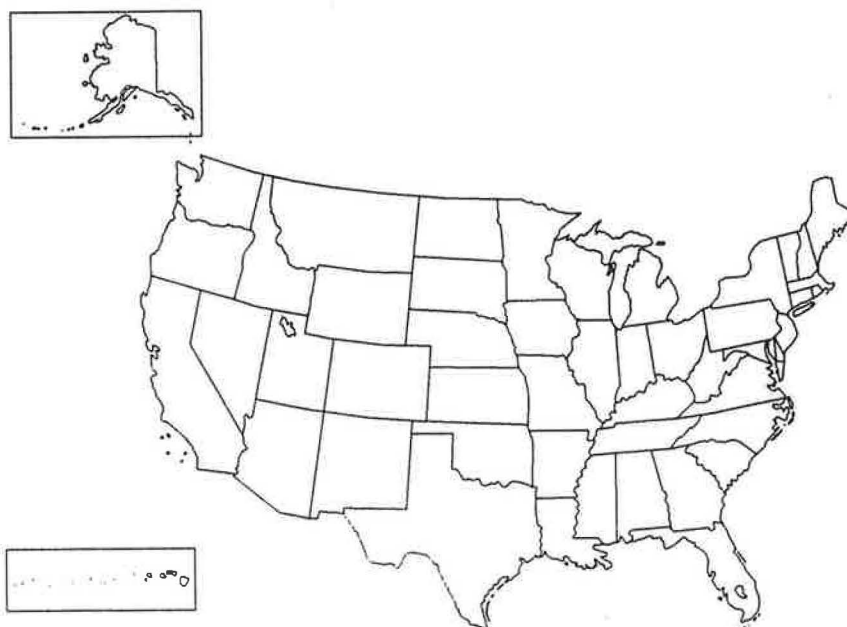


CIRCULAR

Progress Report on Maintenance and Operations Personnel



Respond to Enclosed User Survey by June 1, 1994

**PROGRESS REPORT ON
MAINTENANCE AND OPERATIONS
PERSONNEL**

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

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**Transportation Research Board
National Research Council
2101 Constitution Avenue, N.W.
Washington, D.C. 20418**

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USER RESPONSE REQUESTED

This publication was prepared through the cooperative efforts of 1) each State Department of Transportation (DOT) by providing information, 2) the Texas DOT by requesting, gathering, analyzing and formatting the information provided by each State, and 3) the Transportation Research Board (TRB) by publishing and distributing the report. Periodically, the TRB Committee on Maintenance and Operations Personnel seeks information on the value of this publication to your organization and how it is used. Your response will be used in assessing the need to continue the efforts required to prepare this report. Please include information in the following areas in your response, plus your name, title, organization and telephone number, and send it to TRB by June 1, 1994. A non-use response is solicited also.

TOPIC AREAS OF INTEREST

- How is this publication used by your organization?
- What changes in content (i.e., salaries, policies) or medium (i.e., printed matter, computer file on disk, electronic bulletin board) would improve its usefulness for your organization?
- If this publication series were discontinued, would your organization seek to obtain some or all of the published information by another means? If yes, what information would you seek, how would you obtain the information, and how frequently would you collect it?

PLEASE SEND YOUR RESPONSE BY JUNE 1, 1994

TO

Transportation Research Board
Committee on Maintenance and
Operations Personnel
2101 Constitution Avenue, N.W.
Washington, D.C. 20418

OR

FAX: 202/334-2003

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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 47th in a series which began in 1944.

As with last year's report, the year 1977 was used as the base year for the comparison of salaries. The advantage of using a 1977 base index is that it provides a reasonable approximation of the current structures of the economy and facilitates a visual comparison of wage rates of change from a base period of at least ten years.

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

- 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).
- 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 small changes in 1977/1993 and 1992/1993 percentages. The changes for 1992 to 1993 ranged from -1.9 percent to +7.0 percent. The -1.9 percent figure being for State Traffic Maintenance Engineer and the +7.0 percent for Shop Superintendents.

To give a further breakdown of average monthly salaries, the chart on the following page provides a cross-section of eight positions in the four regions of the United States. It can be seen that the Western States no longer command the highest average salary in each of the titles listed and that a wide range of salaries between the regions.

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 available on computer disk in dBase III™ and Lotus 1-2-3™ from the Classifications and Staffing Section of the Division of Human Resources of the Texas Department of Transportation, (512) 463-8858.

1993 Average Maximum Monthly Salary (\$)

State Class Titles	U.S. Regions				
	Atlantic	Eastern	Valley	Western	All
State Maintenance Engineer	6,324	5,829	5,715	5,720	5,743
District Engineer	5,823	5,951	5,998	6,044	5,993
Area Supervisor	3,008	2,949	3,513	3,351	2,194
Laborer	1,769	1,442	1,918	1,851	1,765
Mechanic	2,444	2,218	2,381	2,525	2,431
Equipment Operator II	2,067	1,820	2,250	2,167	2,108
Traffic Signing & Lighting Supervisor	3,006	2,893	2,952	3,188	3,029
Traffic Signing & Lighting Technician	2,565	2,419	2,652	2,658	2,588

STATES	VACATION CONT'D					SICK LEAVE					
	Maximum	Service	Yes	Cumulative	Yes	Minimum	Service	Maximum	Service	Yes	Cumulative
	Hrs/Yrs of Yr (7 Cont'd)			Maximum (8)		Hrs/Yrs of Yr (10)		Hrs/Yrs of Yr (10)			Maximum (11)
Alabama	234	25	Yes	480	Yes	104	1-Max	104	1+	Yes	1200
Alaska	225	10 or more	Yes	450	Yes	112.5	0-2	112.5	Same Rate	Yes	None
Arizona	168	15	Yes	240	Yes			96	0	Yes	None
Arkansas	180	20	Yes	Annual+40	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+sck
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	156	10 or more	Yes	240	Yes	100				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	72	1	72	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	No Limit	Yes	96	1-3	60	15+	Yes	None
Missouri	168	15	Yes	240	Yes	120	Any			Yes	No Max
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	12	20	Yes	1 Year	Yes	15	1			Yes	None
New Mexico	160	15	Yes	240	Yes	96		96		Yes	None
New York	160	7	Yes	320	Yes	104	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	9.2	25	Yes	720	Yes	3.1				Yes	80
Oklahoma	160	20	Yes	480	Yes	120	0-20+	120	20+	Yes	No Limit
Oregon	192	20	Yes	250	Yes	96				Yes	No Max
Pennsylvania	195	25	Yes	337	Yes	97.5		97.5		Yes	2250
Rhode Island	25	224	Yes		Yes					Yes	
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	No Max
Texas	168	20	Yes	376	Yes	96		96		Yes	No Limit
Utah	156	11	Yes	320	Yes	104		104		Yes	No Max
Vermont	192	30	Yes	360	Yes	96	0-5	168	20+	Yes	No Max
Virginia	336	20	Yes	336	Yes	120/yr				Yes	No maximum
Washington	176	16	Yes	240	Yes	96	Any	96	Any	Yes	No Max
West Virginia	192	15	Yes	240	Yes	144	0	144	0	Yes	Unlimited
Wisconsin	176	20	Yes	40	Yes	104		104		Yes	none
Wyoming	192	20	Yes	384	Yes	96	1			Yes	Unlimited

STATES	CIVIL SERVICE OR MERIT SYSTEM				RETIREMENT PLAN						VACATION				
	(1a)	(1b)	(1c)	(1d)	State Plan (2)	Fed Soc Sec (3)	Retirement			Vol Retirement Min Yrs Service (5a)	Min Age (5b)	Minimum Hrs/Yrs of			
							(4)	(4a)	(4b)			(5)	Yr (6)	Service (7)	
Alabama		X			Yes	Yes	No	Statue	N/A	Yes	25	None	Yes	104	1-5
Alaska	X				Yes	No	No			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	96	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		Yes	100	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	No	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	
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	Statue		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			Yes	5	60	Yes	120	6 Mo.
New Hampshire	X				Yes	Yes	No			Yes	10	50	Yes	120	1-8
New Jersey	X				Yes	No	No			Yes	25	N/A	Yes	4	5
New Mexico	X				Yes	Yes	No			Yes	25	Any	Yes	80	0-3
New York	X				Yes	Yes	No			Yes	10 (Vested)	55	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	None	None	Yes	96	0-3
Ohio	X				Yes	No	No			Yes	5	55	Yes	31	1-5
Oklahoma		X			Yes	Yes	No			Yes	a) A+80	A+80	Yes	120	0-5
Oregon	X	X			Yes	Yes	No			Yes	30	55	Yes	96	6-5
Pennsylvania			X		Yes	Yes	No			Yes	10	NA	Yes	52.5	0-3
Rhode Island	X				Yes	Yes	No			Yes	10	60	Yes	80	0-5
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			Yes	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	104	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	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

a) A+80= Age + Service

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

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:

$$\frac{\text{No. of Temporaries for the Year} \times \text{Average Months Worked}}{12} = \text{Average Number of Temporaries}$$

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.

- a. Permanent field employees (exclusive of supervisory) _
- b. Supervisory _
- c. Temporary _
- 21. Are your field employees required to report at an assembly point, such as a headquarters' garage or shop, preparatory to their day's work? (Yes or No)
 - a. If answer to Question 21 is "Yes," are they paid from the time they leave this assembly point until they return at the close of the day's work (portal to portal)? (Yes or No) _
- 22. Are maintenance and operations employees furnished any type of protective clothing as indicated below?
 - a. Hard hats and safety vests (Yes or No)
 - b. Welding goggles and helmets (Yes or No)
 - c. Other protective clothing for specialized operations (bituminous work, shop mechanics, etc.) (Yes or No)
 - d. 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?
 - a. Original placement of highway signs (Yes or No)
 - b. Replacement and maintenance of highway signs (Yes or No)
 - c. 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)
 - a. Highway Department vehicles only b. Vehicles for several state agencies
 - c. 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

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 _ , or 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:

POLICIES AFFECTING MAINTENANCE PERSONNEL AS OF JULY, 1993

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

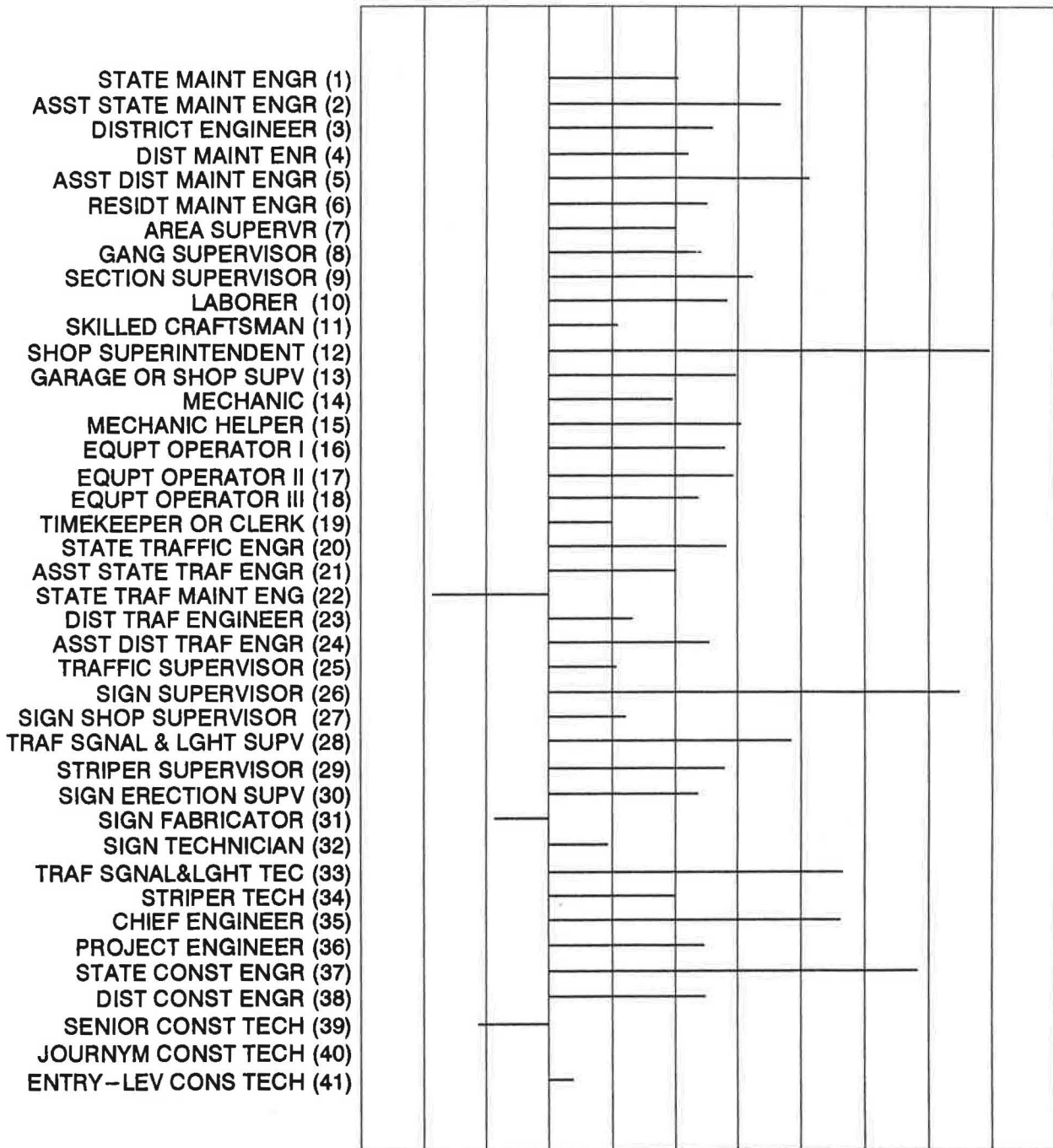
9. Do you grant sick leave with pay to maintenance and operations employees? (Yes or No)
10. What is your annual sick leave schedule for maintenance and operations personnel (working hours per year per years of service)?
Minimum = Working hours per year for to years of service.
Maximum = Working hours 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.

