky | Engr Tech I | 92 | 1683 | 3238 |
| Louisiana | Eng Asst | 67 | 936 | 1461 |
| Maine | Hwy/Bridge Inspector | 13 | 1179 | 1690 |
| Maryland | Engr Tech I, II | 108 | 1230 | 1599 |
| Massachusetts | Gen Const Inspect I | 36 | 2050 | 2593 |
| Michigan | Construction Tech 8 | 37 | 1689 | 2138 |
| Minnesota | Inspector | | 1792 | 2236 |
| Mississippi | Engr Technician I | 149 | 1294 | 1937 |
| Missouri | Construction Asst | 23 | 1262 | 1674 |
| Montana | Survey Aide I & II | 43 | 1055 | 1769 |
| Nebraska | Engr Aide | 59 | 1200 | 1680 |
| Nevada | Engr Tech Trainee | 15 | 1405 | 1854 |
| New Hampshire | Engr Tech II | 13 | 1485 | 1739 |
| New Jersey | C&M Engr Tech IV,V | 185 | 1447 | 2461 |
| New Mexico | Highway Tech | 272 | 1457 | 2054 |
| New York | Seasonal Const Insp | 410 | 1129 | 1578 |
| North Carolina | Transp Tech Aide I | 37 | 1452 | 2135 |
| North Dakota | Engr Tech I | 3 | 1066 | 1666 |
| Ohio * | | | | |
| Oklahoma | Transp Tech | 45 | 1183 | 1516 |
| Oregon | Engr Spec & Spec 1 | 269 | 1338 | 2032 |
| Pennsylvania | Engr Tech | 41 | 1474 | 2581 |
| Rhode Island * | | | | |
| South Carolina | Engr Tech I | 39 | 1028 | 1542 |
| South Dakota | Transp Tech | 24 | 1086 | 1631 |
| Tennessee | Engr Aide I | 415 | 826 | 1269 |
| Texas | Const Insp Trainee | 18 | 1224 | 1518 |
| Utah | Transp Tech | 1 | 1237 | 1858 |
| Vermont | Technician II | 1 | 1478 | 2336 |
| Virginia | Hwy Const Insp Trainee | 8 | 1176 | 1470 |
| Washington | Trans Tech 1 | 68 | 1769 | 2234 |
| West Virginia | Engr Tech Const | 121 | 1673 | 2988 |
| Wisconsin | | | | |
| Wyoming | Engr Asst | 23 | 1023 | 1588 |
| 1992 Average | | | | 2017 |
| 1989 Average | | | | 1828 |
| 1977 Average | | | | 0 |
| % Increase 1977-1992 | | | | 0.0% |
| % Increase 1989-1992 | | | | 10.3% |

*Data not available

Monthly Salaries for 1992



% Change in Salaries From 1989 to 1992



POLICIES AFFECTING MAINTENANCE PERSONNEL AS OF JULY 1992

CIVIL SERVICE OR MERIT SYSTEM

1. Are your maintenance and operations employees under a civil service plan, merit system, or some other comparable plan? (Check one)
 - a. All
 - b. All but temporary
 - c. Supervisory only
 - d. None

RETIREMENT PLAN

2. Are your maintenance and operations employees included in any state sponsored or controlled retirement plan? (Yes or No)
3. Are your maintenance and operations employees included in a Federal Social Security retirement plan? (Yes or No)
4. Do you have a compulsory retirement age? (Yes or No)
If answer is "Yes", indicate the following:
 - a. Is it established by policy or statute? (State which)
 - b. Compulsory retirement age.
5. Is voluntary retirement possible after a prescribed number of years? (Yes or No). 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.

VACATIONS

6. Do maintenance and operations employees receive an annual vacation on full pay? (Yes or No).
7. What is your annual vacation schedule for maintenance and operations personnel (working hours per year per years of service)? Minimum = Working hours per year for to years of service. Maximum = Working hours per year for or more years of service.
8. Are your annual vacations cumulative? (Yes or No). If answer is "Yes", what amount of vacation may be carried over into a new year? Do not include any unearned vacation. Maximum = Working hours.

SICK LEAVE

9. Do you grant sick leave with pay to maintenance and operations employees? (Yes or No).
10. What is your annual sick leave schedule for maintenance and operations personnel (working hours per year per years of service)? Minimum = Working hours per year for to years of service. Maximum = Working hours per year for or more years of service.
11. Is your sick leave cumulative? (Yes or No). If answer is "Yes" what is the maximum? Working years.

INSURANCE

12. Are your maintenance and operations employees protected by a wholly or partially state financed hospitalization plan? (Yes or No)
 - a. If answer is "Yes". indicate whether plan is: Wholly state financed Partially state financed
 - b. Is participation optional or mandatory with employee? (Check one) Optional Mandatory
13. Are your maintenance and operations employees protected by a wholly or partially state financed life insurance plan? (Yes or No).
 - a. If answer is "Yes", indicate whether plan is: Wholly state financed Partially state financed
 - b. Is participation optional or mandatory with employee? (Check one) Optional Mandatory
14. Are your maintenance and operations employees protected against lawsuit by a state financed public liability plan? (Check one)
 - a. All
 - b. All but temporary
 - c. Supervisory only
 - d. None

UNIONIZATION

15. Do maintenance and operations employees have collective bargaining rights? Supervisory (Yes or No) Non-supervisory (Yes or No)
16. Are your maintenance and operations employees organized by the following: and if so, is membership mandatory or voluntary?
Supervisory:
 - a. National union (Yes or No) Mandatory Voluntary
 - b. Local union or employee association (Yes or No) Mandatory Voluntary
Non-supervisory:
 - a. National union (Yes or No) Mandatory Voluntary
 - b. Local union employee association (Yes or No) Mandatory Voluntary

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? (Yes or No)

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 Salaried Hourly
 - b. Permanent field employees Salaried Hourly
 - c. Supervisory Salaried Hourly
 - d. Temporary Salaried Hourly
19. Standard number of hours worked by each permanent field employee:
Per Day Per Week

