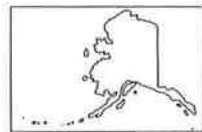


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**Progress Report on
Maintenance and Operations
Personnel**



PROGRESS REPORT ON MAINTENANCE AND OPERATIONS PERSONNEL

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

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CONTENTS

Introduction	5
Maintenance and Operations Personnel Titles	7
Monthly Salaries of Highway Personnel 1994	10
Policies Affecting Maintenance Personnel as of July 1994	33

INTRODUCTION

This report was sponsored by the TRB Committee on Maintenance and Operations Personnel and prepared by the Classification and Staffing Section of the Human Resources Division of the Texas Department of Transportation in cooperation with the AASHTO Highway Subcommittee on Maintenance. This report is the 48th in a series which began in 1944.

As with last year's report, the year 1977 is 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 as follows:

- North Atlantic States (Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island and Vermont).
- Southeastern States (Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia and West Virginia).
- Mississippi Valley States (Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin).
- 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 a small changes in 1977/1994 and 1993/1994 percentages. The changes for 1993 to 1994 ranged from -2.8 percent to +6.4 percent. The -2.8 percent figure being for Timekeeper/Clerk and the +6.4 percent figure being for Sign Technicians.

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 there is 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 123™, from the Classifications and Staffing Section of the Human Resources Division of the Texas Department of Transportation, (512) 463-8858.

1994 Average Maximum Monthly Salary (\$)

State Class Titles	U.S. Regions				
	Atlantic	Eastern	Valley	Western	All
State Maintenance Engineer	6,272	6,084	5,985	5,926	6,052
District Engineer	6,060	6,210	5,762	6,099	6,044
Area Supervisor	3,194	3,047	3,579	3,359	3,314
Laborer	1,819	1,525	2,057	1,954	1,845
Mechanic	2,504	2,309	2,462	2,553	2,487
Equipment Operator II	2,103	1,915	2,339	2,239	2,182
Traffic Signing & Lighting Supervisor	3,031	2,839	3,053	3,327	3,087
Traffic Signing & Lighting Technician	2,704	2,448	2,706	2,779	2,704

MAINTENANCE AND OPERATIONS PERSONNEL TITLES

In the following definitions of titles of maintenance personnel, the first subdivision in the state for supervision purposes is called a "district" or "division." The first subdivision in a district or division is called a "residency."

Maintenance Personnel Titles

Maintenance - The preservation and upkeep of a highway, including all of its elements, in as nearly as practicable its originally constructed condition or its subsequently improved condition.

1. *State Maintenance Engineer* - One in an executive capacity who supervises all activities of maintenance for the State Highway and Transportation Department.
2. *Assistant State Maintenance Engineer* - One who assists the State Maintenance Engineer in the work of supervising the activities of maintenance.
3. *District Engineer* - (In some states, called *Division Engineer* or *Regional Engineer*) - One in an executive capacity who supervises highway activities within a district.
4. *District Maintenance Engineer* - One in an executive capacity who supervises maintenance activities of highways within a district.
5. *Assistant District Maintenance Engineer* - One who assists the District Engineer and/or the District Maintenance Engineer in supervising maintenance within a district.
6. *Resident Maintenance Engineer* - One who directs the activities of all maintenance employees and equipment and oversees the maintenance of highways within a residency.
7. *Area Supervisor* - (In some states, called *Superintendent*) - One who directs the activities of all maintenance employees and equipment and oversees the maintenance of highways within a residency, excluding engineering requirements.
8. *Gang 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.
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 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.

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

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	5 3333 5082
Alaska	N/A				N/A	
Arizona	Asst State Engr Maint	1	3812	5855	N/A	
Arkansas	State Mtce Engr	1	5319	5824	Asst State Mtce Engr	1 4346 5430
California	Chief, Maint Div	1	6503	6828	N/A	
Colorado	Dir Mtc & Oper	1	6573	6573	Staff Mtce Supv	1 4209 5640
Connecticut	Director Of Mtce	1	5673	8004	Asst Dir Of Mtce	1 5245 7400
Delaware						
Florida	State Mtce Engr	1	3553	6509	Prof Engr Admin	1 3642 6269
Georgia	State Mtce Engr	1	3484	6083	Asst St Mtce Engr	1 2934 5117
Hawaii	Chief Hwy Div	1	5396	7385	Asst Chief Const/Mtce	1 4702 6437
Idaho	State Mtce Engr	1	4040	5942	Asst Mtce Engr	1 3439 5056
Illinois	State Mtce Oper Engr	1	4115	6535	Section Chief	3 3545 6050
Indiana	Same As #35				Asst. Dep Comm. Oper	1 3540 5480
Iowa	State Mtce Engr	1	4491	5676	Asst State Mtce Engr	1 3548 4491
Kansas	Chf,Bur Const/Mtce	1	4455	6273	A-Chf,Bur Const/Mtce	1 3850 5415
Kentucky	Engr Dir, Div Mtce	1	3017	6313	Engr Br Mgr Div Mtce	2 2737 5731
Louisiana	Mtce Engr Administrator	1	4440	6927		
Maine	Dir Bur Mtce Opers	1	4045	5657	Hwy Mtce Engineer	1 3236 4518
Maryland	Chief Engr Mtce	1	5364	6038	Hwy Supv Engr II	1 3255 4276
Massachusetts		1	4054	5111	Civil Engr VI	1 3743 4817
Michigan	Eng Of Mtc - Lte XIII	1	4721	6309		
Minnesota	State Mtce Engineer	1	4717	6262		
Mississippi	Mtce Engr	1	4035	6044	Asst Mtce Engr	1 3653 5470
Missouri	Div Engr Mtce & Traf	1	4901	6032	Asst Div Engr Mtce	1 3575 5052
Montana	Maint Engr	1	3468	5074	Asst Maint Engr	1 2880 4179
Nebraska	Hwy Mtce Mgr	1	3304	4625	Hwy Mtce Oper Mgr	1 3073 4302
Nevada	Chief Mtce Engr	1	3385	4653	Asst Chief Mtce Engr	1 3097 4254
New Hampshire	State Mtce Engineer	1	3845	4386	Asst Mtce Engineer	1 3179 3709
New Jersey	Exec Reg Directors	5	5818	6845		
New Mexico	Highway Engineer 5	1	3959	5581	Highway Engineer 3	1 3258 4593
New York	Dir Hwy Mtce	1	6929	8591	Asst Dir Hwy Mtce	2 5100 6449
North Carolina	State Road Maint. Engr.	1	4004	6421	Asst. State Road Mtce Engr	1 3659 5845
North Dakota	Dir Mtce & Procure	1	3094	4842	Asst Dir Mtce & Procure	1 2681 4210
Ohio	Deputy Dir 6	1	4276	6264	Trans Engr 6	1 4340 5688
Oklahoma	State Mtce Engr	1	4093	5393	Asst State Mtce Engr	1 3822 5030
Oregon	Operations Mgr	1	4098	5765	Field Operations Engr	1 3718 5232
Pennsylvania	Dir, Bur Of Mtce & Oper	1	5035	6489	Sr Civil Engr Mgr	1 3865 5876
Rhode Island	Asst Dir Trans Hwy Mtce	1	4633	5307	Managing Engr	1 4183 4857
South Carolina	State Mtce Engr	1	4139	6332	Asst Director Mtce	2 3271 5004
South Dakota	Trans Office Engr	1	3491	5234		
Tennessee	Transp Dir	1	3089	4591	Transp Mgr 2	1 2829 4204
Texas	Div Dir Mtce & Opr	1	6241	6587	Mtce & Opr Engr	1 4767 4767
Utah	Engr Mtce	1	3704	5564		
Vermont	Mtce Mgmt Engr	1	3954	6294	Civil Engr Executive B	1 3230 5150
Virginia	Division Admin	18	3727	5692	Asst Division Admin	32 3119 4762
Washington	Chief Mtce Engr	1	4933	6315	Asst Maint Engr	1 4049 5182
West Virginia	Chief Engr Mtce	1	3476	5651	Dir Mtce Div	1 3248 5281
Wisconsin	Civil Engr Trans Mgr2	1	4251	7459	Civil Eng Trans Mgr1	3 3900 6278
Wyoming	St Const & Mtce Engr	1	3412	5799		
1994 Average				6059		5196
1993 Average				5860		5107
1977 Average				2624		2556
% Increase 1977 - 1994				130.9%		103.3%
% Increase 1993 - 1994				3.4%		1.8%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