United States

Percent Change in Salaries From 1992 to 1993

Percent Increase or Decrease

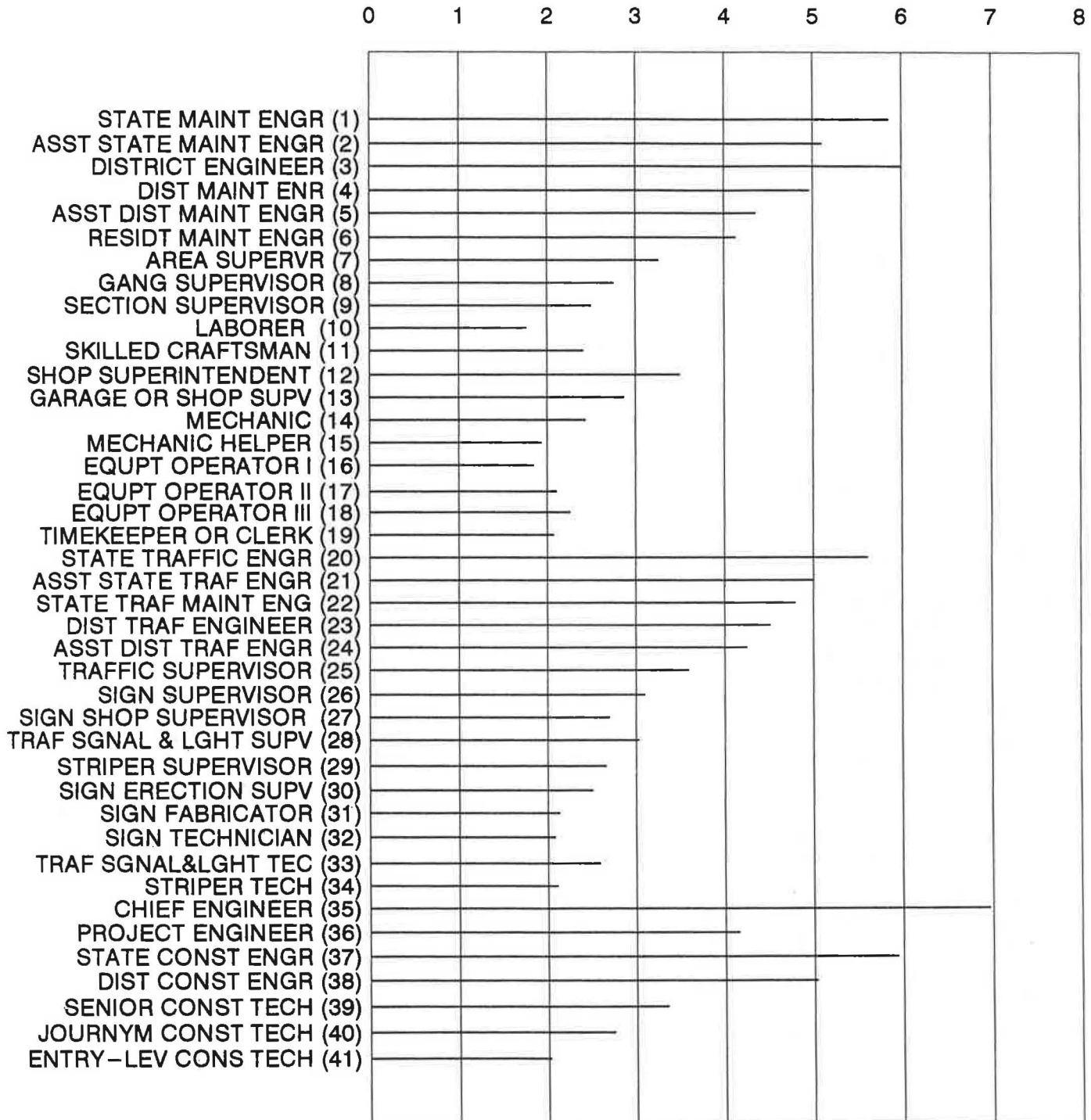
-3% -2% -1% 0% 1% 2% 3% 4% 5% 6% 7% 8%



Benchmarks for Personnel Title

United States
Monthly Salaries for 1993

Average Monthly Salary in Thousands



Benchmarks for Personnel Titles

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

(41)

STATES	ENTRY-LEVEL CONSTRUCTION TECHNICIAN	#	MIN	MAX
Alabama	Engr Asst I	233	1158	1637
Alaska	Eng Asst I	14	2645	3152
Arizona		25	1294	1864
Arkansas	Const Aide I	54	1583	2275
California	Jr Engr Tech	57	1639	2408
Colorado	Engr/Phy Sci Tech I A/B	152	2232	3388
Connecticut	Trans Eng. In Training	54	1675	2038
Delaware	Hwy Engr Tech I	3	1190	1983
Florida	Engr Tech I	91	1032	1643
Georgia	Engr Tech I	94	1279	1897
Hawaii	Engr Aid I,II,CI I etc.	9	1368	2555
Idaho		51	1532	2264
Illinois		101	1310	2295
Indiana	Hwy Engr Asst III	24	1183	1673
Iowa				
Kansas	Engr Tech II & III	117	1384	1944
Kentucky	Engr Tech I	92	1683	3238
Louisiana		67	936	1461
Maine	Hwy/Bridge Inspector	23	1275	1830
Maryland	Engr Tech I, II	21	1230	1599
Massachusetts	Gen Const Inspct 1	31	2505	3169
Michigan		37	1689	2138
Minnesota	Inspector		1801	2246
Mississippi	Engr Tech I	138	1444	2163
Missouri	Construction Asst	27	1337	1803
Montana	Survey Aide I & II	43	1055	1721
Nebraska		110	1200	1680
Nevada	Engr Tech I	15	1468	1941
New Hampshire		13	1485	1739
New Jersey	C&M Engr Tech IV,V	182	1447	2461
New Mexico	Hwy. Engr Tech I	96	1319	1860
New York	Tran Const Insp	621	1277	1594
North Carolina	Transp Tech Aide	52	1481	2178
North Dakota	Engr Tech I	4	1126	1726
Ohio				
Oklahoma	Transp Tech	28	1183	1516
Oregon	Engr Spec & Spec 1	269	1338	2073
Pennsylvania	Engr Tech	18	1667	2514
Rhode Island	Engr Tech I	52	1649	1785
South Carolina	Engr Tech I	43	1048	1572
South Dakota	Transp Tech	12	1163	1746
Tennessee	Engr Aide I	410	859	1320
Texas	Const Insp Trainee	28	1261	1564
Utah	Transp Tech	3	1242	1865
Vermont	Technician II	1	1478	2336
Virginia	Trans Const Insp Trainee	21	1311	1639
Washington	Trans Tech I	56	1822	2301
West Virginia	Engr Tech Trainee Const	63	1024	1770
Wisconsin				
Wyoming	Engr Asst	30	1023	1588
1993 Average				2025
1992 Average				2017
1977 Average				0
% Increase 1977-1993				0.0%
% Increase 1992-1993				0.4%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

(39)

(40)