20. Is any allowance or adjustment made for overtime work? (Yes or No). If answer is "Yes", indicate basis of payment for overtime (straight time, time and a half, compensatory time, none) for:
- Permanent field employees (exclusive of supervisory) _____
 - Supervisory _____
 - 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? (Yes or No)
- 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)? (Yes or No) _____
22. Are maintenance and operations employees furnished any type of protective clothing as indicated below?
- Hard hats and safety vests (Yes or No) _____
 - Welding goggles and helmets (Yes or No) _____
 - Other protective clothing for specialized operations (bituminous work, shop mechanics, etc.) (Yes or No) _____
 - Normal operations (rain outfits, insulated undergarments, etc.) (Yes or No) _____
23. Do you have automatic or automatic-recommended salary advancements? (Yes or No) _____
24. Do you, by law or policy, require a formalized job classification plan? (Yes or No) _____
25. Do you use convict labor? (Yes or No) _____
26. Do you pay any travel expenses for maintenance and operations employees when they are away from the home station overnight? (Yes or No) _____ If answer is "Yes", is payment based on: (Check one)

| | <u>Meals</u> | <u>Lodging</u> |
|--------------------------|--------------|----------------|
| a. Actual | _____ | _____ |
| b. Actual with a maximum | _____ | _____ |
| c. Per Diem | _____ | _____ |

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? (Check one) a. Total b. Limited c. None

MAINTENANCE RESPONSIBILITY

28. Is the physical placement and maintenance of signing and marking the responsibility of the Maintenance Division?
- Original placement of highway signs (Yes or No) _____
 - Replacement and maintenance of highway signs (Yes or No) _____
 - Pavement marking (Yes or No) _____
29. Are garage or shop operations for vehicle maintenance under the jurisdiction of the Highway Department? (Yes or No). If answer is "Yes", which of the following do you maintain? (Check one)
- Highway Department vehicles only
 - Vehicles for several state agencies
 - Vehicles for all state agencies

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 field maintenance and traffic operations employees? This would include permanent and temporary employees in the following titles on the Personnel Questionnaire:

Maintenance Personnel: "Area Supervisor" through "Skilled Craftsman" and "Equipment Operator I" through "Timekeeper or Clerk"

Traffic Operations Personnel: "Traffic Supervisor" through "Striper Technician."

Should some field maintenance employees not be covered by the titles shown above, the total number of these employees should also be included in the total for this question. This does NOT include garage or equipment shop personnel. The number of temporary employees included should be computed to the monthly average for the year, NOT the number as of July 1. Use this following formula:

$$\frac{\text{No.ofTemporariesfortheYear} \times \text{AverageMonthsWorked}}{12} = \text{AverageNo.ofTemporaries}$$

Average number of maintenance and traffic operations field employees: a. Permanent b. Temporary c. Total

BASIS OF OPERATIONS

32. Average lane miles covered by each general maintenance crew working out of one location (gang or section headquarters)? _____
33. 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. (Yes or No) _____
 - Average lane miles per crew _____
 - b. Traffic signs. (Yes or No) _____ Average lane miles per crew _____
 - c. Striping. (Yes or No) _____ Average lane miles per crew _____
34. Have you implemented an equipment management system? (Yes or No)
35. If the answer to Question 34 is "No", do you intend to implement one? (Yes or No)
36. If the answer to Question 34 is "Yes", does your system provide for:
- a. Control of number of units
 - b. Determination of optimum replacement intervals
 - c. Determination of shop personnel requirements
 - d. Determination of parts requirements
 - e. Managing preventative maintenance programs
 - f. Control of utilization
37. 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
38. Do you perform maintenance work by contract? (Yes or No)
39. What is the approximate percentage of your maintenance budget that is done by contract.

| STATES | CIVIL SERVICE OR MERIT SYSTEM | | | | RETIREMENT PLAN | | | | | | | | VACATION | | |
|----------------|-------------------------------|------|------|------|-----------------|-------------|------------|--------|-----|----------------|---------|-------------|-------------|-----------------------|--------|
| | (1a) | (1b) | (1c) | (1d) | State Plan | Fed Soc Sec | Retirement | | | Vol Retirement | | Min Service | Yrs Min Age | Hrs/Yrs of Yr Service | |
| | | | | | | | (2) | (3) | (4) | (4a) | (4b) | (5) | (5a) | (5b) | (6) |
| Alabama | | X | | | Yes | Yes | No | stat | N/A | Yes | 25 | None | Yes | 104 | 1-5 |
| Alaska | X | | | | Yes | No | No | stat | | Yes | 5 | 55 | Yes | 112.5 | 0-2 |
| Arizona | X | | | | Yes | Yes | No | | | Yes | 5 | 50 | Yes | 96 | 0-3 |
| Arkansas | | | X | | Yes | Yes | No | | | Yes | 10 | 55 | Yes | 96 | 1-3 |
| California | X | | | | Yes | Yes | No | | | Yes | 5 | 50 | Yes | 84 | 3 |
| Colorado | | X | | | Yes | No | No | N/A | N/A | Yes | 20 | 55 | Yes | 96 | 1-6 |
| Connecticut | X | | | | Yes | Yes | No | | | Yes | 10 | 55 | Yes | 84 | 0-5 |
| Delaware | | X | | | Yes | Yes | No | | | Yes | 5 | 42 | Yes | 114 | 1-10 |
| Florida | X | | | | Yes | Yes | No | | | Yes | 10 | 10+ | Yes | 104 | 1-5 |
| Georgia | | X | | | Yes | Yes | No | | | Yes | 10 | None | Yes | 120 | 0-5 |
| Hawaii | X | | | | Yes | Yes | No | | | Yes | 5-10 | 55 | Yes | 168 | |
| Idaho | X | | | | Yes | Yes | No | | | Yes | | Comb | Yes | 96.2 | 0-5 |
| Illinois | | X | | | Yes | Yes | No | | | Yes | 8 | 60 | Yes | 30 | 1-5 |
| Indiana | | | X | | Yes | Yes | No | | | Yes | 10 | 55 | Yes | 96 | 1-4 |
| Iowa | X | | | | Yes | Yes | No | N/A | NA | Yes | 4 | 55 | Yes | 96 | 1-4 |
| Kansas | X | | | | Yes | Yes | No | | | Yes | 10 | 55 | Yes | 96 | 0-5 |
| Kentucky | | X | | | Yes | Yes | No | | | Yes | 25 | 27 | Yes | 96 | 0-5 |
| Louisiana | X | | | | Yes | No | No | | | Yes | 10 | 47 | Yes | 96 | 0-3 |
| Maine | | X | | | Yes | No | No | | | Yes | 25 | na | yes | 96 | 0 to 5 |
| Maryland | X | | | | Yes | Yes | No | | | Yes | 25 | 50 | Yes | 80 | 1-5 |
| Massachusetts | | X | | | Yes | No | No | | | Yes | 10 | 55 | Yes | 10 | 4 1/2 |
| Michigan | X | | | | Yes | Yes | No | | | Yes | 10 | 55 | Yes | 104 | 0-1 |
| Minnesota | X | | | | Yes | Yes | No | | | Yes | Var | 55 | Yes | 104 | 6-5 |
| Mississippi | X | | | | Yes | Yes | No | | | Yes | 25 | NA | Yes | 144 | 1-3 |
| Missouri | | | X | | Yes | Yes | No | | | Yes | 30 | 55 | Yes | 120 | 0-10 |
| Montana | X | | | | Yes | Yes | No | | | Yes | 5 | N/A | Yes | 120 | 1-10 |
| Nebraska | X | | | | Yes | Yes | No | | | Yes | 5 | 55 | Yes | 96 | 1-5 |
| Nevada | | X | | | Yes | No | No | | | No | 10 | N/A | Yes | 120 | 6 Mo. |
| New Hampshire | X | | | | Yes | Yes | No | | | Yes | 10 | 50 | Yes | 120 | 1-8 |
| New Jersey | X | | | | Yes | Yes | No | | | Yes | 25 | N/A | Yes | 5 | 12 |
| New Mexico | X | | | | Yes | Yes | No | | | Yes | 8 | Any | Yes | 80 | 0-3 |
| New York | X | | | | Yes | Yes | No | | | Yes | 10 | 62 | Yes | 104 | 0-1 |
| North Carolina | N/A | | | | Yes | Yes | No | | | Yes | 30 | 50 | Yes | 94 | 0-1 |
| North Dakota | | | X | | Yes | Yes | No | | | Yes | 35 | 55 | Yes | 96 | 0-3 |
| Ohio* | | | | | | | | | | | | | | | |
| Oklahoma | X | | | | Yes | Yes | No | | | Yes | a) A+80 | A+80 | Yes | 120 | 0-5 |
| Oregon | X | | | | Yes | Yes | No | | | Yes | 30 | 58 | Yes | 96 | 6-5 |
| Pennsylvania | | X | | | Yes | Yes | No | | | Yes | 10 | NA | Yes | 7 | 0-3 |
| Rhode Island* | | | | | | | | | | | | | | | |
| South Carolina | | | X | | Yes | Yes | No | | | Yes | 30 | 60 | Yes | 120 | 1-10 |
| South Dakota | X | | | | Yes | Yes | No | | | Yes | 5 | 55 | Yes | 120 | 15 |
| Tennessee | | X | | | Yes | Yes | No | | | | 30 | 48 | Yes | 90 | 1-5 |
| Texas | | | X | | Yes | Yes | No | Policy | | Yes | 10 | 60 | Yes | 84 | 0-2 |
| Utah | X | | | | Yes | Yes | No | | | Yes | 30 | | Yes | 4 | 0-6 |
| Vermont | X | | | | Yes | Yes | No | | | Yes | 5 | 55 | Yes | 96 | 0-5 |
| Virginia | | | X | | Yes | Yes | No | | | Yes | 5 | 55 | Yes | 192 | 0-5 |
| Washington | X | | | | Yes | Yes | No | | | Yes | 5 | b) A+30 | Yes | 96 | 1 |
| West Virginia | X | | | | Yes | Yes | No | | | Yes | 5 | 60 | Yes | 120 | 0-5 |
| Wisconsin | X | | | | Yes | No | No | | | Yes | 30 | 57 | Yes | 80 | 1 to 5 |
| Wyoming | X | | | | Yes | Yes | No | | | Yes | 4 | 50 | Yes | 96 | 1-5 |