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	Reg Director	3	5841	6987	Eng IV/Div Director	1/2 5269 6731
Arizona	District Engineer	10	3812	5855	Dist Maint & Engr	10 3174 4889
Arkansas	Dist Engr	10		5757	Dist Mtce Supt/Engr	10 4528 5313
California	District Director	12	5913	7163	Dep Dist Dir Mtec	12 5250 6059
Colorado	Regional Trans Director	6	4767	6260	Hwy Mtce Supt II	8 3735 5005
Connecticut	Dist Mtce Mgr	4	4849	6842	Mtce Oeprs Supt	11 4311 6082
Delaware	District Engr	3	4301	7015	Civil Eng Prog Mgr	3 3757 6127
Florida	District Secretary	8	4335	8014	Dist Mtce Engr	8 3553 6509
Georgia	District Engr	7	3484	6083	Dist Mtce Engr	7 2699 4705
Hawaii	Dist Engr	4	4702	6437	Dist Mtce Engr/C&M Supt	4 2989 5082
Idaho	District Engineer	6	4040	5942	Dist Mtce Engr	6 3439 5056
Illinois	District Engr	9	4115	6335	Dist Operations Engr	9 3815 6050
Indiana	Dist Director	6	3213	5001	Operations Engr.	6 2772 4227
Iowa	Transp Ctr Engr	6	3548	4491	Transp Mtce Engr	6 3387 4283
Kansas	Dist Engr	6	4244	5975	Dist Mtce Engr	6 3850 5415
Kentucky	Chf District Engr	12	3018	6325	Engr Br Mgr—Oper	12 2737 5731
Louisiana	District Engr Admin	9	3878	6050	Dist Mtce Engr	9 2958 4615
Maine	Division Engineer	7	3681	5153	N/A	
Maryland	Hwy Dist Engr	7	5364	6598	Hwy Asst Dist Engr Mtce	7 3255 4275
Massachusetts	Dist Hwy Dir	5	4054	5111	Civil Engr VI	5 3216 4121
Michigan	Dist Eng — Lte XIII	9	4721	6309	Dist Oper Engr Lte X	5 3650 5003
Minnesota	District Engineer	7	4717	6262	Dist Mtce Engineer	13 4400 5834
Mississippi	Dist Engr	6	4458	6677	Dist Mtce Engr	6 3176 5152
Missouri	District Engineer	10	4446	5467	Dist Mtce & Traf Engr	10 3188 4503
Montana	District Engineer	5	3468	5074	Chief Field Maintenance	11 2880 4179
Nebraska	Hwy Dist Engr	8	3551	4972	Hwy Dist Mtce Supt	8 2659 3723
Nevada	District Engr	3	3721	5129	Highway Engr V	3 3401 4676
New Hampshire	Highway Dist Engr	6	3479	4188		
New Jersey					Regional Maint. Engr	1 4436 6209
New Mexico	Highway Engineer 5	6	3959	5581	Highway Engineer 4	6 3457 4873
New York	Reg Dir Of Transp	11	6929	8591	Trans Mtce Engr III	11 5100 6449
North Carolina	Division Engineer	14	4197	6736	Div Mtce Engr	14 3659 5845
North Dakota	District Engineer	8	3094	4842	Hwy Mtce Coord.	4 2558 4018
Ohio	Deputy Dir 5	12	3884	5735	Trans Engr 5	87 3938 5161
Oklahoma	Field Div Engineer	8	4284	5650	Asst Div Engr, Mtce	8 3822 5030
Oregon	Region Engr	5	4098	6361	Region Oper Engr	1 3365 4742
Pennsylvania	Hwy Dist Engr	11	5747	6773	Asst Dist Engr Mtce	11 4411 6113
Rhode Island	Chief Civil Engr	8	3757	4267	Supv Civil Engr	1 3386 3835
South Carolina	District Engr Admin	7	3826	5855	Dist Mtce Engineer	7 3271 5004
South Dakota	Regional Engineer	4	3817	5727	Oper Engr	4 3491 5234
Tennessee	Transp Regional Dir	4	3228	4796	Operations Spec Supv 2	4 2707 4023
Texas	Dist Engr	25	5027	6934	Dist Mtce I, II, III	25 3212 5027
Utah	Region Director	4	3910	5874	Dist Mtce Engr	6 3323 4992
Vermont					District Transp Administrator	9 3230 5150
Virginia	Transp Dist Admin	9	4075	6219	Trans Dist Asst Engr	21 3410 5206
Washington	Regional Admin	6	5445	7321	Regional Oper Engr	6 4468 5720
West Virginia	Hwy Dist Engineer	10	3248	5281	Asst Dist Engr Mtce	10 2836 4612
Wisconsin	Civil Engr Trans Mgr2	8	4251	7459	Civil Engr Trans Mgr I	2 3900 6278
Wyoming	Dist Engr	5	3412	5799	Dist Mtce Engr	5 2943 4974
1994 Average				6044		5144
1993 Average				5993		4956
1977 Average				2564		2175
% Increase 1977—1994				135.7%		136.5%
% Increase 1993—1994				0.9%		3.8%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