STATES	SENIOR CONSTRUCTION TECHNICIAN				JOURNEYMAN CONSTRUCTION TECHNICIAN			
		#	MIN	MAX		#	MIN	MAX
Alabama	Engr Asst III	420	1482	2200	Engr Asst II	312	1247	1808
Alaska	Engr. Asst III	89	3499	4155	Engr. Asst II	153	3037	3625
Arizona	Tr. Engr. Specialist	170	2341	3543	Tr. Const. Tech Supv	51	1937	2931
Arkansas	Const Project Supv	25	3135	4095	Inspector	68	2279	3133
California	Resident Engr/Assoc., Asst	1014	2651	4313	Trans Engr Tech	117	2352	3437
Colorado	Engr/Phy Sci Tech III	141	2991	4009	Engr/Phy Sci Tech II	144	2713	3636
Connecticut	Trans Eng 2/Cons Insp 3	180	2754	3444	Trans Eng 1/Cons Insp 1,2	196	1675	3128
Delaware	Const Tech V	18	1910	3185	Const Tech IV	49	1669	2782
Florida					Eng Tech IV		1572	2583
Georgia	Engr Tech V	81	1822	2876	Engr Tech IV	135	1682	2639
Hawaii	Engr IV, V, etc	22	3175	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	98	2730	4795	Engineer Tech	424	1595	4235
Indiana	Engr Asst Supvr III	140	1740	2574	Engineer Asst	359	1311	2126
Iowa								
Kansas	Engr Tech V & VI	124	2144	3491	Engr Tech IV	489	1764	2480
Kentucky	Dist Const Engr	11	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	2062	2809	Hwy/Bridge Inspector	34	1625	2348
Maryland	Engr Tech VI-Const	122	2016	2643	Engr Tech III, VI	171	1613	2116
Massachusetts	Civil Engineer IV	5	3457	4430	Civil Engineer I	384	2505	3169
Michigan	Sr Construction Tech	51	2335	3297	Trans Engr VI	29	2698	3610
Minnesota	Chief Inspector	100	2377	2986	Inspector		2064	2594
Mississippi	Sr Cert Engr Tech	119	2099	3145	Engr Tech II	114	1595	2390
Missouri	Inspector 1	169	1884	2542	Inspection Assistant	84	1499	2021
Montana	Dist Engr/Serv Engr	5	2880	4179	Engineer Tech I & II	100	1452	2221
Nebraska	Project Manager	64	2301	3222	Engr Assoc III	28	1991	2788
Nevada	Engineering Tech IV	15	2200	2977	Engineering Tech III	15	1941	2610
New Hampshire	Engr Tech V	10	2147	2537	Engr Tech III	14	1672	1973
New Jersey	Const & Maint Tech I	65	2478	3470	C&M Engr Tech II, III	277	1939	2997
New Mexico	Hwy Tech Supv	22	1984	2798	Hwy Engr Tech II	105	1457	2054
New York	Civil Engr I	474	2948	3655	Prin Engr Tech	572	2376	3009
North Carolina	Transp Tech II	672	1881	2823	Transp Tech I	509	1737	2582
North Dakota	Transp Proj Mgr	17	1924	2956	Engr Tech IV	43	1751	2697
Ohio	See Trans Engr 4							
Oklahoma	Trans Spec III	27	2485	3271	Sr Inspection Tech	97	1770	2321
Oregon	Trans Engr 2	25	2590	3547	Engr Spec 2&3, Asst Trn Engr	362	1672	2520
Pennsylvania	Trans Const Insp	205	2169	3294	Trans C Insp	426	1901	2880
Rhode Island	Engr Tech IV	23	2497	2813	Engr Tech III	32	2100	2406
South Carolina	Engr Tech V	69	1746	2619	Engr Tech IV	122	1552	2328
South Dakota	Sr Trans Tech	69	1622	2433	Journey Trans Tech	84	1487	2229
Tennessee	Civil Engr Supv 2	12	2707	4023	Engr Tech	406	1244	1817
Texas	Project Manager I & III	75	2549	3785	Const Inspect III & IV	590	1836	2638
Utah	Const Tech IV	50	2022	3212	Const Tech II	105	1543	2448
Vermont	Technican Project Supv	12	2056	3258	Technican IV	39	1835	2903
Virginia	Hwy Const Insp Sr	291	1791	2735	Trans Const Insp	426	1499	2289
Washington	Trans Eng 2	618	2596	3322	Trans Tech 3	249	2355	3011
West Virginia	Sr Engr Tech Const	81	2180	3921	Assoc & Engr Tech/Hwy Engr	309	1298	4298
Wisconsin								
Wyoming	Senior Tech	29	2007	3273	Engr Tech	199	1645	2637
1993 Average				3346				2747
1992 Average				3384				2739
1977 Average				0				0
% Increase 1977-1993				0.0%				0.0%
% Increase 1992-1993				-1.1%				0.0%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(37) STATE CONSTRUCTION ENGINEER			(38) 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	2 5824 7200
Arizona	Asst. St Engr Const	1	3701	5601	Asst Dist Engr Cont	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	4324	5794	Dist Const Engr	6 3922 5256
Connecticut	Director Const	1	5673	8004	Dist Engr	4 5245 7400
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	3558	5705	Dist Const Eng	7 2755 4398
Hawaii	Chief Hwy, See #1	1	5188	7101	Dist Const Engr	4 3571 4887
Idaho	Constru Engr	1	4049	6011	Resident Engr	14 3186 4709
Illinois	Engr of Const	1	4115	6535	Dist Const Engr	9 3545 6050
Indiana	Same as #1				Const Engr	6 2292 3423
Iowa	State Const Engr	1	4428	5591	Dist Const Engr	6 3346 4225
Kansas	Chf,Bureau Const & Mtce	1	4455	6273	Dist Const Engr/Civil Eng V	6 3850 5415
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	3236	4521	Area H/B Const Engr	7 2988 4168
Maryland	Deputy Chf Engr Const	1	5683	5683	Asst Dist Engr-Const	7 3160 4151
Massachusetts	Manager VII	1	3266	4091	Civil Engineer V	5 3731 4784
Michigan	Engr of Const	1	4678	6255	Dist Construction Engr	9 3619 4959
Minnesota	State Const Engr	1	4569	6066	Dist Const Adm Engr	9 3955 5264
Mississippi	Const Engr	1	3745	5607	Dist Const Engr	6 3192 4781
Missouri	Div Engr Const	1	4742	5840	Dist Const Engr	10 3079 4356
Montana	Const Engr	1	3158	4601	Dist Const Engr	5 3158 4601
Nebraska	Const Engr	1	3551	4972	Dist Const Engr	8 3073 4302
Nevada	Chief, Const Engr	1	3721	5129	Highway Engineer V	3 3112 4266
New Hampshire	Admin Bureau Const	1	3645	4386	Civil Engr VI	6 3320 3997
New Jersey					Manager 1, DOT (C&M Engrir	8 4452 6234
New Mexico	Highway Engr 5	1	3844	5418	Highway Engr 4	6 3356 4731
New York	Deputy Chief Engr (Const)	1	6928	8592	Civil Engr VI	16 4736 5759
North Carolina	Trans Engr Dir I	1	4155	6477	Trans Engr Mgr I	14 3622 5620
North Dakota	Director, Const Div	1	3094	4701	Included in #3	
Ohio	Trans Engr 6	1	4213	5490	See Trans Engr 5	
Oklahoma	State Const Engr	1	4217	5583	Div Const Engr	8 3755 4963
Oregon	Same as #1				Region Const Engr	4 3365 4742
Pennsylvania	Hwy Engr Mgr	1	4877	6301	Asst Hwy Dist Engr	11 4256 5936
Rhode Island	Chief Transp Engr	1	5082	5757	Principal Civil Engr (C&M)	4 3100 3495
South Carolina	Director of Const	1	3826	5741	Dist Const Engr	7 3145 4718
South Dakota	Trans Office Engr	1	3389	5084		
Tennessee	Asst Commissioner 2	1	3525	5238	Civil Engr Director	4 3089 4591
Texas	Dir Const Engr	1	5755	6240	Director of Constr	20 3212 4767
Utah	Engr for Const	11	3680	5525	Dist Cont Engr	6 3126 4261
Vermont	Construction Engineer	1	3607	5742	Regional Construction Engr	4 3154 5028
Virginia	Division Admin	15	3654	5580	Trans Asst Dist Engr	20 3343 5104
Washington	Chief Const. Eng	1	4933	6315		
West Virginia	Included in #1				Asst Dist Engr Const	10 2550 4501
Wisconsin						
Wyoming	Asst Ch Engr	1			Dist Const Engr	5 2943 4974
1993 Average				5944		5029
1992 Average				5617		4907
1977 Average				0		0
% Increase 1977-1993				0.0%		0%
% Increase 1992-1993				5.8%		2.5%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(35) CHIEF ENGINEER			(36) PROJECT ENGINEER		
		#	MIN	MAX		# MIN MAX
Alabama	Chief Engineer	1	5208	7940	Civil Engr I,II,III	443 1808 3502
Alaska	Chief Engineer	1	6262	7748	Proj Mgr. I & II	63 4004 5434
Arizona	State Engineer	1	4876	7379	Engr. Team Leader	51 2811 4255
Arkansas	Chief Engineer	1	7195	7195	Resident Engineer	32 4292 5035
California	Deputy Director	1	6497	7163	Resident Engineer	128 4118 4970
Colorado	Chief Engineer	1	4324	5794	Professional Engr	119 3141 4209
Connecticut	Trans Chief Engineer	1	6627	9364	Trans Eng. III	60 3328 4735
Delaware	Dep Director Hwy	1	5156	8593	Civil Engr III	16 2621 4369
Florida						
Georgia	State Hwy Engr	1	4997	8146	Project Engr	216 2056 3706
Hawaii	Chief Hwy, See #1	1	5188	7101	Area Engineer	3 3175 4346
Idaho					Project Engineer	25 2376 3874
Illinois	Dir of Highways	1	4780	7770	Proj&Resident Engr	200 2880 5065
Indiana	Same as #1				Project Engineer	153 2139 3402
Iowa	Chief Engineer	1	4861	6136	Resident Const Engr	21 3046 3849
Kansas	State Trans Engr	1	6714	6714	Const Engineer	31 3016 4244
Kentucky	State Hwy Engr	1	3319	6744	Resident Const Engr	54 2104 3897
Louisiana	Chief Engineer	1	4750	7410	Project Engineer	2584 4032
Maine	Dir of Proj Dvplmt	1	4244	5934	Res Engr/Inspectors	71 2152 3591
Maryland	SHA Chief Engineer	1	6417	6417	Hwy Engr III General	5 2508 3295
Massachusetts	Chief Engineer	1	4546	5751	Civil Engr III	158 3178 4050
Michigan	Bureau Of Hgwys Chief Engr	1	2716	9309	Resident Engr Proj Engr	52 3161 4231
Minnesota	Deputy Comm/Chief Engr	1	5264	6984	Project Engr	60 3095 4176
Mississippi	Chief Engineer	1	4733	7089	Project Engr	15 2708 4056
Missouri	Chief Engineer	1	6071	7485	Resident Engineer	42 2744 3881
Montana	Admn Highways Div	1	4632	6862	Proj Devlpmt Engr	1 4197 6193
Nebraska	Director State Engr	1	6708	6708	Engr III/Engr IV	13 2301 3723
Nevada	Chief Engineer	6	4075	5631	Resident Engineer	20 3112 4266
New Hampshire	Asst Commissioner	1	4576	5760	Civil Engr I-IV	55 1744 3178
New Jersey					Project Engineer	147 3488 4884
New Mexico	Cabinet Secretary	1	5430	5430	Hwy Const Proj Sup I	21 2333 3289
New York	Asst Comm for Engr	1	5610	5610	Civil Engr IV	2 4736 5759
North Carolina	Trans Eng Dir III	3	4999	7833	Trans Eng Supv II	50 3161 4887
North Dakota	Chief Engineer	1	4127	6246	Hwy Constr Coord	5 2558 3901
Ohio	Asst. Director 4	1	9575	6633	Trans Engr 2	115 1904 2659
Oklahoma	None				Engr Mgr	25 3348 4418
Oregon	Deputy Director	1	4984	7008	Project Manager	36 3054 4301
Pennsylvania	Chief Engr Hwy Admn NC	1	5596	6516	Civil Engr Supv	110 2480 3773
Rhode Island	Chief Engineer	1	5981	6655	Senior Civil Engr	28 2879 3244
South Carolina	State Hwy Engineer	1	5592	8389	Project Engr	45 2796 4194
South Dakota	Division Director	1	4096	6145	Project Engineer	77 2222 3331
Tennessee	Asst Commissioner 2	1	3525	5238	Civ Engr 2/Civ Eng	94 1634 2432
Texas	Executive Director	1	7426	7426	Project Engineer	9 3009 4322
Utah	Asst Director Transp	1	4101	6157	Project Engineer	18 2804 4449
Vermont						
Virginia	Chief Engr Transp	1	5219	7968	Trans Const Proj Engr	51 2340 3574
Washington	Deputy Sec.	1	6800	8705	Project Engineer	102 3491 4468
West Virginia	State Hwy Engr	1	2101	5250	Major Project Engr	10 2550 4501
Wisconsin	Hwy Div Admin	1	4569	7026	CE Supv 4	30 3783 5107
Wyoming	Asst Ch Engr	1			Resident Engineer	31 2554 4258
1993 Average				6962		4152
1992 Average				6654		4053
1977 Average				3017		1841
% Increase 1977-1993				130.8%		125.6%
% Increase 1992-1993				4.6%		2.5%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(33) TRAFFIC SIGNAL & LIGHTING TECHNICIAN				(34) STRIPER TECH			
		#	MIN	MAX		#	MIN	MAX
Alabama	Traf Sign Tech I, II, III	27	1343	2875				
Alaska								
Arizona	S/L Technician	51	1790	2709	Striping Crew	15	1207	1738
Arkansas					Striping Crew Supv	5	2279	3133
California	Electrician I/II/III	262	2296	3324	Included in #8			
Colorado	Traf Signal Tech	9	2185	2927				
Connecticut	same as #11				Same as #8			
Delaware	Trf Signal Tech	14	1362	2976				
Florida								
Georgia	Traf Sig Tech & Trainee	34	1507	2231	Included in Title #18			
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	2405	4340				
Indiana	Elec Tech I/II/III	33	1428	1859	Hwy Mtce Wkr 3WL	34	1261	1642
Iowa	Electrician II	1	2195	2384	Equip Oper II & III	18	1666	2126
Kansas								
Kentucky	Hwy Sig Installer/Rprmn	21	1034	2185	Included in Title #18			
Louisiana	Electrician Spec.	4	1314	2050	Mob. Equip. Oper. I	29	1228	1916
Maine	Electrician	1	1724	2270				
Maryland	Trf Cont Tech I, II, III	23	1608	2109	Supv Rd. Markings	7	1609	1706
Massachusetts	Electrician I	11	1855	2389	Spray Paint Wkr Frmn	11	1855	2389
Michigan	Trans Mtce Worker	14	2204	2703	Trans Mtce Worker	4	2204	2703
Minnesota	Traf Sig & Light Tech	9	2377	2986	Hwy Maint Wkr Sr	25	2335	2401
Mississippi	Traffic Signal Tech	6	1518	2273	Included in Title #18			
Missouri	Sign & Lighting Elec	62	1945	2747	Mtce Crew Leader	1032	1587	2140
Montana	Traffic Tech I	3	1452	2038	Striping Mach/Oprr/Drvr	12	2023	2129
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	74	1846	2585	Highway Marker	28	1447	2025
New Mexico	Included in #41		1457	2054	Included in #18		1388	1957
New York	Traf Signal Mech	60	1893	2422	Constr Equip Oper	61	1584	1961
North Carolina	Traf Control Tech	50	1737	2582	Machine Oper III	56	1371	2004
North Dakota					Included in #31			
Ohio	Signal Elec	26	1904	2252	NA			
Oklahoma	No Comp. Class				Sr Trans Mtce Worker	8	1420	1851
Oregon	Traf Signal Tech/Electr	29	1672	2922	Included in #16&18			
Pennsylvania	Trfc Control Spec	38	2480	3773	Trans Equip Oper B	110	1667	2514
Rhode Island	Electrical Inspector	14	2100	2402				
South Carolina	Trade Crftsmn/Sig Tech	26	1552	2421	Included in #18			
South Dakota					Sr H.M. Worker	8	1367	2051
Tennessee					Sign & Mark Supv 1	8	1175	1744
Texas	Traf Sig Rpr Tech I-III	110	1516	2638	Same as #9			
Utah	Journey Sign Mtce Spec	2	1766	2318	Included in #17			
Vermont	Electrical Mtce Specialist I	1	1478	2336	Highway Marking Eqpt Opera	6	1274	2000
Virginia	Traffic Signal Tech	44	1639	2502	Trans Crew Leader	458	1499	2289
Washington	Traf Sig. & Elec Tech	65	1998	3087	Mtce Tech 3	75	2301	2660
West Virginia	Included in #11				Included in #11			
Wisconsin								
Wyoming	Traf Cont Sys Spec	5	1728	2798	Striping Tech II	16	1279	2025
1993 Average				2588				2109
1992 Average				2473				2068
1977 Average				1182				966
% Increase 1977-1993				119.0%				118.3%
% Increase 1992-1993				4.7%				2.0%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(31) SIGN FABRICATOR			(32) SIGN TECHNICIAN		