*Data not available

a) A+80 = Age + Service

b) A+30 = Age + 30 yrs. Service

VACATION CONT'D

| STATES | Maximum Hrs/Yrs of Yr (7 Cont'd) | VACATION CONT'D | | | | SICK LEAVE | | | | Cumulative Maximum (11) |
|----------------|-------------------------------------|-----------------|-----|---------------------------|-----|-------------------------------|---------|------------|---------|----------------------------|
| | | Service | | Cumulative Maximum (8) | (9) | Minimum Hrs/Yrs of Yr (10) | Service | Yr (10) | Service | |
| Alabama | 234 | 25 | Yes | 480 | Yes | 104 | 1–Max | 104 | 1+ | Yes 1200 |
| Alaska | 225 | 5–10 | Yes | 450 | Yes | 112.5 | 4.69 | | | Yes None |
| Arizona | 168 | 15 | Yes | 240 | Yes | | | 96 | 0 | Yes None |
| Arkansas | 180 | 20 | Yes | Annual=40h | Yes | 96 | | 96 | | Yes Unlimited |
| California | 168 | 20 | Yes | 400 | Yes | 96 | | 96 | | Yes None |
| Colorado | 168 | 16 | Yes | 336 | Yes | 79.92 | N/A | N/A | | Yes 45 Days |
| Connecticut | 140 | 20 | Yes | 840 | Yes | 105 | All | 105 | All | Yes None |
| Delaware | 159 | 15 | Yes | 318 | Yes | 114 | 1–1+ | 114 | 1+ | Yes Unlimited |
| Florida | 130 | 5–10 | Yes | 240 | Yes | 104 | | | | Yes No Max |
| Georgia | 168 | 10 | Yes | 360 | Yes | 120 | All | 120 | All | Yes 720 |
| Hawaii | 168 | | Yes | 720 | Yes | 168 | | 168 | | Yes None |
| Idaho | 169 | 15 | Yes | 336 | Yes | 96.2 | 0 | 96.2 | 0 | Yes None |
| Illinois | 200 | 25 | Yes | 160–400 | Yes | 96 | 1 | 96 | 1 | Yes |
| Indiana | 200 | 20 | Yes | All | Yes | 48 | 1–All | 48 | All | Yes All |
| Iowa | 216 | 24 | Yes | 2/Annual | Yes | 144 | | 144 | | Yes Unlimited |
| Kansas | 168 | 15 | Yes | 240 | Yes | 96 | | | | Yes No Limit |
| Kentucky | 168 | 15 | Yes | 450 | Yes | 96 | All | 96 | All | Yes Unlimited |
| Louisiana | 192 | 15 | Yes | All | Yes | 96 | 0–3 | 192 | 15 | Yes All |
| Maine | 192 | 20 | yes | 320 | yes | 96 | | 96 | | Yes 960 |
| Maryland | 200 | 20 | Yes | 360 | Yes | 120 | 1–5 | 120 | 5 | Yes None |
| Massachusetts | 25 | 19 1/2 | Yes | 2 Years | Yes | 1.25 | | 1.25 | | Yes No Max |
| Michigan | 265 | 45 | Yes | 300 | Yes | 104 | 0–All | 104 | All | Yes None |
| Minnesota | 234 | 30 | Yes | 240–275 | Yes | 104 | | | | Yes 900 |
| Mississippi | 216 | 15+ | Yes | None | Yes | 96 | 1–3 | 60 | 15+ | Yes None |
| Missouri | 168 | 15 | Yes | 240 | Yes | 120 | Any | 120 | | Yes N/A |
| Montana | 192 | 20 | Yes | 384 | Yes | 95 | 1 | | | Yes N/A |
| Nebraska | 200 | 16 | Yes | 280 | Yes | 96 | 1–5 | 240 | 19 | Yes 1440 |
| Nevada | 170 | 15 | Yes | 240 | Yes | 120 | 0 | 120 | | Yes Unlimited |
| New Hampshire | 192 | 21 | Yes | 384 | Yes | 120 | 0–8 | 120 | 16 | Yes 960 |
| New Jersey | 20 | 25 | Yes | 1 Year | Yes | 15 | 1 | | | Yes None |
| New Mexico | 160 | 15 | Yes | 240 | Yes | 95.94 | | 95.94 | | Yes None |
| New York | 160 | 7 | Yes | 320 | Yes | 80 | 0–1 | 104 | 1 | Yes 1600 |
| North Carolina | 206 | 20 | Yes | 240 | Yes | 96 | 0 | 96 | 0 | Yes 0 |
| North Dakota | 192 | 18 | Yes | 240 | Yes | 96 | 0–3 | 96 | 18 | Yes None |
| Ohio* | | | | | | | | | | |
| Oklahoma | 160 | 20 | Yes | 480 | Yes | 120 | 0–20+ | 120 | 20+ | Yes 1040 |
| Oregon | 192 | 20 | Yes | 250 | Yes | 96 | | | None | Yes None |
| Pennsylvania | 26 | 25 | Yes | 337 | Yes | 130 | | 130 | | Yes 2250 |
| Rhode Island* | | | | | | | | | | |
| South Carolina | 240 | 22 | Yes | 360 | Yes | 120 | | 120 | | Yes 1440 |
| South Dakota | 160 | 15 | Yes | 320 | Yes | 112 | | 112 | | Yes Unlimited |
| Tennessee | 180 | 20 | No | | Yes | 90 | | 90 | | Yes None |
| Texas | 168 | 20 | Yes | 376 | Yes | 96 | | 96 | | Yes No Limit |
| Utah | 6 | 10 | Yes | 320 | Yes | 4 | | | | Yes No Max |
| Vermont | 192 | 30 | Yes | 360 | Yes | 96 | 0–5 | 168 | 20+ | Yes No Max |
| Virginia | 288 | 19 | Yes | 336 | Yes | | | 240 | 0 | Yes |
| Washington | 176 | 16 | Yes | 240 | Yes | 96 | Any | 96 | Any | Yes No Max |
| West Virginia | 144 | 5 | Yes | 240 | Yes | 144 | 0 | 144 | 0 | Yes None |
| Wisconsin | 176 | 20 | Yes | 40 | Yes | 104 | | 104 | | Yes none |
| Wyoming | 192 | 20 | Yes | 384 | Yes | 96 | 1 | | | Yes Unlimited |