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	Tmm II / Tms II	1/9	4033	4777	Tms II	9 4033 4777
Arizona	N/A				N/A	
Arkansas	Asst Mtce Supt	10	3551	4585		
California	N/A				Ct Mtce Mgr I-II	60 3927 5227
Colorado	Hwy Mtce Supt I	6	3227	4324		
Connecticut	Same As #4				Trans General Supv	60 2871 3574
Delaware						
Florida	Prof Engr Admin	7	3642	6269	Prof Engr Iii	26 3417 5860
Georgia	Asst Dist Mtce Engr	7	2472	4305	Asst Area Engr	42 2275 3960
Hawaii	Const & Mtce Supt	1	2989	4426		
Idaho	Trans Staff Engr Asst	6	2514	3696		
Illinois					Dist Field Engr	36 3265 5295
Indiana					Subdistrict Manager	37 2223 3315
Iowa					Resident Mtce Engr	23 3082 3900
Kansas					Area Engr	25 3491 4912
Kentucky	Dist Mtce Engr	36	2482	5908		
Louisiana	Dist Mtce Engr	9	2958	4615		
Maine	Asst Division Engr	7	2988	4168		
Maryland	N/A				Res Asst Res Mtce Engr	50 2597 3666
Massachusetts	Civil Engr V	5	3471	4450		
Michigan	Dist Mtce Engr Lte IX	4	3416	4621		
Minnesota						
Mississippi	Asst Dist Mtce Engr	2	2263	4757	Resident Engr	18 2919 4757
Missouri	Dist Mtce Engr	22	3011	4252	Resident Engr	42 2843 4014
Montana						
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 2765
New Jersey						
New Mexico						
New York	Civil Engr Ltce Engr	11	3640	4470	Trans Mtce Engr II	76 3734 5253
North Carolina	Dist Engr	39	3193	5082	County Mtce Engr	74 2915 4633
North Dakota						
Ohio	Trans Engr 4	201	3577	4683	Trans Engr 3	142 3251 4258
Oklahoma	Area Manager	16	3415	4485	No Comp Class	
Oregon					District Mtce Supv	16 3054 4301
Pennsylvania	Sr Civil Engr Mgr	11	3865	5876	Hwy Mtce Mgr 3, 4	54 3387 5876
Rhode Island	Prin Civil Engr	24	3143	3560	Sr Civil Engr	23 2909 3294
South Carolina	Asst Dist Mtce Engr	6	2908	4449	Resident Mtce Engr	47 2908 4449
South Dakota	Region Mtce Supv	2	2274	3411	Area Maint Coor	12 2288 3432
Tennessee	Operations Spec Supv 2	12	2707	4023	Hwy Mtce Supt 2	25 2203 3228
Texas	Asst Dist Mtce Engr	6	2816	4046		
Utah	Dist Mtce Supv	15	2154	3234		
Vermont						
Virginia					Trans Resident Engr	46 3119 4762
Washington	Asst/Oper & Maint	6	4049	5182		
West Virginia	Included In #4				Ofce Plan/Desn Engr	10 2836 4612
Wisconsin	Civil Engr Tr Supv 3	12	3481	4664		
Wyoming						
1994 Average				4499		4315
1993 Average				4364		4129
1977 Average				1931		1700
% Increase 1977-1994				133.0%		153.8%
% Increase 1993-1994				3.1%		4.5%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(7) AREA SUPERVISOR	(8) GANG SUPERVISOR			#	MIN	MAX
		#	MIN	MAX			
Alabama	Hwy Mtce Supt	37	1519	2311			
Alaska	Tms I	5	3529	4183	Tms II/III	24/17	3477 4373
Arizona					Mtce Supervisor	66	2161 3357
Arkansas	Area Mtce Supv	83	3061	4047	Job Supt	31	3061 4047
California	Ct Mtce Area Supt	174	3577	4312	Ct Mtce Supv	501	2708 3259
Colorado	Hwy Mtce Supv	30	2788	3735	Hwy Mtce Supv	39	2409 3227
Connecticut	Same As #6				Tr Mtce Crew Leader	144	2429 2974
Delaware	Dist Maint Supt	2	2679	4018	Area Supv	36	1668 3280
Florida					Hwy Mtce Tech Supv II	93	1368 2223
Georgia					Hwy Mtce Frmn II	293	1643 2821
Hawaii					Const & Mtce Supv	18	2686 2820
Idaho					Area Foreman	37	2131 3132
Illinois							
Indiana					Unit Foreman	127	1478 1915
Iowa	Hwy Mtce Supv 1,2,3	116	2343	3387	Hwy Mtce Supv 2&3	7	2439 3387
Kansas	Dist & Area Supt	35	2363	3326	Dist & Area Supv	158	2042 2871
Kentucky					Hwy Cty & Dist Crw Foreman	167	1319 3130
Louisiana	Parish Hwy Mtce Supt	61	1722	2687	Hwy Foreman	131	1406 2194
Maine	Hwy District Supv	28	2402	3291	Hwy Crew Supv	110	2002 2964
Maryland	Included #6				Hwy Tech Supv	161	1675 2176
Massachusetts	Hwy Mtce Foreman III	17	2027	2642	Hwy Repair Foreman	53	1814 2355