		#	MIN	MAX		# MIN MAX
Alabama	Traf Sign Painter II	4	1411	2094	Traf Sign Painter I	7 1344 1993
Alaska						
Arizona	Sign Fabricator	8	1294	2283	Hwy Sign Tech	40 1480 2131
Arkansas	Sign Maker I & II	9	1183	2086	Sign Crew Supvr	14 2279 3133
California	Contracted				Included in #8	
Colorado	Sign Fab/Sr Sign Fab	7	1837	2713		
Connecticut	same as #18				same as #8	
Delaware	Trf Sign Fabricator	5	1362	2270		
Florida	Sign Uphols Tech	10	1081	1728		
Georgia	Sign Shop Printer	10	1318	1973		
Hawaii	Sign Painter	5	2199	2199		
Idaho						
Illinois	Silk Screen Oper	9	3044	3044	Included in #25	
Indiana	Sign Maker	6	1261	1642		
Iowa	Silk Scrn/Sign Shop Wkr	8	1491	1956		
Kansas	Sign Shop Worker	4	1316	1851		
Kentucky	Sign Painter	2	937	1850	Incl Title 26	
Louisiana	Sign Fabricator II	7	1073	1674	Statewide Sign Spec.	7 1002 1564
Maine	na				Sign Shop Tech 1	1 1724 2270
Maryland	Sign Fabricator I,II	5	1087	1598	Sign Fabricator III	2 1395 1824
Massachusetts	Sign Paint& Letter I	3	1855	2389		
Michigan	Frab Shop Supv	1	2502	3267	Trans Mtce Worker	13 2204 2703
Minnesota	Sign Fabricator	6	2335	2401	Hwy Maint Wkr Sr Varies	2335 2401
Mississippi	Silk Screen Printer	5	1275	1910	Included in Title #18	
Missouri	Sign Layout Spec	4	1499	2021		
Montana	Painter	3	2023	2129	Included in #27	
Nebraska	Sign Printer II	6	1491	2087	Included in #18	
Nevada	Sign Fabricator	6	1717	2296		
New Hampshire	Sign Fab & Sign Let	4	1525	1931	Hwy Maintainer II	12 1303 1525
New Jersey	Sign Fabricator I,II	7	1519	2345		
New Mexico	Sign Tech 2	6	1268	1781		
New York	Sign Shop Worker	11	1587	1961		
North Carolina						
North Dakota	Hwy Traff Control Spec	13	1222	2248	Included in #27	
Ohio	Sign Shop Supv	4	1993	2127	Sign Wkr	10 1750 1932
Oklahoma	Sr Sign Shop Worker	7	1330	1731	No Comp. Class	
Oregon	Sign Tech	6	1381	2160		
Pennsylvania	Hwy Mtce/Sign Wkr	36	1287	2208	Sign Technician	7 1466 2208
Rhode Island						
South Carolina	Trades Craftsman	3	1552	2328		
South Dakota	Sign Producer	2	1258	1886		
Tennessee	Hwy Mtce Worker 1	20	859	1320	Hwy Mtce Worker 1	20 859 1320
Texas	Sign shop Tech II, III, IV	76	1721	2469		
Utah	Journey Sign Spec	3	1747	2021	Included in #21	
Vermont	Sign Painter	1	1335	2106		
Virginia	Trans Sign Fabricator	24	1254	1915	Hwy Equip Oper A	2433 1147 1752
Washington	Sign Tech Lead	2	2412	3087	Sign Tech	21 2194 2533
West Virginia	Included in #11				Included in #11	
Wisconsin						
Wyoming	Sign Fabricator	5	1412	2246	Sign Technician	10 1223 1932
1993 Average				2130		2081
1992 Average				2148		2063
1977 Average				967		899
% Increase 1977-1993				120.3%		131.5%
% Increase 1992-1993				-0.9%		0.9%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(29) STRIPER SUPERVISOR			(30) SIGN ERECTION SUPERVISOR		
		#	MIN	MAX		# MIN MAX
Alabama						
Alaska						
Arizona	Maint Tech III	3	1658	2509	Hwy Mtce Supervisor	1 2099 3176
Arkansas	Striping Supt	1	2903	3835	Signing Supt	1 2903 3835
California	Included in #8				Included in #8	
Colorado						
Connecticut	same as #6				same as #8	
Delaware					Trf Sign Installer	6 1083 1732
Florida					Hwy Mtce Tech Coord	48 1191 1922
Georgia	Included in Title #8				Included in Title #8	
Hawaii	Trf Marking Supv	1	2219	2330		
Idaho						
Illinois	Lead Wkr, Pavement	30	3119	3119	Included in #29	
Indiana	Hwy Mtce Wkr II	20	1428	1859	Sign Crew Leader	37 1428 1859
Iowa	Hwy Mtce Supv II	6	2415	3046		
Kansas	Mtce Supervisor	158	2042	2871		
Kentucky	Incl Title 26				Incl Title 26	
Louisiana					Highway Foreman	13 2406 2194
Maine	Highway Foreman	2	2002	2665	Hwy Worker III	8 1492 1934
Maryland	Supv Road Markings	7	1608	2109	Hwy Tech Supv	161 1608 2109
Massachusetts	Spray Pnt Wrk Foreman I	11	1855	2389	Trf Sect Foreman I	22 1949 2531
Michigan	Paint Crew Foreman	1	2289	3004	Overhead Sign Crew Supvr	1 2502 3267
Minnesota	Hwy Maint Supv I	2	2539	3410	Hwy Maint Supv I	2 2539 3410
Mississippi	Included in Title #8				Included in Title #8	
Missouri	Spec Mtce Supv	42	2059	2909	Mtce Crew Leader	1032 1587 2140
Montana	Striping Foreman	5	2089	2199	Design Supv	5 2205 3160
Nebraska	Incl Title 8					
Nevada	Supervisor I	6	2110	2849	Supervisor I	3 2110 2849
New Hampshire	Pavement Mark Foreman	8	1647	1931	Hwy/Dist Sign Foreman	12 1647 2104
New Jersey	Crew Supv Hwy Marking	5	2141	2997	Crew Supv Hwy Marking	5 2141 2997
New Mexico	Included in #9		1822	2569	Included in #9	
New York	Pavement Mark Supv	20	1773	2187	Sign Crew Supv	67 1773 2187
North Carolina	Machine Operator IV	14	1481	2178		
North Dakota	Included in #27				Included in #27	
Ohio					Traffic Analyst Adm	4 2167 2683
Oklahoma	Centerline Supv	8	1893	2485	Sign Crew Supv	8 1893 2485
Oregon	Reg Traf Line Supv	10	2065	2773	Dist Sign Crew Supv	16 1790 2395
Pennsylvania	Highway Foreman 2	17	1901	3294	Hwy Foreman 2	67 1901 3294
Rhode Island					Road Mtce Supvr (Traffic)	7 1875 1971
South Carolina	Included in #9				Included in #8&9	
South Dakota	Hwy Mtce Foreman	8	1791	2685	Hwy Mtce Foreman	4 1791 2685
Tennessee	Hwy Mtce Worker 2	9	1077	1608	Hwy Mtce Wkr 2	10 1077 1608
Texas	Striping Supv I-II	23	2095	2816		
Utah	Included in #8				Included in #8	
Vermont	Marking Crew Leader	4	1406	2215	Sign Crew Leader	3 1335 2106
Virginia	Trans Mtce Supv	249	1639	2502	Trans Mtce Supv	249 1639 2502
Washington	Mtce Supv	66	2412	3087		
West Virginia	Included in #9				Included in #9	
Wisconsin	Engr Spec SR	9	2602	3435		
Wyoming	Striping Crew Leader	10	1645	2637		
1993 Average				2661		2508
1992 Average				2589		2450
1977 Average				1120		1097
% Increase 1977-1993				137.6%		128.6%
% Increase 1992-1993				2.8%		2.4%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(27) SIGN SHOP SUPERVISOR			(28) TRAFFIC SIGNAL & LIGHTING SUPERVISOR		
		#	MIN	MAX		# MIN MAX
Alabama	Traf Sign Shop Supv	1	1519	2311		
Alaska						
Arizona	Shop Foreman	1	2099	3176	Sig & Ligh Crew Frmn	7 1937 2931
Arkansas	Sign Shop Supv	1	2903	3835		
California	Contracted				Caltran Elec Supv	50 3029 3651
Colorado	Sign Shop Supv	1	2713	3636	Traf Signal Supv	6 2788 3735
Connecticut	same as #8				Tr. Dist. Elect. Supv	4 2885 3604
Delaware	Trf Sign Shp Supv	1	1669	2782	Traffic Signal Supv	5 2044 3407
Florida	Sign/Uphols Supvr	3	1191	1922		
Georgia	Included in Title #8				Traf Sig Tech Supv	10 1822 2755
Hawaii					Trf Sign&Mark Supv	1 3034 3186
Idaho					Traf Sig & Tech Frmn	6 2052 3035
Illinois	Sign Shop Supv & Frm	11	2405	4745	Included in #25	
Indiana	Sign Shop Foreman	6	1428	1859	Elec Tech S4	6 1686 2191
Iowa	Sign Shop Manager	1	2653	3346	Elec Mtce Supv	1 2356 2975
Kansas	Sign Shop Wkr Supv	1	1524	2144		
Kentucky	Adm Sec Supvr	1	1857	2600	Hwy Sig Crew Ldr/Frm	20 1139 2486
Louisiana	Sign Fabricator III	3	1228	1916	Traf Sig Const.& Maint Sup.	3 1971 3076
Maine	Sign Shop Foreman	1	2002	2665	Elec Foreman	1 2166 2899
Maryland	Sign Fabricator III	2	1395	1824	Trf Cont Supv/Tech Supv	1 2161 2840
Massachusetts	Sign Pnt&Letterll	1	2054	2691		
Michigan	Sign Shop Supervisor	10	2502	3267	Signal Shop Supervisor	2 2502 3267
Minnesota	Sign Shop Supv	2	2539	3410	Elect Mtce Supv	3 2539 3539
Mississippi	Included in Title #8				Traf Sign Tech Sr	3 1644 2402
Missouri	Sign Reclamation Supv	1	1884	2542	Signal&Light Supv	11 2310 2747
Montana	Sign Shop Foreman	1	2089	2199	Traf Engr III	1 2205 3160
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	19 2141 2997
New Mexico	Sign Shop Foreman	1	1719	2423	Hwy Elec Supr Tech	2 1985 2798
New York	Sign Shop Supv I	1	2235	2725	Supv Traf Sig Mech	12 2124 2712
North Carolina					Traf Cnt Tech Supv	14 1881 2823
North Dakota	Hwy Traffic Control Spvr	8	1671	2578		
Ohio	Sign Shop Supv 1	4	1933	2127	Signal Elec Supv 2	9 2162 2702
Oklahoma	Sign Shop Supv	1	1584	2071	No Comp. Class	
Oregon	Sign Shop Mgr	1	2278	3206	Reg Elec Supv	7 2170 2913
Pennsylvania	Sign Tech Supv	1	1901	3294	Trfc Control Spec Sup	20 2835 4319
Rhode Island					Hwy Mtce Supvr (Traffic)	2 2237 2579
South Carolina	Trades Supv I	3	1888	2832	Trades Supv I, II	7 1888 3314
South Dakota	Hwy Mtce Frm	1	1791	2685		
Tennessee	Sign & Mrk Supv 1	8	1175	1744		
Texas	Dist Sign Shop Supvr	14	2236	2816	Traffic Signal Supv I-III	18 2236 3212
Utah	Fabrication Shop Supv	1	2022	3043	Signal Supv	1 2135 3212
Vermont	Traffic Shop Coordinator	3	1556	2459	Electrical Mtce Specialist II	1 1641 2598
Virginia	Trans Crew Leader	458	1499	2289	Traffic Signal Tech Supvr	11 1958 2990
Washington	Sign Shop Mgr	1	2412	3087	Traf Sign Supv/Elec Supv	7 2533 3240
West Virginia	Traf Sign Mtce Supv	5	1202	2101	Included in #9	
Wisconsin					Engr Spec SR	12 2602 3435
Wyoming	Sign Shop Supv	1	2007	3273	See #25	
1993 Average				2696		3029
1992 Average				2664		2917
1977 Average				1176		1396
% Increase 1977-1993				129.2%		117.0%
% Increase 1992-1993				1.2%		3.8%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(25) TRAFFIC SUPERVISOR			(26) SIGN SUPERVISOR		
	#	MIN	MAX	#	MIN	MAX
Alabama						
Alaska						
Arizona				Hwy. Maint Supvr	1	2099 3176
Arkansas				Staff Traffic Engr	3	4292 5035
California				Included in #8		
Colorado	Denver=Sr Prof Eng	1	3636 4872			
Connecticut	same as #3			same as #21		
Delaware	Traffic Oper Mgr	2	2341 3900	Trf Sign Inst Supv	3	1669 2782
Florida						
Georgia				Hwy Mtce Supt	6	1897 3001
Hawaii				Trf Sign&Mark Supv	3	2533 2660
Idaho						
Illinois	Fld Engr or Tech		3265 6050	Included in #25		
Indiana				Sign/Pave Marking Supv	6	1686 2191
Iowa	Dist Traf Tech	6	2434 3039			
Kansas						
Kentucky	Hwy Dist Frm	13	1527 2655	Hwy Dist Crew Frm	16	1256 2440
Louisiana	Sign/Traffic Supv	8	1609 2511	Sign & Pavement Marking Mgr		1971 3076
Maine						
Maryland	Hwy Asst Dist Engr Traf	7	3160 4151	Traf Sign Shop Supv	1	1863 2447
Massachusetts	Traffic Sect.Fore.II	6	2178 2839			
Michigan	Spec Crews Suprv-Mtce Div	9	2665 3535	Traffic Svcs Mgr-Mtce Div	1	3004 4043
Minnesota	Traffic Oper Supv	5	2767 3727	Signing Supv	11	2271 2939
Mississippi				Included in Title #7		
Missouri	Dist Traf Studies Engr	17	2446 3458	Sign Shop Supv	1	2310 3265
Montana	Supv. Trf. Oper.	1	2024 2890	Designer III	2	2024 2890
Nebraska				Sign Shop Supt	1	2301 3222
Nevada				Supervisor I	6	2110 2849
New Hampshire	Traf Mtce Supv	1	2333 2785	Traf Oper Tech	1	1789 2117
New Jersey	Mgr I,Traf Engr	2	4452 6234	Supvr., Hwy. Marking		2478 3470
New Mexico				Highway Engr 1	1	2696 3800
New York	Civil Engr III (Traffic)	6	4270 5218	Sign Shop Supv II	1	2657 3307
North Carolina	Traf Serv Supv	14	2132 3235	Traf Serv Crew Ldr	14	1807 2697
North Dakota						
Ohio	Traffic Supv	3	1883 2233	Adm Officer 2		3655 6080
Oklahoma	Included in #23			Sign Shop Supt	1	2167 2853
Oregon	Included in #24					
Pennsylvania	Civil Engr Supv	11	2480 3773	Sign Shop Mgr	1	2480 3773
Rhode Island	Road Mtce Supvr (Traffic)	7	1875 1971	Traffic Sign Technician	2	1794 1965
South Carolina						
South Dakota						
Tennessee	Civil Engr Assoc 2	4	1634 2432	Sign & Mrk Supv 2	4	1329 1973
Texas	Traffic Signal Mgr I-IV	10	2389 3785			
Utah				Hwy Sign Supv	1	2126 2719
Vermont	Traffic Operations Supv	1	1939 3073			
Virginia	Trans Tech Prog Supv	74	2141 3269	Trans Mtce Supv	249	1639 2502
Washington	Included in #7					
West Virginia	Included in #3			Sign Shop Supv	1	1409 2502
Wisconsin	CE Trans Supv 4	15	3783 5107	Engr Spec Supv 5	1	3030 3999
Wyoming	Traf Control Supv	5	1908 3103			
1993 Average			3594			3096
1992 Average			3556			2907
1977 Average			1479			1308
% Increase 1977-1993			143.0%			136.7%
% Increase 1992-1993			1.1%			6.5%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(23) DISTRICT TRAFFIC ENGINEER			(24) ASSISTANT DISTRICT TRAFFIC ENGINEER		
	#	MIN	MAX	#	MIN	MAX
Alabama	9	2949	4496			
Alaska						
Arizona	4	2811	4255			
Arkansas						
California	4	5000	6059	Dist Traffic Engr	49	4118 5513
Colorado	5	3636	4872	Denver=Sr Prof Eng	1	3636 4872
Connecticut	4	3328	4135	Trans Eng II	4	2754 3444
Delaware	3	3676	6127	Civil Engineer	1	2621 4369
Florida	7	3553	6140	Prof Engr Adm	7	3537 6087
Georgia	7	2755	4398	Asst Dist Traf & Sfe Engr	7	2531 4034
Hawaii						
Idaho	6	2621	3874	Trans Staff Engr Asst	1	2376 3511
Illinois				Dist Oper&Plan Engr	9	3265 6050
Indiana	6	2292	3423			
Iowa						
Kansas						
Kentucky	12	2488	4320	Dist Traffic Engr	9	2256 4980
Louisiana		2958	4615			
Maine	7	2764	3860			
Maryland	7	3160	4151	Traffic Engr III,IV	9	2509 3295
Massachusetts	5	3457	4430	Civil Engineer III	5	3178 4050
Michigan	9	3619	4959	Asst Dist Traf Engr	5	2895 3872
Minnesota	9	3461	4667	Asst Dist Traf Engr	11	3095 4176
Mississippi						
Missouri	10	3079	4356	Dist Traf Engr	3	2907 4112
Montana	5	2024	2890			
Nebraska						
Nevada	3	2726	3721			
New Hampshire						
New Jersey						
New Mexico	6	2994	4221			
New York	11	4784	5845	Civil Engr III (Traffic)	6	4270 5218
North Carolina	14	2886	4455	Transp Engineer I	11	2636 4061
North Dakota				Asst Dist Engr	8	2681 4087
Ohio	193	3469	4546	Traffic Control Supt	15	2167 2683
Oklahoma	8	3348	4418	No Comp. Class		
Oregon	5	3054	4301			
Pennsylvania	11	3244	4955			
Rhode Island	2	2237	2579			
South Carolina	5	3145	4718	Asst Dist Traf Engr	3	2796 4194