*Data not available

INSURANCE

UNIONIZATION

| STATES | Hospitalization | | | Life Insurance | | | Public Liability | | | Non-Supv | | |
|----------------|-----------------|--------------|-----------|----------------|------------|-----------|------------------|-------|-------|----------|------|-------|
| | (12) | (12a) | (12b) | (13) | (13a) | (13b) | (14a) | (14b) | (14c) | (14d) | (15) | (15a) |
| Alabama | Yes | Wholly | Mandatory | No | | | | | | X | No | No |
| Alaska | Yes | Wholly | Mandatory | Yes | Partially | Optional | X | | | | Yes | Yes |
| Arizona | Yes | Partially | Optional | Yes | Partially | Mandatory | X | | | | No | No |
| Arkansas | Yes | Partially | Optional | No | Partially | Optional | | | | X | No | No |
| California | Yes | Partially | Optional | No | | Optional | X | | | | No | Yes |
| Colorado | Yes | Partially | Optional | Yes | Wholly | Mandatory | | | | | No | No |
| Connecticut | Yes | Wholly | Optional | Yes | Partially | Optional | | | | X | Yes | Yes |
| Delaware | Yes | Partially | Optional | Yes | Partially | Optional | | | | X | Yes | |
| Florida | Yes | Partially | Optional | Yes | Partially | Optional | X | | | | No | Yes |
| Georgia | Yes | Partially | Optional | Yes | Partially | Mandatory | X | | | | No | No |
| Hawaii | Yes | Partially | Optional | Yes | Wholly | Optional | | | | X | Yes | Yes |
| Idaho | Yes | Wholly | Optional | Yes | Wholly | | X | | | | No | No |
| Illinois | Yes | Wholly | Mandatory | Yes | Wholly | Mandatory | X | | | | Yes | Yes |
| Indiana | Yes | Partially | Optional | Yes | Partially | Optional | X | | | | No | Yes |
| Iowa | Yes | Partially | Optional | Yes | Wholly/Par | Optional | X | | | | No | Yes |
| Kansas | Yes | Wholly | Optional | Yes | Wholly | Mandatory | | | | X | No | Yes |
| Kentucky | Yes | Wholly | Mandatory | Yes | Wholly | Mandatory | | | | X | No | No |
| Louisiana | Yes | Part. 40-50% | Optional | Yes | | | | | | | Yes | Yes |
| Maine | Yes | Wholly | Optional | | Wholly | Optional | X | | | | No | No |
| Maryland | Yes | Partially | Mandatory | Yes | Wholly | Partially | X | | | | No | No |
| Massachusetts | Yes | Partially | Optional | Yes | Partially | Optional | | | | | No | No |
| Michigan | Yes | Partially | Optional | Yes | Wholly | Optional | X | | | | No | Yes |
| Minnesota | Yes | Wholly | Optional | Yes | Wholly | Mandatory | X | | | | Yes | Yes |
| Mississippi | Yes | Wholly | Optional | Yes | Partially | Optional | | | | X | No | No |
| Missouri | Yes | Partially | Optional | Yes | Partially | Optional | X | | | | No | No |
| Montana | Yes | Wholly | Optional | Yes | Wholly | Optional | X | | | | No | Yes |
| Nebraska | Yes | Partially | Optional | Yes | Wholly | Optional | | | | X | Yes | Yes |
| Nevada | Yes | Partially | Mandatory | Yes | Wholly | Mandatory | | | | X | No | No |
| New Hampshire | Yes | Wholly | Optional | Yes | Partially | Optional | | | | X | Yes | Yes |
| New Jersey | Yes | Wholly | Optional | Yes | Partially | Mandatory | X | | | | Yes | Yes |
| New Mexico | Yes | Partially | Optional | Yes | Partially | Optional | X | | | | No | Yes |
| New York | Yes | Partially | Optional | Yes | Wholly | Mandatory | X | | | | Yes | Yes |
| North Carolina | Yes | Wholly | Optional | Yes | Wholly | Mandatory | | | X | | No | No |
| North Dakota | Yes | Wholly | Optional | Yes | Partially | Optional | | | | X | No | No |
| Ohio* | | | | | | | | | | | | |
| Oklahoma | Yes | Wholly | Mandatory | Yes | Wholly | Mandatory | | | | X | No | No |
| Oregon | Yes | Wholly | Optional | No | | | | | | | No | Yes |
| Pennsylvania | Yes | Wholly | Mandatory | Yes | Wholly | Mandatory | X | | | | Yes | Yes |
| Rhode Island* | | | | | | | | | | | | |
| South Carolina | Yes | Partially | Optional | Yes | Wholly | Optional | | | | X | No | No |
| South Dakota | Yes | Wholly | Mandatory | Yes | Wholly | Mandatory | X | | | | No | Yes |
| Tennessee | Yes | Partially | Optional | Yes | Partially | Optional | X | | | | No | No |
| Texas | Yes | Wholly | Optional | Yes | Wholly | Optional | X | | | | No | No |
| Utah | Yes | Partially | Optional | Yes | Wholly | Optional | X | | | | No | No |
| Vermont | Yes | Partially | Optional | Yes | Partially | Optional | | | | X | Yes | Yes |
| Virginia | Yes | Partially | Optional | Yes | Wholly | Optional | X | | | | No | No |
| Washington | Yes | Wholly | Mandatory | Yes | Wholly | Optional | | | | X | Yes | Yes |
| West Virginia | Yes | Partially | Mandatory | Yes | Partially | Mandatory | X | | | | No | No |
| Wisconsin | Yes | Partially | Optional | Yes | Partially | Optional | X | | | | No | Yes |
| Wyoming | Yes | Partially | Optional | Yes | Partially | Optional | | | | | No | No |