Michigan	Trans Mtce Supvr VIII	12	3031	4079	Tras Mtce Supv VI	42	2525 3296
Minnesota	Hwy Mtce Supt	17	3035	4237	Hwy Mtce Supv I	69	2620 3522
Mississippi	Area Supt	28	2089	3129	County Supv	120	1711 2563
Missouri	Mtce Area Supv	103	2396	3380	Special Mtce Supv	43	2137 3013
Montana	Mtce Supt	22	2614	2614	Field Supv B	19	2220 2337
Nebraska	Hwy Mtce Supt	31	2301	3222	Hwy Mtce Supv	92	1852 2593
Nevada	Supervisor II	12	2296	3112	Supervisor I	70	2110 2849
New Hampshire	Mtce Supv	14	1990	2354	Hwy Const Foreman	19	1784 2104
New Jersey	Area Supv High Maint.	16	2617	3665	Crew Sup Hwy Maint.	68	2374 3323
New Mexico	Hwy Maint Area Supt	20	2404	3388	Hwy Maint Supv 3	19	2123 2993
New York	Hwy Mtce Supv II	210	2367	2876	Bridge Rpr Supv II	90	2375 3009
North Carolina	Road Mtce Supv	163	2153	3365	Mtce Crew Ldr III	108	1826 2805
North Dakota	Hwy Mtce Supt	7	2217	3494	Hwy Mtce Foreman	5	1671 2656
Ohio	Hwy Mtce Supt 3	28	2682	3508	Hwy Mtce Wkr Supt	78	2069 2520
Oklahoma	Transp Mtce Supt	90	2285	2986	Sr Trans Mtce Wkr	228	1487 1918
Oregon	Area Mtce Mgr	7	2278	3206	Sec Foreman	79	2065 2773
Pennsylvania	Hwy Mtce Mgr 1, 2	186	2600	4510	Hwy Foreman 2, 3	673	2005 3463
Rhode Island	Hwy Mtce Supv	7	2237	2579	Road Mtce Supv	19	1929 2031
South Carolina	Res Mtce Frmn	34	1888	2889	Sr Hwy Mtce Frmn	211	1678 2568
South Dakota					Hwy Maint Frmn	82	1844 2766
Tennessee	Hwy Mtce Supt 1	32	1634	2432	Hwy Mtce Supv 1	123	1384 2055
Texas	Mtce Sec Supv I-III	282	2389	3544	Asst Mtce Sec Supv I-IV	229	1961 2816
Utah	Station Supv	71	1933	2901	Hwy Opers Supv	23	1933 2901
Vermont	Area Maintenance Supv	39	1778	2811			
Virginia	Trans Mtce Supt	294	1998	3050	Trans Crew Leader	474	1529 2335
Washington	Mtce Supt	31	3162	4049	Mtce Supv.	66	2412 3087
West Virginia	County Mtce Supt	54	1887	3517	Trans Crew Supv Mtc	55	1544 2501
Wisconsin					Eng Tech Trans 6	8	2446 3649
Wyoming	Mtce Crew Supv	34	1908	3103	Mtce Crew Leader	31	1645 2637
1994 Average				3314			2842
1993 Average				3258			2763
1977 Average				1412			1213
% Increase 1977-1994				134.7%			134.3%
% Increase 1993-1994				1.7%			2.9%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(9) SECTION SUPERVISOR			(10) LABORER		
		#	MIN	MAX		# MIN MAX
Alabama					Laborer	109 951 1279
Alaska	Tml I	54	3290	3921	Laborer	20 2309 2716
Arizona	Hwy Mtce Tech I,II,III	655	1426	2670	Laborer	1 1225 1765
Arkansas	Crew Leader	130	2279	3133	Gen Laborer	115 1246 1844
California	Ct Hwy Mtce Ldwkr/Lndsp Mt	714	2586	2970	Ct Hwy Mtce/Insp Wkr	846 2174 2360
Colorado	Hwy Mtce Worker II	309	2081	2788	Hwy Mtce Worker I	829 1888 2529
Connecticut	Same As #8				Dot Maint I	227 1746 2116
Delaware	Equip Operator IV	20	1668	2502		
Florida	Hwy Mtce Tech Supv	103	1166	1873	Hwy Mtce Tech I	468 968 1527
Georgia					Mtce Worker	273 1157 1891
Hawaii	Hwy Mtce Supv	17	2177	2435	Gen Labor,Trade	108 1679 1834
Idaho	Leadworker	94	1741	2559		
Illinois	Hwy Mtce Lead Wrker	295	3169	3219	Hwy Maintainer	2150 3040 3040
Indiana	Hwy Mtce Wkr WI	313	1313	1694	Hwy Mtce Worker	1191 1257 1621
Iowa						
Kansas	Sub—Area Supv	159	2042	2871		
Kentucky	Hwy Crew Foreman	140	1256	3295	Hwy Laborer	63 772 2082
Louisiana	Dist Mtce Spec				Laborer	7 715 1116
Maine	N/A				Hwy Worker I	180 1308 1681
Maryland	Hwy Tech III	285	1675	2176	Hwy Tech I, II	494 1217 1559
Massachusetts	Hwy Mtce Foreman I	36	1656	2078	Laborer	3 1389 1720
Michigan	Trans Mtce Wkr 9	112	2205	2704		
Minnesota	Sr. Hwy Mtce Wkr	1234	2412	2480	Laborer	278 1740 1994
Mississippi	Included In #17				Gen Serv Emp II	108 758 1137
Missouri	Hwy Mtce Supv	272	2020	2846	Maintenance Worker	1347 1475 1983
Montana	Field Supv A	96	2154	2267	Laborer	10 1759 1851
Nebraska	Hwy Mtce Crew Chief	119	1491	2087		