South Dakota	4	2771	4158	Project Engineer	4	2222 3331
Tennessee	4	2576	3850	Civil Engr Spec 2	4	2576 3850
Texas	24	3009	5027	Asst Dist Traf Engr	18	2549 4046
Utah	3	2961	4449			
Vermont						
Virginia	95	2797	4271	Transp Engr	245	2340 3574
Washington	6	4049	5182	Asst Dist Traffic Eng	6	2865 3668
West Virginia				Included in #4		
Wisconsin	8	3942	5972	CE Trans Supv 4	15	3783 5107
Wyoming	5	2554	4258			
1993 Average			4512			4247
1992 Average			4454			4142
1977 Average			1973			1765
% Increase 1977-1993			128.7%			140.6%
% Increase 1992-1993			1.3%			2.5%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(21) ASST STATE TRAFFIC ENGINEER			(22) STATE TRAFFIC MAINTENANCE ENGINEER		
	#	MIN	MAX	#	MIN	MAX
Alabama				Asst Mtn Eng/Traf Eng	1	3333 5082
Alaska						
Arizona	Tr. Traffic Engr Mgr	1	3378 5112	Mtce Traf Oper Engr	1	3378 5112
Arkansas	Asst Div Head Traf	1	4602 5145			
California	Dep Div Chief, T Oper	1	5000 5513			
Colorado	Asst Staff Traf Engr	1	3922 5256			
Connecticut	Trans Eng of Traf	1	3854 4829	same as #20		
Delaware						
Florida	Prof Engr Admin	1	3537 6087			
Georgia	Asst St Traf & Sfe Engr	1	3001 4782			
Hawaii						
Idaho	Asst Traf Engr	1	3186 4709			
Illinois	Traffic Oper Engr	1	3815 6050			
Indiana						
Iowa						
Kansas						
Kentucky	Engr Br Mgr Div Traffic	3	2488 5490			
Louisiana				Traffic Serv. & Oper. Engr.	1	3624 5654
Maine	Asst Traffic Engr	1	2988 4168	na		
Maryland	Traffic Engineer V	2	3160 4151	Hwy Supv Engr III	1	3413 4483
Massachusetts	Manager VI	1	3004 3751	Civil Engineer V	1	3731 4784
Michigan	Asst Engr Traf & Safety Div	1	4319 5783	Elec Spec Engineer (Mtce Div	1	3386 4581
Minnesota	Asst St Traffic Engr	4	3955 5264			
Mississippi	Asst State Traf Engr	1	3192 4781			
Missouri	Asst Div Engr, Traffic	1	3455 4889			
Montana	Asst Traffic Engr	1	2632 3803	Chief Mtce Engr	1	3468 5074
Nebraska						
Nevada	Asst Chief Traf Engr	1	3112 4226			
New Hampshire	Traf Systems Engr	1	3179 3789			
New Jersey						
New Mexico				Highway Engr 3	6	3169 4467
New York	Dir Traf Opr Bureau	1	5668 7174	Trans Mtce Engr I	32	4145 5253
North Carolina	Tran Eng Mgr II	2	3964 6174			
North Dakota	Asst Dir Planning Div	1	2681 4087			
Ohio				Prog Engr 5	85	3823 5011
Oklahoma	Asst St Traf Engr	1	3755 4963	No Comp. Class		
Oregon	Traf Control Engr	1	3365 4742	Included in #2		
Pennsylvania				Sr Civil Engr Mgr	1	3712 5686
Rhode Island	Chief Civil Engr (Planning)	1	3758 4262	Chief Hwy Mtce Supv	1	2879 3244
South Carolina	Asst State Traf Engr	2	3535 5306			
South Dakota						
Tennessee				Civil Engr Spec 2	1	2576 3850
Texas	Engr of Traffic	1	4641 4767	NA		
Utah	Traf & Saf Studies Engr	2	3471 5212			
Vermont						
Virginia	Asst Div Admin	30	3058 4669			
Washington	Asst St Traf Engr	1	4049 5182			
West Virginia	Dir, Traf Engr Div	1	1995 5173	Included in #21		
Wisconsin	CE Trans Mgr	3	3942 5972			
Wyoming	Asst St Traf Engr/Des, Oper	2	2740 4616			
1993 Average			4996			4791
1992 Average			4898			4882
1977 Average			2125			1972
% Increase 1977-1993			135.1%			142.9%
% Increase 1992-1993			2.0%			-1.9%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	TIMEKEEPER OR CLERK	(19)			(20)			
		#	MIN	MAX	STATE TRAFFIC ENGINEER	#	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	Personnel Clerk	13	1583	2275	Div Head, Traffic	1	5455	5455
California	Mtce Off System Tech	46	2108	2562	Div Chief, Div T Oper	1	6193	6828
Colorado	Hwy Mtce Mgmt Sys Coor, et	9	2025	2713	Staff Traf Engr	1	4324	5794
Connecticut	same as #10				Trans Dir of Traf	1	5245	7400
Delaware	Clerk	22	1112	1853	Chief Traffic Engr	1	4209	7015
Florida	Sr Clerk	46	1132	1819	St Traf Opr Eng	1	3553	6140
Georgia	Clk, Sr Sec/Typ	42	1211	1897	St Traf & Safe Engr	1	3558	5705
Hawaii	Acct Clerk	6	1660	2475	State Traffic Engr	1	5384	5384
Idaho	Mgmt, Sys Coor, Clerk Spec	2	1201	3511	Traffic Engr	1	3511	5193
Illinois		3	1786	2256	Engineer of Traffic	1	4115	6535
Indiana	Clerk 4	37	1066	1495	Same as #1			
Iowa					State Traffic Engr	1	3346	4225
Kansas	Area Office Manager	29	1679	2363	Hwy Marking Engr	1	4244	5975
Kentucky	Timekeeper	120	1034	2530	Engr Dir Div of Traf	1	2753	5490
Louisiana	Clerk	19	936	1461	Traffic Planning Admin.	1	3624	5654
Maine	na				Traffic Engineer	1	3236	4518
Maryland	Ofc Sec II, Sup Ofc IV	46	1395	1960	Dpty Chf Engr Traf	1	5683	5683
Massachusetts					Manager VII	1	3266	4091
Michigan	Calculations Asst	27	1994	2406	Engr of Traf & Safety Div	1	4679	6255
Minnesota	Payroll Clerk	33	1839	2213	State Traffic Engineer	1	4261	5650
Mississippi	Clerk Typist	16	955	1430	State Traffic Engr	1	3745	5607
Missouri	Dist Mtce Clerk	17	1587	2140	Div Engr Mtce & Traf	1	4742	5840
Montana	Acct Tech I	21	1338	1872	Traffic Engineer	1	2880	4179
Nebraska	Office Clerk III	31	1200	1680	Traffic Engineer	1	3551	4972
Nevada					Chief Traffic Engineer	1	3401	4676
New Hampshire	Acct Clrk III/Clrk IV	13	1269	1672	Admin of Traffic	1	3479	4188
New Jersey					Asst Comm Des & ROW	1		7787
New Mexico	Clerk 3, Clerk Spec	56	1156	2054				
New York	Trans Office Asst II	76	1879	2315	Dir Traf & Sfty Div	1	6928	8592
North Carolina	Clerk III	122	1371	2004	Trans Engr Director I	1	4155	6477
North Dakota	Clerk III, Gen Off	8	1040	1579	Director, Plan Div	1	3094	4701
Ohio	Clerk 3	145	1706	1932	Traffic Engr 6	1	4213	5490
Oklahoma	Trans Field Clerk	104	1274	1656	State Traffic Engr	1	4217	5583
Oregon	Included in #16				Traffic Engr	1	3718	5232
Pennsylvania	Clerk Typist 2 NC		1466	2208	Sr Civil Engr Mgr NC		3712	5686
Rhode Island	Clerk Dispatcher	17	1569	1622	Managing Engineer	1	4184	4858
South Carolina	Admin Spec C, B et al	99	1048	2069	Dir Traf Engr	1	3826	5740
South Dakota								
Tennessee	Account Clerk	28	985	1485	Civil Engr Mgr 2	1	2829	4204
Texas	Office Tech I-III	293	1337	1898	Traffic Oper Engr	1	4827	5027
Utah	Dist Mtce Analyst	6	1719	2586	Engr for Safety	1	3680	5525
Vermont	Store Keeper B	9	1557	2460				
Virginia	Fiscal Asst	306	1254	1915	Division Admin	15	3654	5580
Washington	Office Assistant	88	1662	2095	State Traffic Engr	1	4933	6315
West Virginia	Clerk 1-4	144	866	1698	Chief Engr Develop	1	3336	5173
Wisconsin					CE Trans Mgr2	1	4265	6478
Wyoming	Mtce Tech	5	1980	3238	St Traf Engr-Des, Oper	2	2943	4974
1993 Average				2074				5612
1992 Average				2052				5457
1977 Average				879				2439
% Increase 1977-1993				135.9%				130.1%
% Increase 1992-1993				1.0%				2.8%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(17) EQUIPMENT OPERATOR II			(18) EQUIPMENT OPERATOR III		
		#	MIN	MAX		# MIN MAX
Alabama	Hwy Mtce Tech II	250	1312	1898	Hwy Mtce Tech III	108 1446 2147
Alaska	Equipment Operator IV	100	2886	3669	Equipment Operator V	297 3075 3910
Arizona	Equip Operator II	1	1480	2131	Equip Operator III	8 1658 2083
Arkansas	MAxle Tr Dr,Bckh Opr,etal	420	1440	2086	Crane/Dozer Opr Finish	142 1917 2675
California	Caltran Equip Opr	1612	2352	2579	Included in #17	
Colorado					Hvy Equip Oper	26 2025 2713
Connecticut	DOT Maint II & III	925	1839	2496	DOT Maint IV	115 2209 2724
Delaware	Equip Operator II	112	1190	1983	Equip Operator III	106 1362 2270
Florida	Heavy Equip Oper	129	1081	1728	Sr Hvy Equip Oper	173 1132 1819
Georgia	Eqpt Opr II,III	764	1279	2056	Mtce Equip Opr	236 1456 2231
Hawaii	EO-II,III,Truck Driver,etc	64	1911	2199	Motor Grader Oper,etc	11 2283 2283
Idaho						
Illinois	Hwy Const Equip Oper	39	2940	2940	Power Shovel Oper	16 2900 2900
Indiana	Eqpt Operator II	108	1428	1858		
Iowa	Equip Operator II	245	1666	2043	Equip Operator III	129 1734 2126
Kansas	Equip Operator II	478	1524	2144	Equip Operator III	183 1679 2363
Kentucky	Hvy Equip Oper	695	1034	2694	Specialist Equip Oper	70 1139 2720
Louisiana	Hvy Mobile Equip Oper II	388	1073	1674	Hvy Mobile Eq Oper III	217 1228 1916
Maine	Highway Worker III	213	1492	1934	Highway Worker IV	160 1772 2318
Maryland	Motor Equip Op I/Hwy Tech II	425	1309	1706	Motor Equip Op./Hwy Tech III	284 1496 1960
Massachusetts	Mtce Equip Operator II	23	1855	2389		
Michigan	Mtce Worker	62	1803	2274	Mtce Worker	374 1947 2415
Minnesota	Hwy Mt.Worker Sr	1247	2335	2401	Inter Hvy Equip Opr varies	
Mississippi	Equip Opr Mat Hdl.Equip	238	1115	1670	Equip Oper Hvy Mach	67 1171 1755
Missouri	Maintenance Worker	1332	1416	1909	Dragline Operator	6 1779 2401
Montana	Maint Tech III	65	2023	2130	Included in #7	
Nebraska					Hwy Mtce Wkr/Senior	558 1387 1942
Nevada						
New Hampshire	Hwy Maintainer III A	15	1409	1647	Hwy Maintainer III B	45 1465 1714
New Jersey	Hvy Equip Opr	26	1846	2585		
New Mexico	Equip Oper 2	104	1319	1860	Equip Oper 3	99 1388 1957
New York	Const Equip Oper	536	1584	1961	Crane & Shovel Oper	92 1989 2440
North Carolina	Machine Operator III	107	1371	2004	Machine Operator IV	918 1481 2178
North Dakota	Equip Oper II	234	1390	2154	Included in #17	
Ohio	Hwy Main Wkr3	252	1822	2080	Hwy Maint Wkr4	402 1905 2252
Oklahoma	Trans Mtce Wkr II	412	1330	1731	Included in #8	
Oregon	Hwy Mtce Specialist	931	1643	2160	Included in #17	
Pennsylvania	Trans Equip Oper A	1434	1466	2208	Trans Equip Oper B	2575 1667 2514
Rhode Island	Utility Motor Equip Oper	6	1681	1756	Heavy Motor Equip Operator	20 1756 1835
South Carolina	Hwy Mtce Wkr III	540	1226	1840	Hwy Mtce Wkr IV	397 1275 1913
South Dakota					Sr H.M. Wkr	118 1367 2051
Tennessee	Hwy Mtce Worker	428	1077	1608	Hwy Mtce Worker 3	93 1175 1744
Texas	Same as #16				Hvy Equip Oper I & II	886 1184 2066
Utah	Hwy Oper Spec II	290	1461	2194	Hwy Oper Spec III	130 1629 2448
Vermont						
Virginia	Hwy Equip Oper B	993	1254	1915	Hwy Equip Oper C	140 1371 2094
Washington	Mtce Tech 2	428	2301	2660	Mtce Tech 3	75 2301 2660
West Virginia	Hwy Equip Oper 2	1072	1202	1544	Hwy Equip Oper 3	417 1300 1664
Wisconsin						
Wyoming	Maint Equip Operator	251	1279	2025	Same as #9	
1993 Average				2108		2256
1992 Average				2048		2204
1977 Average				937		1031
% Increase 1977-1993				124.9%		118.8%
% Increase 1992-1993				2.9%		2.4%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(15) MECHANIC HELPER			(16) EQUIPMENT OPERATOR I		
		#	MIN	MAX		# MIN MAX
Alabama	Asst & Serviceman	20	1049	1721	Hwy Mtce Tech I	877 1158 1637
Alaska	Mechanic Helper	13	2447	3069	Equipment Operator I	27 2447 3069
Arizona	Eq. Service Asst.	13	1480	2127		
Arkansas	Skill Trades Trainee	4	1310	1917	Sngl Axle Truck Dr	348 1310 1917
California	Mechanic Helper	9	2022	2200	Included in #10	
Colorado	Auto Mtce Worker	9	1630	2185		
Connecticut	same as #17				same as #10	
Delaware	Auto Mech I	5	1112	1853	Equip Operator I	78 1083 1732
Florida					Hwy Mtce Tech II	524 1032 1643
Georgia					Eqpt Opr I	762 1217 1845
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	Equip Mechanic III	132	1207	1571		
Iowa	Auto Mech Helper	15	1883	2043	Equip Operator I	734 1883 2043
Kansas	Mechanic's Helper	34	1194	1679	Equip Operator I	502 1384 1944
Kentucky	Auto Mechanic Trainee	7	772	1286	Light Equip Oper	1089 850 2379
Louisiana	Helper, Trades Apprt	55	1073	1674	Mobile Eq Opr 1	285 936 1461
Maine	Laborer I & II	15	1334	1833	Highway Worker II	329 1360 1754
Maryland	Auto Serv Helper	5	1151	1492	Motor Equip Oper I/Hwy Tech	200 1150 1492
Massachusetts	Motor Equip Mech I	25	1779	2234	Mtce Equip Oper I	63 1779 2234
Michigan	Auto Mechanic III	6	1947	2415	Mtce Wrkr	32 1738 2184
Minnesota	Hwy Equip Serv Attn	12	2079	2142	Hwy Mtce Wkr	70 2203 2265
Mississippi					Equip Oper Lt Veh	476 931 1395
Missouri	Mechanic Helper	21	1499	2021	Mtce Worker	1382 1416 1909
Montana	Included in #14				Maint Tech II	49 1957 2060
Nebraska	Auto Mech II	14	1491	2087	Hwy Mtce Worker	53 1200 1806
Nevada						
New Hampshire	Trades Hlpr/Auto Serv	4	1265	1647	Hwy Maintainer II	147 1303 1525
New Jersey	Mechanic Helper	24	1312	1838	Equip Opr, Opr Hwy	109 1519 2126
New Mexico	Veh Mech 1	5	1156	1629	Equip Oper 1	36 1208 1702
New York	Mtce Asst Mech	19	1597	2057	Hwy Equip Operator	1606 1497 1860
North Carolina	Mechanic I	4	1481	2178	Machine Operator I	754 1221 1771
North Dakota	Auto Service Wkr	8	1040	1726	Equip Operator I	13 1126 1726
Ohio	Auto Mech 1	9	1686	1857	Hwy Maint Wk2	1311 1750 1932
Oklahoma	Auto Mtce Worker	2	1251	1620	Trans Mtce Wkr I	391 1183 1516
Oregon	Included in #14				Hwy Mtce Spec/Wkr	148 1437 1869
Pennsylvania	Tradesman Helper	63	1466	2201	Trans Equip Opr Trn	58 1287 1927
Rhode Island					Motor Equipment Oper	109 1650 1718
South Carolina	Auto Mtce Tech I	86	1226	1840	Hwy Mtce Wkr II	1093 1090 1635
South Dakota	Equip Srv Wkr	7	1083	1624	Hwy Mtce Wkr	280 1163 1746
Tennessee					Hwy Mtce Wkr	1205 859 1320
Texas	Mtr Vech Mechanic I	40	1421	1779	Roadway Mtce Tech II & III	1822 1184 1937
Utah	Auto Ser Wkr III	4	1242	1865	Hwy Oper Spec I	45 1311 1968
Vermont	Motor Eqpt Mechanic B	2	1479	2337		
Virginia	Equip Repair Tech	140	1499	2289	Hwy Equip Oper A	2433 1147 1752
Washington	Equip Shop Asst	23	1998	2301		
West Virginia	Included in #14				Hwy Equip Opr I	39 1107 1428
Wisconsin						
Wyoming	Mechanic Asst	1	973	1507	same as #10	
1993 Average				1933		1842
1992 Average				1876		1792
1977 Average				863		832
% Increase 1977-1993				124.0%		121.4%
% Increase 1992-1993				3.0%		2.8%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