*Data not available

| STATES | Supervisory | | Non-Supervisory | | | | SERVICE AWARDS | | WORKING CONDITIONS | | | Working Hours | | |
|----------------|----------------------|----------------------|----------------------|----------------------|--------------|-----------|----------------|-----------|--------------------|----------------|------|---------------|------|------|
| | Nat'l Union (16a) | Local Union (16b) | Nat'l Union (16a) | Local Union (16b) | Salary Basis | | | | Per Day (17) | Per Wk (19) | | | | |
| | | | | | (18a) | (18b) | (18c) | (18d) | | | | | | |
| Alabama | No | Yes | Voluntary | No | Yes | Voluntary | Yes | S | S | H | 8 | 40 | | |
| Alaska | | Yes | Mandatory | | Yes | Mandatory | Yes | H | | | 7.5 | 37.5 | | |
| Arizona | Yes | Yes | Voluntary | Yes | Voluntary | | Yes | H | | | 8 | 40 | | |
| Arkansas | No | No | No | | No | | Yes | S | | | 8 | 40 | | |
| California | No | Yes | Voluntary | No | Yes | Voluntary | Yes | S | | | 8 | 40 | | |
| Colorado | N/A | | N/A | | | | Yes | S | S | H | 8 | 40 | | |
| Connecticut | No | Yes | Voluntary | Yes | Yes | Voluntary | Yes | H | S | | 7 | 35 | | |
| Delaware | Yes | Yes | Mandatory | Yes | Yes | Mandatory | Yes | H | H | H | 7.5 | 37.5 | | |
| Florida | No | No | Yes | Voluntary | Yes | Voluntary | Yes | | | | 8-10 | 40 | | |
| Georgia | No | Yes | Voluntary | No | Yes | Voluntary | Yes | S | | | 8 | 40 | | |
| Hawaii | No | Yes | Voluntary | No | Yes | Voluntary | Yes | S | | | 8 | 40 | | |
| Idaho | No | No | No | | No | | Yes | H | | | 10 | 40 | | |
| Illinois | Yes | Mandator | No | Yes | Mandatory | | No | Yes | S | S | S/H | 8 | 40 | |
| Indiana | No | No | N/A | Yes | | | Yes | S | | | 8 | 40 | | |
| Iowa | No | No | NA | Yes | | | Yes | Voluntary | Yes | H | S | 8 | 40 | |
| Kansas | No | | | Yes | | | Yes | S | S | H | 8 | 40 | | |
| Kentucky | No | Yes | Voluntary | No | Yes | Voluntary | Yes | H | S/H | H | 8 | 40 | | |
| Louisiana | | | | | | | S | | | | | | | |
| Maine | Yes | Yes | Voluntary | Yes | Voluntary | | Yes | HR | HR | S | HR | 9 | 43.5 | |
| Maryland | No | Yes | Voluntary | No | | | Yes | Voluntary | Yes | S | S | S/H | 8 | 40 |
| Massachusetts | | | | | | | Yes | Voluntary | Yes | H | H | H | 8 | 40 |
| Michigan | No | No | | | | | Yes | H | H | H | H | H | 8 | 40 |
| Minnesota | Yes | Voluntary | Yes | Voluntary | Yes | Voluntary | | Yes | H | H | H | H | 8 | 40 |
| Mississippi | No | No | No | No | | | No | Yes | S | | | | 5 | 40 |
| Missouri | No | Yes | Voluntary | No | | | Yes | Voluntary | Yes | S | S | H | 8 | 40 |
| Montana | No | Yes | Mandatory | No | | | Yes | Mandatory | Yes | H | H | H | 8 | 40 |
| Nebraska | No | No | Yes | Voluntary | | | Yes | | Yes | H | S | H | 8 | 40 |
| Nevada | No | Yes | Voluntary | No | | | Yes | Voluntary | Yes | H | | | 8 | 40 |
| New Hampshire | No | Yes | Voluntary | No | | | Yes | Voluntary | Yes | H | H | H | 8 | 40 |
| New Jersey | Yes | Voluntary | Yes | Mandatory | Yes | Mandatory | | Yes | S | | | | 8 | 40 |
| New Mexico | No | No | No | Yes | | | Yes | Voluntary | Yes | H | H | H | 8 | 40 |
| New York | Yes | Yes | Voluntary | Yes | | | Yes | Voluntary | Yes | S | S | H | 8 | 40 |
| North Carolina | No | No | No | No | | | No | | Yes | S | S | H | 8 | 40 |
| North Dakota | No | No | No | No | | | No | | Yes | S | S | H | 8 | 40 |
| Ohio* | | | | | | | | | | | | | | |
| Oklahoma | No | Yes | Voluntary | No | | | Yes | Voluntary | Yes | H | H | H | 8 | 40 |
| Oregon | No | No | No | Yes | | | Yes | Voluntary | Yes | S | S | H | 8 | 40 |
| Pennsylvania | Yes | Yes | Mandatory | Yes | Mandatory | | Yes | S | S | S | H | | 7.5 | 37.5 |
| Rhode Island* | | | | | | | | | | | | | | |
| South Carolina | No | Yes | Voluntary | No | | | Yes | Voluntary | Yes | H | S | | 8 | 40 |
| South Dakota | No | No | No | Yes | | | Yes | | Yes | H | | | 8 | 40 |
| Tennessee | No | Yes | Voluntary | No | | | Yes | Voluntary | Yes | S | S | S | 7.5 | 37.5 |
| Texas | No | No | No | No | | | Yes | | Yes | S/H | S/H | H | 8 | 40 |
| Utah | No | Yes | Voluntary | No | | | Yes | Voluntary | Yes | H | | | 8 | 40 |
| Vermont | | Yes | Voluntary | | | | Yes | Voluntary | Yes | H | | | 8 | 40 |
| Virginia | No | No | No | No | | | No | | Yes | S | S | H | 8 | 40 |
| Washington | Yes | Yes | Mandatory | Yes | Mandatory | | Yes | | Yes | S | S | H | 8 | 40 |
| West Virginia | No | | | Yes | | | Yes | Voluntary | Yes | H | S | H | 8 | 40 |
| Wisconsin | No | No | No | No | | | Yes | Mandatory | Yes | H | | | 8 | 40 |
| Wyoming | | | | | | | Yes | S | S | H | | | 8 | 40 |