Nevada					Mtce Wkr I—lv	350 1468 2610
New Hampshire	Hwy Patrol Foreman	93	1784	2104	Hwy Maintainer I	279 1229 1301
New Jersey	Asst Crew Supv Hwy & Const	70	2153	3016	Mtce Worker I,II	350 1386 2139
New Mexico	Hwy Maint Supv 1	67	1877	2646	Laborer	113 938 1322
New York	Hwy Mtce Supv I	600	1878	2314	Laborer	1000 1415 1762
North Carolina	Mtce Crew Ld II	549	1685	2574	Hwy Mtce Worker	1452 1188 1771
North Dakota	Leadman	86	1519	2422	Mtce Worker	3 1126 2024
Ohio	Hwy Mtce Wkr 4	400	1962	2321	Hwy Mtce Wkr 1	85 1737 1913
Oklahoma	Included In #8				No Comp Class	
Oregon	Hwy Mtce Asst Supv	98	1704	2261	Trades, Mtce Wkr 1&2, Lab	13 1381 2261
Pennsylvania					Hwy Mtce Wkr	139 1374 2049
Rhode Island	Sectionman		1929	2031	Laborer	12 1568 1622
South Carolina	Hwy Mtce Frmn	79	1435	2195	Hwy Mtce Wkr I	223 969 1483
South Dakota	Hwy Mtce Frm	82	1844	2766	Hwy Mtce Wkr	277 1198 1798
Tennessee	Hwy Mtce Worker 2	438	1077	1608	Hwy Mtce Wkr 1	1309 900 1373
Texas	Roadway Mtce Crew Chf	318	1836	2312	Roadway Mtce Tech I	462 1122 1377
Utah						
Vermont	Sr Maintenance Worker	69	1514	2394	Mtce Worker	277 1367 2157
Virginia	Included In #8				Trans Mtce Worker	34 979 1470
Washington	Mtce Lead Tech	170	2412	2793	Laborer	2 1662 1909
West Virginia	Mtce Crew Chief/Bridge Crew	237	1417	2501	Tw1 Laborer	105 1160 1889
Wisconsin	Eng Tech 4	21	2089	3075		
Wyoming	Hvy Equip Oper	91	1487	2371	Maint Laborer	31 1077 1676
1994 Average				2533		1845
1993 Average				2501		1765
1977 Average				1074		774
% Increase 1977—1994				135.9%		138.3%
% Increase 1993—1994				1.3%		4.5%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(11) SKILLED CRAFTSMAN	(12) SHOP SUPERINTENDENT		
		#	MIN	MAX
Alabama	Skilled Craftsman	19	1411	2252
Alaska	Maint Worker II	50	2886	3458
Arizona	Bldg Mtce Specialist	16	1707	2670
Arkansas	Brg Rep/Welder	107	1670	2823
California	Ss Pr/Series, Pb, Cp, Ssw	116	2897	4211
Colorado	Mtce Mech I	7	2025	2713
Connecticut	Qualified Craft Wrkr	45	2107	2606
Delaware	Elec, Carpenter, Et Al	5	1668	2502
Florida	Electrician	32	1368	2223
Georgia	Gen Trd Craft, Skill	45	1528	2596
Hawaii	Bridge Mtce, Carpenter	37	2243	2565
Idaho	Utility Craftsman	21	1741	2559
Illinois				
Indiana				
Iowa				
Kansas				
Kentucky	Carp, Bridgmn Wlder	69	1034	2315
Louisiana				
Maine	Machinists & Other Trades	20	1837	2439
Maryland				
Massachusetts	Skilled Laborer	202	1445	1796
Michigan				
Minnesota	Crpnter, Elect, Plumber	10	2700	2781
Mississippi	Fac Mtce Rep II	11	1548	2320
Missouri				
Montana	Carpenter, Painter	15	2088	2198
Nebraska				
Nevada				
New Hampshire	Asst Hwy Patrol Frm	98	1584	1855
New Jersey	Crpnter, Elec, Plumr, Mason	21	2048	2867
New Mexico	Elect 1, Crpnter 1	9	1585	2234
New York	Sgn Pnter, Brgde Rep Asst	435	1990	2440
North Carolina	Mtce Mechanic III	16	1685	2574
North Dakota				
Ohio	Carpenter 2	10	1962	2321
Oklahoma	Mtce Rep Tech, Et Al	10	1487	1918
Oregon	Crpnter, Elect, Mach, C Welder	35	2160	2605
Pennsylvania	Welder, Plmbr, Pnter, Crpnter, Ms	157	1766	2657
Rhode Island	Carpenter/Mason/Plumber	9	1756	1835
South Carolina	Skilled Trades Wrkr	30	1552	2374
South Dakota				
Tennessee	Mtce Crpnter 1&2	10	1175	1744
Texas	Painter I & IV	28	1721	3212
Utah	Journey Mtce Spec	4	1881	2603
Vermont	Bridge Maintenance Mech	18	1479	2337
Virginia	Carpenter	23	1529	2335
Washington	Mtce Spec Trans	33	2301	2660
West Virginia	Tw Craftsman 1-3	485	1160	2219
Wisconsin	Eng Tech 3	36	1930	2804
Wyoming				
1994 Average			2503	3492
1993 Average			2410	3494
1977 Average			1001	1550
% Increase 1977-1994			150.1%	125.3%
% Increase 1993-1994			3.9%	-0.1%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