(13)

(14)

STATES	GARAGE OR SHOP SUPERVISOR				MECHANIC			
		#	MIN	MAX		#	MIN	MAX
Alabama	Equip Repair Supv	8	1597	2426	Automech & Body Rep	55	1411	2252
Alaska	Auto Shop Foreman I,II	12	3290	4399	Mech,Hvy.Duty Mech	131	2886	3910
Arizona	Shop Foreman	16	2099	3176	Eq. Repair Tech	87	1790	2709
Arkansas	Shop Supv	11	2686	3583	Mechanic	11	1583	2275
California	Hwy Mech Supv I	32	2959	3249	Hvy Equip Mech	437	2696	2959
Colorado	Sr Auto Shop Supv	9	2409	3227	Auto & Equip Mech	85	2081	2788
Connecticut	Trans Garage Supv	14	2672	3249	same as #17 & 18			
Delaware	Auto Supv I	1	1669	2782	Auto Mech II, III	54	1273	2429
Florida					Auto Equpt, Mech Equpt II	116	1400	2288
Georgia	Mech Shop Supv/Frmn	19	1822	3131	Mech,Mech Sr	157	1562	2639
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	2834	2863
Indiana	Shop Foreman	32	1686	2191	Equip Mechanic II	89	1428	1859
Iowa					Auto Mechanic	123	1956	2126
Kansas	Equip Mech III	7	2144	3016	Equip Mech I & II	110	1763	2736
Kentucky	Garage Foreman	18	1527	2933	Auto&Diesel Mechanic	133	1384	2243
Louisiana	Mobile Equip Shop Frm	10	1504	2347	Mobile Equip Mtce Mech	5	1073	1674
Maine	Auto Mech Foreman	15	2166	2899	Auto Mechanic I & II	112	1771	2439
Maryland	Auto Serv Supv II	30	1608	2109	Auto Serv Mech, Spec	96	1445	1892
Massachusetts					Motor Equip Mech II	23	1856	2390
Michigan	Sr Auto Mech	2	2274	2958	Auto Mech IV	59	2205	2704
Minnesota	Hvy Equip Mech Spv	15	2730	3816	Hvy Equip Mech	122	2694	2774
Mississippi	Equip Repair Supv	13	1755	2628	Equip Mech Master	57	1637	2451
Missouri	Chief Shop Mechanic	10	2310	3265	Shop Mechanic	49	1884	2542
Montana	Working Shop Foreman	13	2154	2268	Mech/Mach	57	2089	2199
Nebraska					Auto/Diesel Mech	107	1723	2412
Nevada	Equip Mech Supv I	6	2296	3112	Hwy Equip Mech I-II	40	2024	2849
New Hampshire	Garage/Shop Foreman	13	1860	2385	Hvy Equip/Auto Mech	27	1714	2104
New Jersey	Crew Supv Mech	17	2141	2997	Master Mechanic	1	2733	3825
New Mexico	Veh Ctr Supv 1	7	1822	2569	Veh Mech 2	66	1457	2290
New York	Motor Equip Mtce Supv III	11	2803	3480	Const Equip Mech	166	2006	2556
North Carolina	Mechanic Supv II	69	2046	3089	Mechanic II	477	1737	2582
North Dakota					Mechanic	27	1272	2352
Ohio	Equip Maint Supt 2	15	2571	3269	Auto Mech 2	95	1822	2080
Oklahoma	Auto Shop Supv	5	1893	2485	Auto Mechanic II	59	1810	2374
Oregon	Hvy Equip Mech 2	6	2372	2605	Auto/Hvy Equip Mech	77	2129	2341
Pennsylvania	Auto Mech Supv	84	1901	2880	Auto Mech/Dsel Mech	464	1667	2514
Rhode Island	Automotive Serv Supvr	1	1875	1971	Automotive Mechanic	13	1756	1835
South Carolina	Trades Supv I	61	1888	2832	Auto Mtce Tech II	180	1552	2328
South Dakota					Mtce Mechanic I	2	1258	1886
Tennessee	Equip Mech 2	26	1275	1893	Equip Mech 1	141	1175	1744
Texas	Equip Rpr Shop Supv I&II	31	2236	3009	Equpt Mechanic II & III	314	1612	2312
Utah	Shop Supv	9	2135	3212	Journey Mech	49	1674	2448
Vermont	Motor Shop Supv B	1	1836	2903	Motor Equipment Mechanic C	18	1557	2460
Virginia	Equip Repair Supvr	87	1791	2735	Equip Repair Tech Sr.	251	1639	2502
Washington	Equip Supv	7	2660	3406	Equip Mech	122	2412	2937
West Virginia	Mechanic 4	13	1478	1888	Mechanic 1-3	297	1107	1664
Wisconsin								
Wyoming	Lead Mechanic	25	1645	2637	Diesel Mech/Mech	62	1223	2371
1993 Average				2868				2431
1992 Average				2786				2385
1977 Average				1287				1077
% Increase 1977-1993				122.9%				125.7%
% Increase 1992-1993				3.0%				1.9%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(11) SKILLED CRAFTSMAN			(12) SHOP SUPERINTENDENT		
		#	MIN	MAX		# MIN MAX
Alabama	Skilled Craftsman	19	1411	2252	Equip Mtce Supt	9 2673 4071
Alaska	Maint Worker II	59	2886	3669	Auto Shop Supvr	1 4004 4746
Arizona	Bldg Mtce Specialist	16	1658	2509	Equipment Manager	4 2341 3543
Arkansas	Brg Rep/Welder/et al	106	1583	2675	Equip Mtce Supv	9 2903 3835
California	SS,Lead SS Pntr,SS Supv	83	3180	4010	Hwy Equip Supt I-IV	26 3407 5198
Colorado	Sr.Mtce Mechanic	7	1982	2655	Print Auto Shop Supv	8 2788 3735
Connecticut	Qualified Craft Wrkr	45	2107	2606	Equip. Repair Supv.	14 4311 6082
Delaware	Elec,Carpenter, et al	6	1458	2429	Auto Supv II	5 1911 3185
Florida	Electrician	31	1328	2158	Auto Eq Mtce Supv	12 1768 2927
Georgia	Gen Trd Craft,Skill	45	1562	2428	Mtce Shop Mgr	8 2231 3558
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					Hwy Shop Supt	6 2363 3326
Kentucky	Carp,Bridgemn Wldr	85	1034	2115	Dist Eqpt Supv	12 1683 4725
Louisiana	Skilled Craftsman				Mobile Equip Shp Supt	9 1609 2511
Maine	Machinists & Other Trades	20	1837	2439	Equip Superintendent	7 2513 3451
Maryland					Dist Equip Supv	1 2007 2636
Massachusetts	Skilled Laborer	333	1553	1931	Motor Equip Mech IV	9 2055 2691
Michigan	Bridge Wrk				Head Auto Mechanic	6 2502 3268
Minnesota	Crpnter,Elect,Plumbr	11	2615	2694	Hwy Equip Supv	3 2834 3955
Mississippi	Fac. Mtce Repairer II	12	1525	2285	Equip Mtce Supt	7 1978 2962
Missouri					Dist Equip Supv	9 2744 3881
Montana	Carpenter, Painter	15	2022	2199	Div Shop Supt	11 2498 2615
Nebraska					Hwy Mech Dist Supt	8 2301 3222
Nevada					Equip Mech Supv II	6 2610 3557
New Hampshire	Asst Hwy Patrol Frm	98	1584	1855	Supt of Equip	1 2290 2706
New Jersey	Crpnter,Elec,Plumr,Plast	22	1846	2585	Reg Equip Sup Tran	4 2602 3644
New Mexico	Elect 1, Crpnter 1	5	1208	2169	Veh Ctr Supv 2	7 1822 2569
New York	Sgn Pnter,Brdge Rep Asst	407	1675	2070	Trans Mtce Equip Mgr	11 3733 4731
North Carolina	Mtce Mechanic III	12	1669	2475	Equip Supt	14 2527 3878
North Dakota					MV Shop Frm II	8 1836 2824
Ohio	Carpenter 2	4	1904	2252	Equip Main Supt 2	6 2570 3269
Oklahoma	Mtce Rep Tech, et al	16	1420	1851	Auto Shop Supt	9 2119 2789
Oregon	Electrician	37	2372	2605	H.E.Repr Supv,Auto Supt	5 2511 3536
Pennsylvania	Plmbr,Pntr,Crpnter,Mas	142	1667	2514	Hwy Equip Mgr	67 2835 4319
Rhode Island	Carpenter/Mason	7	1756	1835		
South Carolina	Trades Craftsman	30	1552	2328		
South Dakota					Equip Shop Frm	6 1791 2685
Tennessee	Mtce Crpnter 1&2,et al	9	1127	1674	Equip Mtce Supv 2	4 1504 2203
Texas	Painter I & IV, Carpenter	89	1721	3212	Shop Supt I-III	23 2389 3544
Utah	Journey Mtce Spec	5	1673	2317	Equip Operations Mgr	1 2656 3991
Vermont	Bridge Maintenance Mechanic	18	1479	2337	Central Garage Supv	1 2456 3902
Virginia	Carpenter	26	1499	2289	Equip Repr Mgr	10 1958 2990
Washington	Mtce Specialist	35	2301	2660	Equip Supt	6 3162 4049
West Virginia	Craftsman 1-3	452	1107	1664	Hwy Equip Supv 1-3	45 1298 3580
Wisconsin					Eng Spec Sr	10 2602 3435
Wyoming					Mech Supvr	11 1814 2945
1993 Average				2410		3494
1992 Average				2384		3267
1977 Average				1001		1550
% Increase 1977-1993				140.8%		125.4%
% Increase 1992-1993				1.1%		7.0%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	SECTION SUPERVISOR	(9)			LABORER	(10)		
		#	MIN	MAX		#	MIN	MAX
Alabama					Laborer	219	951	1279
Alaska	Trans Mtce Ldr.I	55	3290	4160	Laborer	38	2309	2881
Arizona	Hwy Mtce Tech I,II,III	624	1385	2509	Laborer	1	1190	1631
Arkansas	Crew Leader	129	2279	3133	General Laborer	90	1183	1748
California	Hwy/Landscape Lead Wkr	507	2463	2829	Mtce/Landscape Wrkr	826	1789	2248
Colorado	Sr Hwy Mtce Worker	312	2025	2713	Hwy Mtce Worker A/B	845	1588	2461
Connecticut	same as #8				DOT Maint I	227	1746	2116
Delaware	Eqpt Operator IV	17	1458	2429				
Florida	Hwy Mtce Tech Supv	114	1132	1819	Hwy Mtce Tech I	514	938	1482
Georgia					Mtce Worker	273	1183	1773
Hawaii	Hwy Mtce Supv	17	2269	2369	Gen Labor,Trade Help	108	1646	1798
Idaho					Laborer			
Illinois	Hwy Mtce Lead Wrkr	277	3069	3144	Hwy Maintainer	1935	2940	3015
Indiana	Hwy Mtce Wkr WL	268	1261	1642	Hwy Mtce Worker	1014	1207	1571
Iowa								
Kansas	Sub-Area Supv	158	2042	2871	Laborer	1	982	1384
Kentucky	Hwy Crew Foreman	132	1256	3150	Hwy Laborer	55	953	1882
Louisiana	Districtwide Maint. Spec.	6	1971	3076	Laborer	10	715	1116
Maine	na				Hwy Worker I	180	1308	1681
Maryland	Hwy Tech III, Supv	280	1497	2109	Hwy Tech I, II etc	494	1155	1317
Massachusetts	Hwy Mtce Foreman I	76	1856	2390	Laborer	7	1493	1849
Michigan	Trans Mtce Wkr IV	112	2205	2704	Laborer			
Minnesota	Sr. Hwy Mtce Wkr	1247	2335	2401	Laborer	151	1686	1931
Mississippi	Included in Title #17				Gen Serv Emp II	269	758	1137
Missouri	Hwy Mtce Supv	269	1945	2747	Maintenance Worker	1332	1416	1909
Montana	Included in #7				Laborer	10	1759	1852
Nebraska	Hwy Mtce Crew Chief	119	1491	2087				
Nevada					Mtce Wkr I-IV	350	1468	2610
New Hampshire	Hwy Patrol Foreman	93	1784	2104	Hwy Maintainer I	279	1229	1381
New Jersey	Asst Crew Sup Mtn,Cons,S	72	1942	2719	Mtce Worker I,II	301	1250	1929
New Mexico	Hwy Maint Supv 1	68	1822	2569	Laborer	93	911	1284
New York	Hwy Mtce Supv I	545	1879	2315	Laborer	784	1416	1762
North Carolina	Mtce Crew Ld II	549	1669	2475	Hwy Mtce Worker	711	1176	1704
North Dakota	Leadman	85	1519	2352	Mtce Worker	3	1126	1965
Ohio	Hwy Maint. Wkr 4	402	1904	2252	Hwy Maint Wkr 1	79	1686	1857
Oklahoma	Included in #8				No Comp. Class			
Oregon	Hwy Mtce Asst Supv	115	1704	2261	Trades,Mtce Wkr 1&2,Lab 2		1381	1789
Pennsylvania					Hwy Mtce Wkr	148	1287	1927
Rhode Island	Hwy Mtce Supvr (Roads)	8	2237	2579	Laborer	13	1569	1622
South Carolina	Hwy Mtce Frmn	94	1435	2152	Hwy Mtce Wkr I	282	969	1454
South Dakota	Hwy Mtce Frm	81	1791	2685	Hwy Mtce Wkr	280	1163	1746
Tennessee	Hwy Mtce Worker 2	428	1077	1608	Hwy Mtce Wkr 1	1205	859	1320
Texas	Roadway Mtce Crew Chf	535	1587	2066	Roadway Mtce Tech I	368	818	1275
Utah	Station Supv	70	1915	2881	Mtce Worker		1114	1674
Vermont	SR Maintenance Worker	69	1479	2337	Mtce Worker	277	1335	2106
Virginia	Trans Crewleader	458	1499	2289	Trans Mtce Worker	40	960	1466
Washington	Mtce Lead Tech	172	2412	2793	Laborer	2	1662	1909
West Virginia	Mtce/Brge Mtce Crew Lead	240	1249	1794	Hwy Laborer	55	1057	1378
Wisconsin								
Wyoming	Hvy Equip Oper	123	1487	2509	Maint Laborer	31	1077	1676
1993 Average				2501				1765
1992 Average				2423				1717
1977 Average				1074				774
% Increase 1977-1993				132.8%				128.0%
% Increase 1992-1993				3.2%				2.8%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(7) AREA SUPERVISOR				(8) GANG SUPERVISOR			
		#	MIN	MAX		#	MIN	MAX
Alabama	Hwy Mtce Supt	34	1519	2311				
Alaska	Trans Mtce Ldr.III	17	3661	4638	Trans Mtce Ldr.II	25	3477	43
Arizona	Area Mtce Supt	12	2341	3543	Mtce Supervisor	61	2099	31
Arkansas	Area Maint. Supv	84	2903	3835	Job Supt	31	2903	38
California	Cal Mtce Reg Mgr	57	3740	4515	Cal Hwy Mtce Leadwkr	506	2579	31
Colorado	Sr. Hwy Mtce Supv	30	2713	3636	Hwy Mtce Supv	42	2344	31
Connecticut	same as #6				Tr.Mtce. Crew Leader	144	2429	29
Delaware	Mtce Area Supv	19	1786	3184	Asst Area Supv	17	1458	24
Florida					Hwy Mtce Tech Supv	98	1328	21
Georgia					Hwy Mtce Frmn II	293	1682	26
Hawaii					Const & Maint Supv	18	2633	31
Idaho					Trans Tech Principle	37	2154	31
Illinois					Included in #9			
Indiana					Unit Foreman	37	1686	21
Iowa	Hwy Mtce Supv 1,2,3	117	2306	3346	Hwy Mtce Supv 2&3	7	2415	33
Kansas	Dist & Area Supt	35	2363	3326	Dist & Area Supv	158	2042	28
Kentucky					Hwy Cty & Dist Crew Foremar	174	1527	30
Louisiana	Parish Hwy Mtce Supt	61	1722	2687	Hwy Foreman	112	1406	21
Maine	Hwy District Supv	28	2402	2892	Hwy Crew Supv	110	2002	29
Maryland	Asst Res Maint Eng	28	2329	3050	Hwy Tech Supv	163	1608	21
Massachusetts	Hwy Mtce Foreman III	16	2179	2840	Hwy Repair Foreman	58	1950	25
Michigan	Trans Mtce Supvr	12	3005	4044	Trans Mtce Foreman	42	2502	32
Minnesota	Hwy Mtce Supt	18	2939	4103	Hwy Mtce Supv I	74	2539	34
Mississippi	Area Superintendent	28	1978	2962	County Supervisor	112	1620	24
Missouri	Mtce Area Supv	104	2310	3265	Special Mtce Supv	42	2059	29
Montana	Div Mtne Supvr	22	2498	2615	Field Project Mgr	47	2205	31
Nebraska	Hwy Mtce Supt	31	2301	3222	Hwy Mtce Supv	92	1852	25
Nevada	Supervisor ii	12	2236	3112	Supervisor I	70	2110	28
New Hampshire	Mtce Supv	14	1990	2354	Hwy Const Foreman	19	1784	21
New Jersey	Area Supv, BO & HM	20	2248	3305	Crew Sup Hwy Mtn. Cons, St	72	2141	29
New Mexico	Hwy Maint Area Supt	20	2334	3289	Hwy Maint Supv 3	20	2061	29
New York	Hwy Mtce Supv II	205	2367	2878	Bridge Rpr Supv II	44	2503	30
North Carolina	Road Mtce Supv	164	2132	3235	Mtce Crew Ldr III	110	1807	26
North Dakota	Hwy Mtce Supt	7	2217	3393	Hwy Mtce Foreman	5	1971	25
Ohio	Hwy Maint Sup 3	29	2605	3406	Hwy Maint. Workers Sup	78	2009	24
Oklahoma	Transp Mtce Supt	90	2218	2919	Sr Trans Mtce Wkr	224	1420	18
Oregon	Area Mtce Coord		2261	3008	Area Mtce Mgr/Sec Frmn	135	1790	23
Pennsylvania	Hwy Mtce Mgr 1, 2	180	2480	4319	Hwy Foreman 2, 3	662	1901	32
Rhode Island								
South Carolina	Res Mtce Frmn	31	1888	2832	Sr Hwy Mtce Frmn	217	1678	25
South Dakota					Sr H.M Worker	118	1367	20
Tennessee	Hwy Mtce Supt 1	32	1444	2108	Hwy Mtce Supv 1	123	1224	18
Texas	Mtce Sec Supv I-III	284	2236	3212	Asst Mtce Sec Supv I-IV	337	1961	28
Utah	Dist Mtce Supv	15	2135	3212	Hwy Opers Supv	23	1915	28
Vermont	Area Maintenance Supv	39	1737	2744				
Virginia	Trans Mtce Supt	288	1958	2990	Trans Crewleader	458	1499	22
Washington	Mtce Supt	31	3162	4049	Mtce Supv.	66	2412	30
West Virginia	County Mtce Supt	53	1660	3580	Mtce Crew Supv	33	1404	18
Wisconsin	N/A							
Wyoming	Mtce Crew Supv	31	1908	3103	Mtce Crew Leader	31	1645	26
1993 Average				3258				2761
1992 Average				3194				2696
1977 Average				1412				1211
% Increase 1977-1993				130.7%				128.0%
% Increase 1992-1993				2.0%				2.4%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(5) ASSISTANT DISTRICT MAINTENANCE ENGINEER			(6) RESIDENT MAINTENANCE ENGINEER		
		#	MIN	MAX		# MIN MAX
Alabama	Asst Div Mtce Engr	9	2949	4496	District Engineer	41 2949 4496
Alaska	Trans Mnt.Mgr II	2	4004	4746	Trans Mnt Super I,II	18 3499 4746
Arizona						
Arkansas	Asst Mtce Supt	10	3364	4344		
California	Branch Chief Maint	15	4324	5513		
Colorado	Hwy Mtce Supt I	5	3141	4209		
Connecticut	same as #4				Trans Genral Supv	60 2871 3574
Delaware	Dist.Mtce Supt	2	2341	3900		
Florida	Prof Engr Adm	7	3537	6087	Prof Engr III	26 3318 5690
Georgia	Asst Dist Mtce Engr	7	2531	4034	Asst Area Engr	42 2326 3706
Hawaii	Const & Maint Supt	1	2989	4426		
Idaho	Trans Staff Engr Asst	6	2376	3511		
Illinois					Dist Field Engr	27 3265 5720
Indiana					Subdistrict Manager	37 2158 3218
Iowa					Resident Mtce Engr	24 3046 3849
Kansas					Area Engineer	25 3491 4912
Kentucky	Dist Mtce Engr	38	2256	5400		
Louisiana	Dist Maint. Engr	9	2958	4615		
Maine	Asst Division Engs	7	2988	4168		
Maryland					Res/Asst Res Mtce Eng	23 2710 3565
Massachusetts	Civil Engineer IV	5	3457	4430		
Michigan	Dist Mtce Engr	9	3386	4581		
Minnesota	Asst Dist Mtce Engr	9	3461	4667		
Mississippi	Asst Dist Mtce Engr	2	2946	4414	Resident Engineer	18 2946 4414
Missouri	Dist Mtce Engr	21	2907	4112		
Montana	Field Supervisor B	19	2220	2337	Field Supervisor A	117 2155 2268
Nebraska						
Nevada	Asst Dist Engr	3	3401	4676	Mtce Superintendent	6 2610 3557
New Hampshire	Asst Dist Engineer	6	2909	3469	Mtce Supervisor	6 2333 2785
New Jersey						
New Mexico						
New York	Civil Engr Itce Engr	11	2949	3655	Trans Mtce Engr II	60 4607 5834
North Carolina	Dist Mtce Engr Supt	39	3161	4887	County Mtce Engr	73 2886 4455
North Dakota						
Ohio	Trans Eng 4	193	3469	4546		
Oklahoma	Area Manager	16	3348	4418	No Comp. Class	
Oregon					District Manager	16 3054 4301
Pennsylvania	Sr Civil Engr Mgr	11	3712	5686	Hwy Mtce Mgr 3, 4	55 3244 5686
Rhode Island					Road Mtce Supvr	19 1875 1971
South Carolina	Asst Dist Mtce Engr	6	2796	4194	Resident Mtce Engr	47 2796 4194
South Dakota	Region Mtce Supv	4	2208	3311		
Tennessee	Civil Engr Supv 2	12	1931	2848	Hwy Mtce Supt 2	22 1931 2848
Texas	Asst Dist Mtce Engr	9	2549	4046		
Utah						
Vermont						
Virginia					Trans Resident Engr	46 3058 4669
Washington	Asst/Oper & Maint	6	4049	5182		
West Virginia	Included in #4				Ofce Plan/Desn Engr	10 2550 4501
Wisconsin	Civil Engr Tr Supv 3	12	3533	4734		
Wyoming						
1993 Average				4364		4129
1992 Average				4192		4029
1977 Average				1931		1700
% Increase 1977-1993				126.0%		142.9%
% Increase 1992-1993				4.1%		2.5%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(3) DISTRICT ENGINEER			(4) DISTRICT MAINTENANCE ENGINEER				
		#	MIN	MAX		#	MIN	MAX
Alabama	Division Engineer	9	4496	6846	Division Mtce Engr	9	3333	5082
Alaska	Div Dir M&O	2	5824	7200	Trans.Mnt.Mgr. III	1	4576	5434
Arizona	District Engineer	4	3701	5601	Asst Dist Engr Mtce	4	3378	5112
Arkansas	District Engineer	10	5455	5455	Dist Mtce Supt/Eng	10	4292	5035
California	District Director	12	5631	7163	Dep Dist Dir Mtce & Dep	11	5000	5513
Colorado	District Engineer	6	4324	5794	Hwy Mtce Supt III	8	3636	4872
Connecticut	Dist Mtce Mgr	4	4849	6842	Mtce Opers Supt	11	4311	6082
Delaware	District Engr	3	4209	7015	Civil Eng Prog Mgr	11	3676	6127
Florida	District Secretary	7	4335	7560	Dist Mtce Engr	7	3553	6140
Georgia	District Engr	7	3558	5705	Dist Mtce Engr	7	2755	4398
Hawaii	District Engineer	4	4521	6189	Dist Mtce Engr/C&M Supt	4	2989	4346
Idaho	District Engineer	6	4068	6011	Dist Mtce Engr	6	3186	4709
Illinois	District Engineer	9	4115	7120	Dist Operations Engr	9	3815	6050
Indiana	Dist Director	6	3120	4856	Mtce Engr	6	2292	3423
Iowa	District Engineer	6	4428	5591	Dist Mtce Engr	6	3346	4225
Kansas	District Engineer	6	4244	5975	Dist Mtce Engr	6	3850	5415
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	3681	5153	N/A			
Maryland	District Engineer	7	5775	5775	Hwy Asst Dist Engr Mtce	7	3160	4151
Massachusetts	District Hwy Engineer	5	3847	4834	Civil Engr V	5	3731	4784
Michigan	District Engineer	9	2716	9309	Dist Oper Engr	9	3619	4959
Minnesota	District Engineer	7	4569	6066	Dist Mtce Engineer	9	3955	5264
Mississippi	District Engineer	6	4138	6195	Dist Mtce Engineer	6	3192	4781
Missouri	District Engineer	10	4300	5543	Dist Mtce & Traf Eng	10	3079	4356
Montana	District Engineer	5	3468	5074	Chief Field Maintenance	11	2880	4179
Nebraska	Hwy District Engr	8	3551	4972	Hwy Dist Mtce Supt	8	2859	4002
Nevada	District Engineer	3	3721	5129	Highway Engr V	3	3401	4676
New Hampshire	Highway Dist Engr	6	3479	4188				
New Jersey					Reg Mte Eng,Trns,Mgr	1	4240	5936
New Mexico	Highway Engineer 5	6	3844	5418	Highway Engineer 4	6	3356	4731
New York	Reg Dir of Transp	11	6928	8592	Trans Mtce Engr III	11	5100	6449
North Carolina	Trans Engr Director I	14	3957	6477	Div Mtce Engr Manager	14	3622	5620
North Dakota	District Engineer	8	3094	4701	Hwy Mtce Coord.	4	2558	3901
Ohio	Deputy Director 5	14	3771	5569	Trans Eng 5	193	3469	4546
Oklahoma	Field Div Engineer	8	4217	5583	Asst Div Engr,Mtce	8	3755	4963
Oregon	Region Managers	5	4098	5765				
Pennsylvania	Hwy Dist Engr	11	5596	6516	Asst Dist Engr Mtce	11	4256	5936
Rhode Island	Principal Civil Engr (C&M)	4	3100	3495	Chief Hwy Mtce Supvr	5	2879	3244
South Carolina	District Engr Admin	7	3538	5306	Dist Mtce Engineer	7	3145	4718
South Dakota	Regional Engineer	4	3706	5560				
Tennessee	Civil Engr Dir	4	3089	4591	Civil Engr Mgr 2	4	2829	4204
Texas	District Engineer	24	5570	6934	Dist Mtce I, II, III	18	3212	5027
Utah	District Director	6	3425	6832	Dist Mtce Engr	6	3126	4261
Vermont					District Transpt Administrator	9	3155	5028
Virginia	Transp Dist Admin	9	3995	6099	Trans Dist Asst Emgr	20	3343	5104
Washington	Dist. Admin	6	5445	7321	Dist. Oper Eng	6	4468	5720
West Virginia	District Engineer	10	2862	5173	Asst Dist Engr Mtce	10	2550	4501
Wisconsin	Civil Engr Trans Mgr2	8	4265	6478	Civil Engr Trans Mgr	2	3942	5972
Wyoming	Dist Engr	5	3412	5799	Dist Mtce Engr	5	2943	4974
1993 Average				5993				4956
1992 Average				5842				4854
1977 Average				2564				2175
% Increase 1977-1993				133.7%				127.9%
% Increase 1992-1993				2.6%				2.1%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1993