*Data not available

WORKING CONDITIONS (Continued)

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

*Data not available

WORKING CONDITIONS (Continued)
MAINTENANCE RESPONSIBILITY

| STATES | Travel Expenses | | | | | | | | | | Signing & Marking Vehicle | | | | | | | |
|----------------|-----------------|-------|-------|-------|------------------|-------|-------|-------------------------|-------|-------|---------------------------|-------|-------|------|-------|-------|-------|---|
| | Meals (26) | (26a) | (26b) | (26c) | Lodging (26a) | (26b) | (26c) | Moving Expense (27a) | (27b) | (27c) | (28a) | (28b) | (28c) | (29) | (29a) | (29b) | (29c) | |
| Alabama | Yes | | X | | | X | | X | | | Yes | Yes | Yes | Yes | X | | | |
| Alaska | Yes | X | | | X | | X | | | | Yes | Yes | Yes | Yes | X | X | X | |
| Arizona | Yes | X | | | X | | X | | | | No | Yes | Yes | Yes | X | X | X | |
| Arkansas | Yes | X | | | X | | | | X | | No | Yes | Yes | Yes | X | | | |
| California | Yes | | X | | | X | | X | | | No | Yes | Yes | Yes | X | | | |
| Colorado | Yes | | X | | | X | | X | | | Yes | Yes | Yes | Yes | X | | | |
| Connecticut | Yes | | X | | | X | | | | X | Yes | Yes | Yes | Yes | X | | | |
| Delaware | Yes | X | | X | | | | | | X | No | No | No | Yes | X | | | |
| Florida | Yes | | X | X | | | | | X | | Yes | | | Yes | | | | |
| Georgia | Yes | X | | | X | | | | X | | No | Yes | Yes | Yes | | | | X |
| Hawaii | Yes | | X | | | X | | X | | | Yes | Yes | Yes | Yes | X | | | |
| Idaho | Yes | | X | X | | | | | X | | No | Yes | Yes | Yes | X | X | | |
| Illinois | Yes | | X | | X | | | | X | | No | No | No | No | | | | |
| Indiana | Yes | | X | X | | | | | X | | No | No | No | Yes | X | | | |
| Iowa | Yes | X | | | X | | | | X | | Yes | Yes | Yes | Yes | | X | | |
| Kansas | Yes | | X | | X | | | | X | | No | Yes | Yes | Yes | X | X | | |
| Kentucky | Yes | | X | | X | | | | X | | No | No | No | Yes | X | | | |
| Louisiana | | | X | | | X | | X | | | | | | | | | | |
| Maine | | X | | | X | | | | X | | Yes | Yes | Yes | Yes | X | | | |
| Maryland | Yes | | X | | | X | | | | X | Yes | Yes | No | Yes | X | | | |
| Massachusetts | Yes | | X | X | | | | | | X | Yes | No | Yes | Yes | X | | | |
| Michigan | Yes | | X | | | X | | | | X | No | Yes | Yes | Yes | X | | | |
| Minnesota | Yes | X | | X | | | | | X | | No | Yes | Yes | Yes | | X | | |
| Mississippi | Yes | X | | X | | | | | X | | No | Yes | Yes | Yes | X | | | |
| Missouri | Yes | X | | X | | | | | X | | Yes | Yes | Yes | Yes | X | | | |
| Montana | Yes | | X | | X | | X | | X | | Yes | Yes | Yes | Yes | X | | | |
| Nebraska | Yes | X | | | X | | X | | X | | Yes | Yes | Yes | Yes | X | | | |
| Nevada | Yes | X | X | | X | | X | | X | | No | Yes | Yes | Yes | X | | | |
| New Hampshire | Yes | X | | | | X | | X | | X | X | No | No | No | Yes | X | | |
| New Jersey | Yes | | X | | | X | | | | X | Yes | Yes | Yes | Yes | X | | | |
| New Mexico | Yes | | X | | | X | | X | | X | Yes | Yes | Yes | Yes | X | | | |
| New York | Yes | | X | | | X | | X | | X | Yes | Yes | Yes | Yes | X | | | |
| North Carolina | Yes | | X | | X | | | | X | | Yes | Yes | Yes | Yes | X | | | |
| North Dakota | Yes | | X | | X | | | | X | | Yes | Yes | Yes | Yes | | X | | |
| Ohio* | | | | | X | | | | | | | | | | | | | |
| Oklahoma | | | X | | | | X | | X | | | No | Yes | No | Yes | X | | |
| Oregon | Yes | | X | | | X | | X | | X | | No | Yes | Yes | Yes | | X | |
| Pennsylvania | Yes | | X | | X | | | | X | | No | Yes | Yes | Yes | X | | | |
| Rhode Island* | | | | | | | | | | | | | | | | | | |
| South Carolina | Yes | | X | X | | | | | X | | Yes | Yes | Yes | Yes | X | | | |
| South Dakota | Yes | | X | | X | | | X | | X | | Yes | Yes | Yes | Yes | | X | |
| Tennessee | Yes | | X | | X | | | X | | X | X | No | Yes | Yes | Yes | X | | |
| Texas | Yes | X | | | X | | X | | | X | | Yes | Yes | Yes | Yes | X | | |
| Utah | Yes | | X | | X | | X | | | X | | Yes | Yes | Yes | Yes | X | | |
| Vermont | Yes | X | | X | | | | | | X | | Yes | Yes | Yes | Yes | X | | |
| Virginia | Yes | | X | | | X | | | X | | | Yes | Yes | Yes | Yes | | X | |
| Washington | Yes | | X | | | X | | X | | X | | Yes | Yes | Yes | Yes | X | | |
| West Virginia | | | X | | X | | X | | | X | | Yes | Yes | Yes | Yes | | X | |
| Wisconsin | Yes | | X | | X | | X | | | X | | No | Yes | No | Yes | X | | |
| Wyoming | Yes | X | | | X | | X | | | X | | No | Yes | Yes | Yes | X | | |