(13)				(14)				
STATES	GARAGE OR SHOP SUPERVISOR	#	MIN	MAX	MECHANIC	#	MIN	MAX
Alabama	Equip Repair Supv	8	1597	2426	Automech & Body Rep	29	1411	2252
Alaska	Auto Shop Foreman I	5	3290	3921	Mech,Hvy Duty Mech	26/103	2886	3685
Arizona	Shop Foreman	16	2161	3357	Engr Repair Tech	88	1843	2875
Arkansas	Shop Supv	9	2834	3783	Mechanic	12	1670	2401
California	Hwy Mech Supv I	31	3107	3411	Hvy Equip Mech Ct	431	2831	3100
Colorado	Heavy Equip Shop Supv I	8	2461	3298	Heavy Equip Mechanic	86	2126	2849
Connecticut	Trans Garage Supv	14	2672	3249	Same As #17 & 18			
Delaware	Auto Supv I	1	1910	2865	Auto Mech II, III	50	1457	2502
Florida	Supv, Auto/Mar Equip	33	1572	2583	Auto Equip Mech II	117	1442	2357
Georgia	Mech Shop Supv/Frmn	19	1784	3350	Mech,Mech Sr	157	1528	2596
Hawaii	Auto Mech II	2	2470	2470	Auto Mech I	15	2329	2329
Idaho	Shop Foreman	7	2131	3132	Mechanic	51	1741	2559
Illinois					Automotive Mechanic	27	2834	2863
Indiana	Shop Foreman	39	1736	2256	Equip Mechanic II	109	1478	1915
Iowa					Auto Mechanic	140	1810	2142
Kansas	Equip Mech III	7	2144	3016	Equip Mech I & II	110	1764	2736
Kentucky	Garage Foreman	18	1547	2933	Auto&Diesel Mechanic	170	1034	2243
Louisiana	Mobile Equip Shop Frm	11	1504	2347	Mobile Equip Mtce Mech	5	1073	1674
Maine	Auto Mech Foreman	15	2166	2899	Auto Mechanic I & II	112	1771	2439
Maryland	Hvy Equip Shop Chief	25	2074	2715	Hvy Equip Mech I/II	191	1375	2176
Massachusetts	Motor Equip Mech III		1814	2355	Motor Equip Mech II	19	1726	2223
Michigan	Auto Mech 10	2	2274	2958	Auto Mech E9	59	2205	2704
Minnesota	Hvy Equip Mech Supv	15	2819	3939	Hvy Equip Mech	128	2781	2864
Mississippi	Equip Rep Supv	11	1772	2992	Equip Mech Master	54	1652	2475
Missouri	Chief Shop Mechanic	7	2396	3380	Shop Mechanic	50	1957	2635
Montana	Working Shop Foreman	13	2154	2267	Mech/Mach	57	2088	2198
Nebraska					Auto/Diesel Mech	112	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	16	2374	3323	Master Mechanic	1	2859	4002
New Mexico	Veh Ctr Supv 1	7	1673	2359	Veh Mech 2	65	1501	2115
New York	Motor Equip Mtce Supv III	10	2803	3480	Const Equip Mech	161	2109	2579
North Carolina	Mechanic Supv II	68	2067	3213	Mechanic II	465	1754	2685
North Dakota					Mechanic	27	1272	2422
Ohio	Equip Mtce Supt 2	13	2428	3066	Auto Mech 2	88	1879	2144
Oklahoma	Auto Shop Supv	4	1960	2552	Auto Mechanic II	62	1877	2441
Oregon	Hvy Equip Mech 2	29	2372	2605	Auto/Hvy Equip Mech	65	1437	2341
Pennsylvania	Auto Mech Supv	84	2005	3033	Auto Mech/Dsel Mech	469	1766	2657
Rhode Island	Automotive Serv Spec	1	1834	2029	Automotive Mechanic	7	1755	1835
South Carolina	Trades Supv	48	1888	2889	Auto Mtce Tech II	173	1552	2374
South Dakota	Equip Shop Frmn	6	1844	2766	Mtce Mechanic II	28	1409	2113
Tennessee	Equip Mech 2	26	1329	1973	Equip Mech 1	141	1224	1817
Texas	Equip Rpr Shop Supv I&II	29	2236	3009	Equip Mechanic II & III	286	1612	2312
Utah	Shop Supv	9	2154	3234	Jr Mech	48	1686	2466
Vermont	Motor Shop Supv B	1	1880	2795	Motor Equipment Mech	18	1594	2520
Virginia	Equip Repair Supvr	89	1827	2790	Equip Repair Tech Sr.	249	1672	2553
Washington	Equip Supv T	7	2660	3406	Equip Mech I-II	117	2412	2937
West Virginia	Tw4 Mechanic	13	1473	2402	Tw1-3 Mechanic	285	1160	2219
Wisconsin	Eng Tech 5	9	2260	3350	Auto Tech Master	3	2000	2812
Wyoming	Lead Mechanic	26	1814	2945	Diesel Mech/Mech	57	1223	2371
1994 Average				2926				2487
1993 Average				2868				2431
1977 Average				1287				1077
% Increase 1977 - 1994				127.4%				130.9%
% Increase 1993 - 1994				2.0%				2.3%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(15) MECHANIC HELPER				(16) EQUIPMENT OPERATOR I			
		#	MIN	MAX		#	MIN	MAX
Alabama	Asst & Serviceman	26	1049	1721	Hwy Mtce Tech I	1031	1158	1637
Alaska	Mechanic Helper	7	2447	2893	Equipment Operator I	23	2447	2893
Arizona	Equip Serv Asst	14	1524	2280	N/A			
Arkansas	Skill Trades Trainee	4	1382	2021	Sngl Axle Truck Dr	368	1382	2021
California	Mechanic Helper C	12	2133	2310	Ct Equip Operator	1985	2470	2708
Colorado	Auto Service Tech I	8	1667	2232				
Connecticut	Same As #17				Same As #10			
Delaware	Auto Mech I	7	1273	1909	Equip Operator I	75	1190	1784
Florida	Auto Serv Equip Mec II	38	890	1819	Hwy Mtce Tech II	534	1063	1692
Georgia					Equip Oper I	762	1190	1976
Hawaii	Auto Mech Helper	8	1873	1873	Eo I, Tractor Oper	74	1799	1799
Idaho	Mechanic Asst	8	1384	2035				
Illinois								
Indiana	Equip Mechanic III	146	1257	1621				
Iowa	Auto Mech Helper	14	1743	2057	Equip Operator I	685	1674	1969
Kansas	Mechanic Helper	34	1194	1679	Equip Operator I	498	1384	1944
Kentucky	Auto Mechanic Trainee	13	772	1249	Light Equip Oper	1071	850	2655
Louisiana	Helper, Trades Apprt	65	1073	1674	Mobile Equip Oper I	306	936	1461
Maine	Laborer I & II	15	1334	1833	Highway Worker II	329	1360	1754
Maryland	Auto Serv Helper	3	1217	1559	Hvy Tech I	95	1217	1559
Massachusetts	Motor Equip Mech I	21	1656	2078	Mtce Equip Oper I	71	1655	2078
Michigan	Trades Helper 6	6	1947	2415	Trans Mtce Wrkr 6	32	1738	2184
Minnesota	Hwy Equip Serv Attend	11	2147	2212	Hwy Mtce Wkr	63	2274	2339
Mississippi	Na				Equip Oper Lt Veh	516	974	1459
Missouri	Mechanic Helper	22	1561	2098	Mtce Worker	1347	1475	1983