STATES	(1) STATE MAINTENANCE ENGINEER			(2) ASSISTANT STATE MAINTENANCE ENGINEER		
		#	MIN	MAX		# MIN MAX
Alabama	State Mtce Engr	1	4496	6846	Asst State Mtce Engr	4 3333 5082
Alaska						
Arizona	Asst Engr Mtce Sect	1	3701	5601		
Arkansas	Const/Mtce Engr	1	5619	5633	Asst Const/Mtce Engr	2 4602 5145
California	Div Chief, Div Maint	1	6193	6519		
Colorado	Dir Mtc & Oper	1	4324	5794	Staff Hwy Mtce Supt	1 3818 5116
Connecticut	Director of Mtce	1	5673	8004	Asst Dir of Mtce	1 5245 7400
Delaware						
Florida	State Mtce Engr	1	3553	6140	Prof Engr Admin	1 3537 6087
Georgia	State Mtce Engr	1	3558	5705	Asst St Mtce Engr	2 3001 4782
Hawaii	Chief Hwy Div	1	5188	7101	Asst Chief Cons&Mtce	1 4521 6189
Idaho	State Mtce Engr	1	4068	6011	Asst Mtce Engr	1 3186 4709
Illinois	State Mtce Oper Engr	1	4115	6535	Section Chief	3 3545 5720
Indiana	Chief Hwy Engr	1	3781	5865	Dep Chief Hwy Engr	1 3436 5238
Iowa	State Mtce Engr	1	4428	5591	Asst State Mtce Engr	1 3504 4428
Kansas	Chf,Bur Const/Mtce	1	4455	6273	A-Chf,Bur Const/Mtce	1 3850 5415
Kentucky	Engr Dir, Div Mtce	1	2743	5495	Engr Br Mgr Div Mtce	3 2488 5480
Louisiana	Mtce Engr Administrator	1	4440	6927		
Maine	Dir Bur Mtce Oper	1	4045	5657	Hwy Mtce Engineer	1 3236 4518
Maryland	Dep Chief Engr Maint	1	5683	5683	Asst Dep Chief Engr	1 2926 3844
Massachusetts					Civil Engineer VI	1 4023 5178
Michigan	Engineer of Mtce	1	4679	6255		
Minnesota	State Mtce Engineer	1	4569	6066		
Mississippi	Mtce Engineer	1	3745	5607	Asst Mtce Engineer	1 3388 5075
Missouri	Div Engr Mtce & Traf	1	4742	5840	Asst Div Engr Mtce	1 3455 4889
Montana	Director of Trans	1	4525	4525	Administrator Hwy Div	1 4198 6193
Nebraska	Hwy Mtce Mgr	1	3304	4625	Engineer V	1 3073 4302
Nevada	Chief Mtce Egr	1	3385	4653	Asst Chief Mtce Egr	1 3097 4254
New Hampshire	State Mtce Engineer	1	3645	4386	Asst Mtce Engineer	1 3179 3789
New Jersey	Exec Reg Directors	5	4240	6845		
New Mexico	Highway Engineer 4	1	3356	4731	Highway Engineer 2	1 2994 4221
New York	Dir Hwy Mtce	1	6928	8592	Asst Dir Hwy Mtce	1 5100 6449
North Carolina	Trans Engr Manager II	1	3964	6174	Trans Engr Manager I	1 3622 5620
North Dakota	Dir Mtce & Procure	1	3094	4701	Asst Dir Mtce&Procure	1 2681 4087
Ohio	Trans Engr 6	7	4213	5490	NA	
Oklahoma	State Mtce Engr	1	4026	5326	Asst State Mtce Engr	1 3755 4963
Oregon	Operations Mgr	1	3979	5597		
Pennsylvania	Dir, Bur of Mtce & Opr	1	4877	6301	Sr. Civil Engr Mgr	1 3712 5686
Rhode Island	Asst Dir Transp Hwy Mtce	1	4633	5307	Chief Civil Engr Const & Main	1 3758 4262
South Carolina	State Mtce Engr	1	3826	5740	Asst Director Mtce	2 3538 5306
South Dakota	Trans Office Engr	1	3389	5084		
Tennessee	Civil Engr Dir	1	3089	4591	Civil Engr Mgr 2	1 2829 4204
Texas	Div Dir Mtce & Opr	1	6498	6587	Mtce & Opr Engr	1 5570 5721
Utah	Engr Mtce	1	3680	5525	Assoc Mgr	1 3126 4696
Vermont	Mtce Mgmt Engr	1	3860	6145	Civil Engr Executive B	1 3155 5028
Virginia	Division Admin	15	3654	5580	Asst Division Admin	30 3058 4669
Washington	Chief Mtce Engr	1	4933	6315	Roadway Mtce Engr	1 4049 5182
West Virginia	Chief Engr Mtce	1	3336	5173	Dir Mtce Div	1 1995 5173
Wisconsin	Civil Engr Trans Mgr2	1	4265	6478	Civil Eng Trans Mrg1	3 3942 5972
Wyoming	St Const & Mtce Engr	1	3412	5799		
1993 Average				5860		5107
1992 Average				5743		4925
1977 Average				2624		2556
% Increase 1977 - 1993				123.3%		99.8%
% Increase 1992 - 1993				2.0%		3.7%

- 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. *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.

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 Supervisor* - One who directs a crew in the activity of fabricating traffic signs.
28. *Traffic Signal & Lighting Supervisor* - One who directs a crew in activities related to the operations and maintenance of traffic signals and lighting.
29. *Striper Supervisor* - One who directs a crew in activities related to pavement markings.
30. *Sign Erection Supervisor* - 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

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 "district" or "division." The first subdivision in a district or division is called "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 Supervisor* - 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. *Section Supervisor* - One who in reality is a working foreman, or who can and does perform any of the work necessary to properly maintain the highways within a specified territory; in addition, supervises the work of operators and laborers when necessary. A highly skilled and trained 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 Supervisor* - 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.