*Data not available

| STATES | Relationship Miles to Number of Employees | | | | | | | Lane Miles Per Crew | | | |
|----------------|---|----------|-------|-----------------------------|-------|-------|-------|---------------------|--------|--------|-------|
| | Lane Miles | | | Average Number of Employees | | | | (32) | | (33a) | (33b) |
| | (30a) | (30b) | (30c) | (30d) | (31a) | (31b) | (31c) | | | | |
| Alabama | 3830 | 21897 | 0 | 25727 | 1501 | 130 | 1631 | 716 | No | Yes | 716 |
| Alaska | 1090 | 2778 | 1683 | 5551 | 650 | 0 | 650 | 200 | Varies | Varies | 200 |
| Arizona | 6322 | 10990 | 0 | 17312 | 970 | 0 | 970 | 400 | Yes | 4328 | |
| Arkansas | 2264 | 32395 | 595 | 35254 | 1871 | 23 | 1894 | 250 | No | Yes | 1750 |
| California | 47000 | Combined | 0 | | 6800 | | | 235 | N/A | | |
| Colorado | 3989 | 17196 | | | 1184 | 69 | | 54 | Yes | 3800 | |
| Connecticut | 6000 | 5000 | | 11000 | 1254 | | 1254 | 110 | Yes | 1320 | |
| Delaware | 138 | 474 | 1413 | 5424 | 393 | 30 | 423 | 181 | No | Yes | 604 |
| Florida | | | | | | | | | | | |
| Georgia | | | | | 3130 | 105 | 3235 | 200 | No | Yes | |
| Hawaii | 335 | 2040 | 0 | 2375 | 357 | 0 | 357 | 120 | No | Yes | 530 |
| Idaho | 2393 | 8827 | 383 | 11603 | 468 | 12 | 480 | 300 | No | 1900 | 1900 |
| Illinois | 7952 | 32236 | 2000 | 42188 | 2602 | 397 | 2999 | 15.0 | Yes | Yes | 380 |
| Indiana | 4800 | 25355 | 0 | 30155 | 1706 | 154 | 1860 | 19 Ln/Em | No | N/A | 1675 |
| Iowa | 3850 | 21200 | NA | 25050 | 1583 | 0 | 1583 | 185 | No | NA | No |
| Kansas | 3238 | 19212 | | 22450 | 1391 | 32 | 1423 | 212 | No | No | |
| Kentucky | 5558 | 24406 | 29020 | 58984 | 2629 | 61 | 2690 | 431 | Yes | 4213 | |
| Louisiana | | | | | | | | | | | |
| Maine | 1168 | 7030 | 7403 | 15601 | 1207 | 10 | 1217 | 220 | No | Yes | 2300 |
| Maryland | 5277 | 26029 | 0 | 31306 | 111 | | 111 | | | No | |
| Massachusetts | | | | | | | | | | | |
| Michigan | | | | 26000 | 650 | 80 | 730 | NA | Yes | | |
| Minnesota | 7507 | 21329 | | 28836 | 1660 | 75 | 1735 | 214 | | | 3204 |
| Mississippi | 3265 | 22122 | | 25387 | 1284 | | 1284 | 302 | | Yes | 4231 |
| Missouri | 7879 | 66848 | 0 | 74727 | 3476 | 338 | | 180 | Yes | 7200 | No |
| Montana | 5069 | 11835 | 2542 | 19447 | 630 | 150 | 780 | 147 | | | |
| Nebraska | 2065 | 20125 | | 22141 | 904 | 27 | 931 | 246 | | | |
| Nevada | 2180 | 7920 | 2400 | 12500 | 420 | 50 | 470 | 200 | | | |
| New Hampshire | 855 | 7813 | 0 | 8669 | 833 | 48 | 881 | 93 | | | |
| New Jersey | 2511 | 7404 | N/A | 10473 | 1160 | N/A | 1160 | 164 | Yes | 2095 | Yes |
| New Mexico | 999 | 7427 | 3279 | 11707 | 970 | 21 | 991 | 270 | No | Yes | 4000 |
| New York | 9800 | 32400 | | 42200 | 5000 | 250 | 5250 | 190 | | | |
| North Carolina | 3256 | 144102 | 15988 | 163346 | 6000 | 900 | 6900 | 364 | | | |
| North Dakota | 7365 | 9415 | 60069 | 76849 | 375 | 38 | 413 | 972 | No | | No |
| Ohio* | | | | | | | | | | | |
| Oklahoma | 2838 | 22213 | 3531 | 28582 | 1312 | 16 | 1328 | 318 | No | Yes | 3573 |
| Oregon | 3211 | 14894 | | 18104 | 1478 | 118 | 1596 | 216 | No | Yes | 1209 |
| Pennsylvania | 19367 | 55406 | 0 | 74773 | 5984 | 658 | 6642 | 609 | No | Yes | 609 |
| Rhode Island* | | | | | | | | | | | |
| South Carolina | 3312 | 85172 | | 88484 | 3200 | 50 | 3250 | 300 | No | Yes | 1200 |
| South Dakota | 3165 | 14580 | 609 | 18355 | | | | 255 | Yes | 2622 | |
| Tennessee | 4999 | 27789 | | 32788 | 1630 | | 1630 | 345 | Yes | 8197 | |
| Texas | | | | | 6094 | 210 | 6304 | | No | | No |
| Utah | 4470 | 10951 | | 15421 | 586 | 59 | 625 | 198 | | | |
| Vermont | 1284 | 4694 | | 5977 | 456 | 19 | 475 | 153 | No | Yes | 1992 |
| Virginia | 4662 | 111031 | N/A | 115693 | 4836 | 187 | 5023 | | No | Yes | |
| Washington | 3771 | 5625 | 0 | 17588 | 1171 | 165 | 1335 | 363 | Yes | | 1000 |
| West Virginia | 2112 | 19500 | 55684 | 77296 | 2690 | 126 | 2816 | 1233 | No | | |
| Wisconsin | | | | | | | | | No | | Yes |
| Wyoming | 914 | 5488 | 285 | 16250 | 554 | | 554 | 37.4 | | Yes | 265 |