Montana	Serv/Comb	29	1891	2059	Maint Tech I	210	1891	1990
Nebraska	Auto Mech II	9	1491	2087	Hwy Mtce Worker	51	1200	1806
Nevada								
New Hampshire	Trades Hipr/Auto Serv	4	1265	1647	Hwy Maintainer II	147	1303	1525
New Jersey	Mechanic Helper	19	1456	2038	Equip Opr Equip Opr Hwy	101	1685	2357
New Mexico	Veh Mech 1	6	1191	1678	Equip Oper 1	34	1244	1753
New York	Mtce Asst Mech	20	1674	2069	Hwy Equip Operator	1662	1497	1861
North Carolina	Mechanic I	5	1496	2265	Machine Oeprator I	740	1233	1844
North Dakota	Auto Service Wkr	7	1040	1777	Equip Operator I	14	1126	1777
Ohio	Auto Mech 1	6	1737	1913	Hwy Mtce Wkr 2	1267	1803	1990
Oklahoma	Auto Mtce Worker	2	1318	1687	Trans Mtce Wkr I	301	1250	1583
Oregon	Included In #14	65	1437	2341	Hwy Mtce Spec/Wkr Entry	231	1381	1965
Pennsylvania	Tradesman Helper	62	1558	2326	Trans Equip Oper Trn	42	1374	2049
Rhode Island					Motor Equipment Oper	93	1650	1717
South Carolina	Auto Mtce Tech I	81	1226	1876	Hwy Mtce Wkr II	1024	1090	1668
South Dakota	Equip Srv Wkr	5	1115	1673	Hwy Mtce Wkr	277	1198	1798
Tennessee					Hwy Mtce Wkr 1	1309	900	1373
Texas	Equip Mechanic I	41	1421	1779	Roadway Mtce Tech II & III	1458	1261	2165
Utah	Auto Ser Wkr III	5	1251	1880	Hwy Oper Spec I	28	1320	1881
Vermont	Motor Equip Mechanic B	2	1514	2395	Included In #10			
Virginia	Equip Repair Tech	133	1529	2335	Hwy Equip Oper A	2400	1170	1787
Washington	Shop Asst T	27	2194	2533				
West Virginia	Included In #14				Tw1-Eqop	32	1160	1889
Wisconsin	Auto Tech Dev	1	1580	2180	Eng Tech I	28	1649	2382
Wyoming	Mechanic Asst	1	973	1507	Same As #10	31	1077	1676
1994 Average				1991				1920
1993 Average				1933				1842
1977 Average				863				832
% Increase 1977-1994				130.7%				130.8%
% Increase 1993-1994				3.0%				4.2%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(17) EQUIPMENT OPERATOR II			(18) EQUIPMENT OPERATOR III		
		#	MIN	MAX		# MIN MAX
Alabama	Hwy Mtce Tech II	248	1312	1898	Hwy Mtce Tech III	123 1446 2147
Alaska	Equipment Operator IV	84	2886	3458	Equipment Operator V	279 3075 3685
Arizona	Equip Operator II	1	1707	2670	Equip Operator III	8 1843 2876
Arkansas	M Axle Tr, Dr, Bckh Oper	396	1519	2201	Crane/Dozer Oper	140 2021 2823
California	Ct Hvy Equip Oper	303	2586	2831	Included In #17	
Colorado					Equip Oper III	25 2081 2788
Connecticut	Dot Maint II & III	925	1839	2496	Dot Maint IV	115 2209 2724
Delaware	Equip Operator II	112	1362	2043	Equip Operator III	110 1559 2338
Florida	Heavy Equip Oper	128	1114	1779	Sr Hvy Equip Oper	178 1166 1873
Georgia	Equip Oper II, III	764	1249	2199	Mtce Equip Oper	236 1422 2389
Hawaii	EO-II,III,Truck Driver	64	1949	2243	Motor Grader Oper	11 2329 2380
Idaho						
Illinois	Hwy Const Equip Oper	46	3139	3139	Power Shovel Oper	16 3139 3139
Indiana	Equip Operator	128	1478	1915		
Iowa	Equip Operator II	249	1743	2057	Equip Operator III	139 1810 2142
Kansas	Equip Operator II	478	1524	2144	Equip Operator III	184 1679 2363
Kentucky	Hvy Equip Oper	657	1034	3007	Specialist Equip Oper	69 1139 2898
Louisiana	Mobile Equip Oper II	430	1073	1674	Hvy Mobile Equip Oper III	248 1228 1916
Maine	Highway Worker III	213	1492	1934	Highway Worker IV	160 1772 2318
Maryland	Hwy Tech II	399	1375	1773	Hwy Tech III	1285 1563 2026
Massachusetts	Mtce Equip Oper II	1	1726	2223		
Michigan	Trans Mtce Worker 7	62	1803	2274	Trans Mtce Worker 8	374 1947 2415
Minnesota	Hwy Mt Worker Ser	1234	2412	2480	Inter Hvy Equip Opr Varies	
Mississippi	Equip Oper Mat Hdl Equip	211	1165	1746	Equip Oper Hvy Mach	74 1402 2099
Missouri	Maintenance Worker	1347	1475	1983	Dragline Operator	6 1849 2490
Montana	Maint Tech II	37	1956	2059	Maint Tech III	115 2022 2129
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	25	2048	2867		
New Mexico	Equip Oper 2	106	1359	1915	Equip Oper 3	99 1430 2015
New York	Const Equip Oper	505	1582	1961	Crane & Shovel Oper	175 1990 2440
North Carolina	Machine Operator III	105	1385	2084	Machine Operator IV	904 1496 2135
North Dakota	Equip Oper II	226	1390	2219	Included In #17	
Ohio	Hwy Mtce Wkr 3	280	1879	2144	Hwy Mtce Wkr 4	400 1962 2321
Oklahoma	Trans Mtce Wkr II	420	1397	1798	Included In #8	
Oregon	Hwy Mtce Specialist	784	1643	2160	Included In #17	784 1643 2160
Pennsylvania	Trans Equip Oper A	1425	1558	2326	Trans Equip Oper B	2608 1766 2657
Rhode Island	Utility Motor Equip Oper	4	1681	1755	Heavy Motor Equip Optr	22 1756 1835
South Carolina	Hwy Mtce Wkr III	537	1226	1876	Hwy Mtce Wkr IV	411 1326 2029
South Dakota	Senior Hwy Maint Wkr	119	1409	2113	Sr Hwy Maint Wkr	119 1409 2113
Tennessee	Hwy Mtce Worker 2	438	1077	1608	Hwy Mtce Worker 3	85 1175 1744
Texas	Same As #16				Hwy Equip Oper I & II	735 1261 2165
Utah	Hwy Oper Spec II	295	1513	2274	Hwy Oper Spec III	23 1641 2466
Vermont	Included In #10				Included In #9	
Virginia	Hwy Equip Oper B	1017	1280	1954	Hwy Equip Oper C	141 1399 2136
Washington	Mtce Tech 2	432	2095	2412	Mtce Tech 3	76 2301 2660
West Virginia	Tw2 Eqop	1037	1257	2048	Tw3 Eqop	405 1361 2219
Wisconsin	Eng Tech 2	48	1784	2593	Engr Tech 2	47 1784 2593
Wyoming	Maint Equip Operator	261	1279	2025	Same As #9	
1994 Average				2182		2341
1993 Average				2108		2256
1977 Average				937		1031