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	Wholly	Mandatory	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		N/A	X				No	Yes
Colorado	Yes	Partially	Optional	Yes	Wholly(5K)	Mandatory pr					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								
Maine	Yes	Wholly	Optional	Yes	Wholly	Optional	X				Yes	Yes
Maryland	Yes	Partially	Mandatory	Yes	Partially	Optional	X				No	No
Massachusetts	Yes	Partially	Optional	Yes	Partially	Optional						
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	Yes	Partially	Optional	Yes	Wholly	Mandatory	X				No	Yes
Oklahoma	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory				X	No	No
Oregon	Yes	Partially	Mandatory	No			X	X			No	Yes
Pennsylvania	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	X				Yes	Yes
Rhode Island	Yes	Wholly	Mandatory	Yes	Partially	Optional	X				Yes	Yes
South Carolina	Yes	Partially	Optional	Yes	Wholly	Optional		X			No	No
South Dakota	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	X				No	Yes
Tennessee	Yes	Partial	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	Optional	Yes	Partially	Optional	X				No	No
Wisconsin	Yes	Partially	Optional	Yes	Partially	Optional	X				No	Yes
Wyoming	Yes	Partially	Optional	Yes	Partially	Optional					No	No

STATES	Supervisory		Non – Supervisory		SERVICE AWARDS	WORKING CONDITIONS								
	Nat'l Union	Local Union	Nat'l Union	Local Union		Salary Basis				Working Hours				
	(16a)	(16b)	(16a)	(16b)		(17)	(18a)	(18b)	(18c)	(18d)	Per Day	Per Wk		
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	Voluntary	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	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					8–10	40	
Georgia	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S				8	40	
Hawaii	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	S	H	8	40	
Idaho	No	No		No	No		Yes	H	H	H	H	10	40	
Illinois	Yes	Mandatory	No	Yes	Mandatory	No	Yes	S	S	S	S/H	8	40	
Indiana	No	No	N/A	Yes	Voluntary		Yes	S				8	40	
Iowa	No	No	NA	Yes	Voluntary	Yes	Voluntary	Yes	H	H	S	H	8	40
Kansas	No			Yes	Voluntary		Yes		S	S	H	8	40	
Kentucky	No	Yes	Voluntary	No		Yes	Voluntary	Yes		H	S/H	H	8	40
Louisiana							Yes	S				10	40	
Maine	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	H	H	S	H	9	40	
Maryland	No			No			Yes		S	S	S/H	8	40	
Massachusetts							No	H	H	H	H	8	40	
Michigan	No	No			Yes	Voluntary	Yes	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		Yes	S				5	40	
Missouri	No	Yes	Voluntary	No	Yes	Voluntary	Yes		S	S	H	8	40	
Montana	No	No		No	Yes	Mandatory	Yes	H	H	H	H	8	40	
Nebraska	No	No		Yes	Voluntary		Yes		H	H	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	H	8	40	
New Jersey	Yes	Voluntary	Yes	Mandatory	Yes	Mandatory	Yes	S				8	40	
New Mexico	No	No		Yes	Yes	Voluntary	Yes	H	H	H	H	8	40	
New York	Yes	Yes	Voluntary	Yes	Yes	Voluntary	Yes		S	S	S/H	8	40	
North Carolina	No	No		No	No		Yes	S	S	S	H	8	40	
North Dakota	No	No		No	No		Yes		S	S	H	8	40	
Ohio	No	No		Yes	Mandatory	Yes	Mandatory	Yes	H	H	H	H	8	40
Oklahoma	No	Yes	Voluntary	No	Yes	Voluntary	Yes	H	H	H	H	8	40	
Oregon	No	No		Yes	Mandatory	Yes	Mandatory	Yes		S	S	H	8	40
Pennsylvania	Yes	Yes	Mandatory	Yes	Mandatory		Yes	S	S	S	H	7.5	37.5	
Rhode Island	Yes			Yes			Yes		H	S	H	8	40	
South Carolina	No	Yes	Voluntary	No	Yes	Voluntary	Yes		H	S		8	40	
South Dakota	No	No		Yes			Yes	H				8	40	
Tennessee	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	S	S	7.5	37.5	
Texas	No	No		No			Yes		S/H	S/H	H	8	40	
Utah	No	Yes	Voluntary	No	Yes	Voluntary	Yes	H				8	40	
Vermont	No	Yes	Voluntary	No	Yes	Voluntary	Yes	H				8	40	
Virginia	No	No		No	No		Yes		S	S	H	8	40	
Washington	Yes	Mandatory	Yes	Mandatory	Yes	Mandatory	Yes		S	S	H	8	40	
West Virginia	No			Yes	Voluntary	Yes	Voluntary	No	H	S	H	8	40	
Wisconsin	No	No		No	Yes	Mandatory	Yes		H	S	H	8	40	
Wyoming							Yes		S	S	H	8	40	

WORKING CONDITIONS CONT'D

STATES	Adjustment for Overtime				(21)	Travel	Protective Clothing				(23)	(24)	(25)
	(20)	(20a)	(20b)	(20c)		(21a)	(22a)	(22b)	(22c)	(22d)			
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	No	Yes	Yes	Yes
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	No	Yes	Yes	Yes
Colorado	Yes	1 1/2			No	N/A	Yes	Yes	Yes	No	Yes (merit)		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				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	No	No	Yes	Yes
Indiana	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Iowa	Yes	1 1/2	limited	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Kansas	Yes	1 1/2	None	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Kentucky	Yes	1 1/2	Comp	Varies	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Louisiana	Yes	Comp	Comp		Yes	Yes	Yes	Yes	Yes	Yes	No	No	No
Maine	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Maryland	Yes	1 1/2	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	No	Yes	Yes	No
Minnesota	Yes	1 1/2	1 1/2	Possible	Usually	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Mississippi	Yes	1 1/2			Yes	Yes	Yes	Yes		Yes	No	Yes	Yes
Missouri	Yes	1 1/2		1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Montana	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No
Nebraska	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
Nevada	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	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	Yes	Yes	Yes	Yes	Yes	No	No	Yes	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	No	Yes	Yes
North Dakota	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Ohio	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Oklahoma	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
Oregon	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes
Pennsylvania	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Rhode Island	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
South Carolina	Yes	1 1/2	Comp	1 1/2	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	No	No	Yes	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	Yes
Utah	Yes	1 1/2	Depends	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	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	No	Yes	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	No	No	Yes	No

WORKING CONDITIONS CONT'D

MAINTENANCE RESPONSIBILITY

STATES	Travel Expenses									Signing & Marking Vehicle							
	Meals (26)	(26a)	(26b)	(26c)	Lodging (26a)	(26b)	(26c)	Moving Expense (27a)	(27b)	(27c)	Responsibility (28a)	(28b)	(28c)	(29)	(29a)	(29b)	(29c)
Alabama	Yes			X			X		X		No	Yes	Yes	Yes	X		
Alaska	Yes		X				X	X			Yes	Yes	Yes	Yes			X
Arizona	Yes		X			X		X			No	Yes	Yes	Yes		X	
Arkansas	Yes		X			X			X		No	Yes	No	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	X		
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	Yes		X	X		X	X			X							
Maine	Yes		X		X	X		X	X		Yes	Yes	Yes	Yes		X	
Maryland	Yes									X		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			Yes	Yes	Yes	Yes	X		
Nebraska	Yes		X			X			X		Yes	Yes	Yes	Yes	X		
Nevada	Yes			X			X		X		No	Yes	Yes	Yes	X		
New Hampshire	Yes		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		Yes	Yes	Yes	Yes	X		
New York	Yes			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	Yes			X			X			X	Yes	Yes	Yes	Yes	X	X	X
Oklahoma				X			X		X		No	Yes	No	Yes	X		
Oregon	Yes		X	X		X	X		X		No	Yes	Yes	Yes	X		
Pennsylvania	Yes			X		X			X		No	Yes	Yes	Yes	X		
Rhode Island	Yes			\$18	X						Yes	Yes	Yes	Yes	X		
South Carolina	Yes			X	X				X		Yes	Yes	Yes	Yes	X		
South Dakota	Yes			X		X			X		Yes	Yes	Yes	Yes			X
Tennessee	Yes			X			X			X	No	Yes	Yes	Yes			X
Texas	Yes		X			X			X		Yes	Yes	Yes	Yes	X		
Utah	Yes			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		Yes	Yes	Yes	Yes	X		
West Virginia	Yes			X		X			X		Yes	Yes	Yes	Yes		X	
Wisconsin	Yes		X			X			X		No	Yes	No	Yes	X		
Wyoming	Yes	X			X				X		No	Yes	Yes	Yes	X		

STATES	Relationship Miles to Number of Employees							Lane Miles Per Crew		
	(30a)	(30b)	(30c)	(30d)	(31a)	(31b)	(31c)	(32)	(33a)	(33b)
Alabama	3830	21897		25727	1501	130	1631	716	No	Yes 716
Alaska	1090	2778	1683	5551	650	0	650	200	Varies	Varies 200
Arizona	6479	10791	0	17270	970	0	970	400	Yes 4318	
Arkansas	2264	32636	600	35500	1751	30	1781	250	No	Yes 1750
California				54669			6800	4556	No	Yes 4556
Colorado	3989	17196			1614.5	68		54	Yes 3800	
Connecticut	6000	5000		11000	1254	100	1354	110	Yes 1320	
Delaware	138	474	1413	5424	413	30	443	181	No	Yes 604
Florida	6694	30861	207137	244691				709	No	587
Georgia	6828	37529		44357	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	No 1900
Illinois	8141	32114	2070	42325	2445	461	2906	392	Yes	Yes 380
Indiana	4800	25355	0	30155	1612	143	1755	19 Ln/Em	No N/A	Yes 1675
Iowa	3850	21200	NA	25050	1494	113	1603	185	No NA	No 4175
Kansas	3238	19212		22450	1391	32	1423	212	No	No
Kentucky	5558	25516	29105	60179	2657	38	2695	431	Yes 4299	
Louisiana										
Maine	1168	7030	7403	15601	1212	20	1232	220	No	Yes 2300
Maryland	5277	26029	0	31306	253		253	99		531
Massachusetts										
Michigan				26000	650	80	730	NA	Yes	
Minnesota	7700	21200	237100	266000	1275	61	1336	214		3204
Mississippi	3265	22141	0	25406				302	No	Yes 4234
Missouri	7879	66848		74727	3404	283		214	Yes 4396	
Montana	5069	11835	2542	19447	630	200	830	147		
Nebraska	1965	20197		22162	884	66	950	246	No	No
Nevada	2180	7920	2400	12500	420	50	470	200		Yes
New Hampshire	856	7809	0	8665	833	48	881	93	No	Yes
New Jersey	2482	5547	N/A	8029	1701	N/A	1701	164	Yes 2125	Yes
New Mexico	999	1761	2286	6589	970	21	991	270	No	Yes 4000
New York	9800	32400		42200	4990	750	5065	190	No	Yes 700
North Carolina	3248	144043	16557	163848	6000	900	6900	364	No	
North Dakota	7364	9415	60127	76906	376	34	410	973	No	No
Ohio	12744	30151	None	42895	2800	250	3250	487	No	No
Oklahoma	2838	22237	3531	28596	1270	48	1318	318	No	Yes 3573
Oregon	3211	14894		18104	1478	118	1596	216	No	Yes 1209
Pennsylvania	19367	55406	0	74773	5562	767	6329	609	No	Yes 609
Rhode Island					235	25	260		Yes	Yes
South Carolina	3361	85350		88711	3469	79	3548	300	No	Yes 1200
South Dakota	3165	14580	609	18355				255	Yes 2622	
Tennessee	4999	27789		32788	1668		1668	345	Yes 8197	
Texas	23,516	159,771	0	183,287	6474	210	6684	645	No	Yes 645
Utah	4470	10964		15434	586	67	653	198		
Vermont	1284	4694		5988	476	5	481	153	No	Yes 1992
Virginia	5015	112901	N/A		5086	514	5600		No	Yes
Washington	3771	5625	0	17588	1325	106	1431	363	Yes 1000	
West Virginia	2112	19500	55684	77296	2701	130	2831	1233	No	
Wisconsin				30000	330	100	430	400	No	Yes
Wyoming	3654	10916	1518	16088	554		554	37.4		Yes 265

STATES	Lane Miles Per Crew Continued Equipment Management															Contract Maintenance Work	
	(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	No	No	No	No	No	No	Yes	9%
Alaska	Yes	3000	Yes	N/A	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	10%
Arizona			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	13%
Arkansas	No		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	1%
California	Yes	4556	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	N/A
Connecticut			No	Yes												Yes	20%
Delaware	No		Yes	Yes	Yes	No	Yes	Yes	No					Yes	Yes	Yes	10%
Florida		854	Yes	Yes	Yes	Yes		Yes		Yes		Yes	Yes		Yes		
Georgia	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes		Yes		No	N/A
Hawaii	Yes	680	Yes	Yes	Yes	No	Yes	No	No							Yes	5%
Idaho	No	2900	Yes		No	No	No	Yes	Yes	Yes		Yes		Yes		Yes	25%
Illinois	Yes	975	Yes		No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	20%
Indiana	Yes	2113	Yes		No	Yes	Yes	Yes	Yes	No	No	No	No	No	No	Yes	30%
Iowa	No		No	Yes	NA	Yes	No	Yes		Yes	Yes	Yes	No	Yes	No	Yes	14%
Kansas	Yes	4072	Yes		Yes	Yes	No	No	No	Some	No	Some	No	Yes		Yes	40%
Kentucky			Yes		Yes	Yes	Yes	Yes	Yes	Yes						Yes	
Louisiana			Yes		Yes	Yes	Yes	Yes	Yes	Yes						Yes	
Maine	Yes	2650	Yes		Yes	Yes	Yes	Yes	Yes		No	Yes	No	Yes	Yes	Yes	19%
Maryland		2275	Yes		Yes	Yes	Yes	Yes	Yes	Yes	No	No	No			Yes	33%
Massachusetts																No	
Michigan	Some	2408	Yes		Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	66%
Minnesota	No	2621	Yes		Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Ab 14%
Mississippi	Yes	4234	No	Yes						Yes	Yes	Yes		Yes		Yes	30%
Missouri			No	Yes	N/A									Yes		Yes	7%
Montana	No	1467	Yes		Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes	5-10
Nebraska	No		Yes		Yes	No	Yes	Yes	No	Yes	No	Yes	No	Yes	No	Yes	6%
Nevada	Yes	2000	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	35%
New Hampshire	Yes	1733	Yes	Yes	Yes	Yes	No	Yes		No						Yes	10%
New Jersey	Yes	2095	Yes		Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes			Yes	60%
New Mexico	Yes	8000	Yes		Yes	Yes	Yes	Yes	Yes				No	Yes	No	No	
New York	Yes	2215	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	30%
North Carolina			Yes		Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	22%
North Dakota	No		Yes		No	No	No	Yes	Yes	No	Yes	No	Yes	No	Yes	No	10%
Ohio	No		Yes		Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	No	No	
Oklahoma	Yes	3573	Yes		Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes	No	No	Yes
Oregon	Yes	3868	Yes		Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	15%
Pennsylvania	Yes	3048	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	N/A	Yes	33%
Rhode Island	Yes									No						Yes	
South Carolina	Yes	4000	No	Yes	N/A	N/A	N/A			No		No		N/A		Yes	6%
South Dakota			Yes		Yes	Yes	No	Yes	No	Yes		Yes		Yes		Yes	30%
Tennessee			No	Yes									Yes			Yes	30%
Texas	Yes	7500	Yes		Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes	No	Yes	43%
Utah	Yes	2570	Yes		Yes	Yes	Yes	Yes	Yes	Yes		Yes		Yes		Yes	25%
Vermont	Yes	1992	No	Yes						No						No	
Virginia	Yes		Yes		Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	N/A	Yes	Var
Washington	Yes	3000	Yes		Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes		Yes	Yes	10%
West Virginia			Yes		Yes	Yes	No	Yes	Yes			Yes	Yes	Yes		No	
Wisconsin	Yes		Yes		Yes	Yes	Yes	Yes	Yes							Yes	90%
Wyoming	Yes	265	Yes					Yes								Yes	33%