*Data not available

| STATES | Lane Miles Per Crew | | | | | | | | | | | | | | | Contract Maintenance Work | | | |
|----------------|---------------------------------------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------------------------|------|----------|-----|
| | Continued Equipment Management System | | | | | | | | | | | | | | | | | | |
| | (33c) | (34) | (35) | (36a) | (36b) | (36c) | (36d) | (36e) | (36f) | (37a) | (37b) | (37c) | (37d) | (37e) | (37f) | (38) | (39) | | |
| Alabama | Yes | 3261 | Yes | Yes | Yes | No | No | Yes | No | Yes | 9% | | |
| Alaska | Yes | 3000 | Yes | N/A | Yes | Yes | 10% | |
| Arizona | | | Yes | | Yes | No | Yes | 13% | |
| Arkansas | No | | Yes | | Yes | No | No | No | Yes | 1% | |
| California | | | Yes | | Yes | Yes | | | | | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | 10% |
| Colorado | | | Yes | N/A | Yes | Yes | | No | Yes | Yes | Yes | Yes | Yes | No | Yes | No | Yes | | |
| Connecticut | | | No | Yes | | | | | | | | | | | | | Yes | 20% | |
| Delaware | No | | Yes | Yes | Yes | Yes | No | Yes | Yes | | | | | | Yes | Yes | Yes | 10% | |
| Florida | | | | | | | | | | | | | | | | | | | |
| Georgia | Yes | | Yes | | Yes | | Yes | | No | N/A | |
| Hawaii | Yes | 680 | Yes | Yes | Yes | Yes | No | Yes | | | | | | | | Yes | Yes | 5% | |
| Idaho | No | 2900 | Yes | | No | No | No | Yes | Yes | 25% | |
| Illinois | Yes | 975 | Yes | | No | No | No | Yes | Yes | 20% | |
| Indiana | Yes | 2113 | Yes | | No | Yes | Yes | Yes | Yes | Yes | No | No | No | No | No | No | Yes | 20% | |
| Iowa | No | 4175 | No | Yes | NA | Yes | No | Yes | | | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | 14% |
| Kansas | Yes | 4072 | Yes | | Yes | Yes | No | No | No | No | Some | No | Some | No | Yes | Yes | Yes | 40% | |
| Kentucky | | | Yes | | Yes | | | | | | Yes | 18% | |
| Louisiana | | | Yes | | Yes | | | | | | Yes | 18% | |
| Maine | Yes | 2650 | Yes | | Yes | | | | | | Yes | 19 | |
| Maryland | | | Yes | 214 | Yes | | Yes | | Yes | Yes | Yes | Yes | Yes | Yes | No | No | No | 8% | |
| Massachusetts | | | | | | | | | | | | | | | No | No | 0 | | |
| Michigan | Some | 2408 | Yes | | Yes | No | Yes | No | Yes | Yes | Yes | 66% | |
| Minnesota | No | 2621 | Yes | | Yes | Yes | No | Yes | Yes | Yes | No | Yes | Yes | Yes | Yes | Yes | Yes | % | |
| Mississippi | Yes | 4231 | No | Yes | | | | | | | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | 30% |
| Missouri | No | | No | Yes | No | | No | Yes | | | | | | | | Yes | Yes | 7% | |
| Montana | No | 1467 | Yes | | Yes | Yes | Yes | | Yes | Yes | Yes | No | Yes | Yes | No | No | No | Yes 5-10 | |
| Nebraska | No | | Yes | Yes | Yes | No | Yes | Yes | No | Yes | No | No | Yes | No | Yes | No | Yes | 6% | |
| Nevada | Yes | 2000 | Yes | | Yes | Yes | Yes 35% | |
| New Hampshire | No | | Yes | Yes | Yes | Yes | No | Yes | | | No | | | | | | Yes | 10% | |
| New Jersey | Yes | 2095 | Yes | | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | Yes | | | Yes 60% | |
| New Mexico | Yes | 8000 | Yes | | Yes | No | Yes | No | No | 0 | |
| New York | No | | Yes | Yes | Yes | Yes | Yes | | Yes | Yes | | Yes | Yes | Yes | Yes | Yes | Yes | Yes 10% | |
| North Carolina | No | | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | No | Yes | 22% | |
| North Dakota | No | | | Yes | No | Yes | No | Yes | No | Yes 10% | |
| Ohio* | | | | | | | | | | | | | | | | | | | |
| Oklahoma | Yes | 3573 | Yes | 3572 | Yes | Yes | Yes | Yes | Yes | Yes | No | No | No | Yes | Yes | No | No | Yes 5-75 | |
| Oregon | Yes | 3868 | No | | | | | | | | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | 60% |
| Pennsylvania | Yes | 3048 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | No | No | No | No | N/A | Yes | 33% | |
| Rhode Island* | | | | | | | | | | | | | | | | | | | |
| South Carolina | Yes | 4000 | No | Yes | N/A | N/A | N/A | N/A | | | Yes | | Yes | | N/A | Yes | Yes | 5% | |
| South Dakota | | | Yes | | Yes | Yes | No | Yes | Yes | No | Yes | | Yes | | | Yes | Yes | 30% | |
| Tennessee | | | | No | | | | | | | | | | Yes | | | | Yes 30% | |
| Texas | Yes | 6100 | No | | Yes | Yes | No | Yes | Yes | Yes | |
| Utah | Yes | 2570 | Yes | | Yes | Yes | Yes 25% | |
| Vermont | Yes | 1992 | No | Yes | | | | | | | | | | | No | No | No | 0 | |
| Virginia | Yes | | Yes | | Yes | No | Yes | No | N/A | Yes | Var | |
| Washington | Yes | 3000 | Yes | | Yes | Yes | Yes | Yes | | Yes | Yes | Yes 10% | |
| West Virginia | | | Yes | | Yes | Yes | Yes | No | Yes | Yes | | | | Yes | Yes | Yes | No | | |
| Wisconsin | Yes | | | | | | | | | | | | | | | | | | |
| Wyoming | Yes | 265 | Yes | | | | | | Yes | | | | | | | | Yes | 30% | |

*Data not available