% Increase 1977 - 1994				132.9%		127.1%
% Increase 1993 - 1994				3.5%		3.8%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(19) TIMEKEEPER OR CLERK	(20) STATE TRAFFIC ENGINEER						
		#	MIN	MAX		#	MIN	MAX
Alabama	Clerk I & Eng Asst II	179	999	1808	State Traffic Engr	1	3333	5082
Alaska	N/A							
Arizona	Secretary	63	1242	1876	Asst Ste Eng Traf Eng Sec	1	3812	5855
Arkansas	Personnel Clerk	12	1670	2401	Included In #1	1		5150
California	Ct Mtce Off System Tech	43	2213	2690	Chf Div Chief, Div T Opts	1	6503	6828
Colorado	Mtce Mgmt Sys Coord I	9	2081	2788	Staff Traf Engr	1	4767	6260
Connecticut	Same As #10				Trans Dir Of Traf	1	5245	7400
Delaware	Clerk	23	1272	1909	Chief Traffic Engr	1	4301	7015
Florida	Sr Clerk	46	1166	1873	St Traf Oper Engr	1	3553	6509
Georgia	Clk,Sr Sec/Typ	42	1185	2024	St Traf & Safe Engr	1	3484	6083
Hawaii	Acct Clerk	6	1476	2874	State Traffic Engr	1	4702	6437
Idaho	Mtce Clerk	5	1384	2035	Traffic Engr	1	3718	5468
Illinois					Engineer Of Traffic	1	4115	6535
Indiana	Clerk	37	1116	1545	Same As #35			
Iowa					State Traffic Engr	1	3387	4283
Kansas	Area Office Manager	29	1679	2363	Hwy Mkg Engr	1	3850	5415
Kentucky	Timekeeper	121	1034	2824	Engr Dir Div Of Traf	1	3017	6313
Louisiana	Clerk	15	936	1461	Traffic Planning Admin.	1	3624	5654
Maine	N/A				Traffic Engineer	1	3236	4518
Maryland	Off Sec II/Supp Off II	46	1461	2026	Dpty Chf Engr Traf	1	5364	6038
Massachusetts	Clerk Tallyman		1175	1440	Manager VII	1	3743	4817
Michigan	Calculations Asst 8	27	1994	2406	Engr Of Te S Lte XIII	1	4721	6309
Minnesota	Payroll Clerk	33	1898	2285	State Traffic Engineer	1	4717	6262
Mississippi	Clerk Typist	17	1054	1502	Traffic Engr	1	4035	6044
Missouri	Dist Mtce Clerk	18	1651	2221	Div Engr Mtce & Traf	1	4901	6032
Montana	Acct Tech I	21	1338	1871	Traffic Engineer	1	2632	3803
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	14	1191	1678				
New York	Trans Office Asst II	240	1415	2314	Dir Traf & Sfty Div	1	6929	8591
North Carolina	Office Asst III	233	1385	2084	State Traffic Engr	1	4197	6736
North Dakota	Clerk III, Gen Off	8	1040	1626	Director, Plan Div	1	3094	4842
Ohio	Clerk 3	143	1759	1990	Trans Engr 6	1	4340	5688
Oklahoma	Trans Field Clerk	100	1341	1723	State Traffic Engr	1	4284	5650
Oregon	Included In #16	213	1381	1965	Traffic Engr	1	3718	5232
Pennsylvania	Clerk Typist 2 Nc	60	1558	2326	Sr Civil Engr Mgr Nc	1	3865	5876
Rhode Island	Clerk Dispatcher	13	1569	1622	Managing Engineer	1	4184	4858
South Carolina	Admin Spec C,B Et Al	104	1048	2111	Dir Traf Engr	1	4139	6332
South Dakota								
Tennessee	Account Clerk	28	1030	1545	Civil Engr Mgr 2	1	2957	4393
Texas	Office Tech I-III	341	1337	1898	Traffic Oper Engr	1	6241	6587
Utah	Dist Mtce Analyst	4	10	15	Engr For Safety	1	3704	5564
Vermont	Store Keeper B	9	1594	2520	Traffic & Safety Engr		2849	4530
Virginia	Included In #1				Included In #2			
Washington	Office Assistant	88	1662	2095	State Traffic Engr	1	4933	6315
West Virginia	Of Asst 1-3	135	893	1910	Chief Engr Develop	1	3476	5651
Wisconsin	Prog Asst 2	8	1716	2382	Ce Trans Mgr2	1	4251	7459
Wyoming	Mtce Tech	5	1980	3238	St Traf Engr-Des,Oper	2	2943	4974
1994 Average				2015				5800
1993 Average				2074				5612
1977 Average				879				2439
% Increase 1977 - 1994				129.2%				137.8%
% Increase 1993 - 1994				-2.8%				3.4%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(21) ASST STATE TRAFFIC ENGINEER			(22) STATE TRAFFIC MAINTENANCE ENGINEER		
	#	MIN	MAX	#	MIN	MAX
Alabama				Asst Mtn Eng/Traffic Eng	1	3333 5082
Alaska						
Arizona	Tr Traffic Engr Mgr	1	3479 5350	Mtce Traf Oper Engr	1	3479 5350
Arkansas	Included In #1					
California	Dep Div Chief, T Oper	1	5250 5513			
Colorado	Asst Staff Traf Engr	1	4767 6260			
Connecticut	Trans Eng Of Traf	1	3853 4829	Same As #20		
Delaware						
Florida	Prof Engr Admin	1	3642 6269	State Mtce Engr	1	3553 6140
Georgia	Asst St Traf & Sfe Engr	1	2934 5117			
Hawaii						
Idaho	Asst Traf Engr	1	3439 5056			
Illinois	Traffic Oper Engr	1	3815 6050			
Indiana	Same As #2					
Iowa						
Kansas						
Kentucky	Engr Br Mgr Div Traff	3	2737 5731			
Louisiana				Traffic Serv & Oper. Engr	1	3624 5654
Maine	Asst Traffic Engr	1	2988 4168	N/A		
Maryland	Traffic Engr V	4	3255 4618	Hwy Supv Engr III	N/A	
Massachusetts	Manager Vi	1	3471 4450	Civil Engr V	1	3216 4121
Michigan	Asst Engr Traf & Safe			Elec Spec Te IX	1	3381 4578
Minnesota	Asst St Traffic Engr	2	4400 5834			
Mississippi	Asst Traf Engr	1	3653 5470			
Missouri	Asst Div Engr, Traff Engr	1	3575 5052			
Montana	Asst Traffic Engr	1	2407 3463			
Nebraska						
Nevada	Asst Chief Traf Engr		3112 4226			
New Hampshire	Traf Systems Engr		3179 3799			
New Jersey						
New Mexico				Highway Eng 3	6	3258 4593
New York	Dir Traf Opr Bureau	1	5668 7174	Trans Mtc	1	4145 5253
North Carolina	Tran Eng Mgr II	2	4004 6421			
North Dakota	Asst Dir Plan Div	1	2681 4210			
Ohio	NA			Trans Engr 5	4	3939 5161
Oklahoma	Asst St Traf Engr	1	3842 5030	No Comp Class		
Oregon	Traf Control Engr	1	3365 4742	Included In #2	1	3718 5232
Pennsylvania				Sr Civil Engr Mgr	1	3865 5876
Rhode Island				Chief Hwy Mtce Fld Oper	1	3386 3835
South Carolina	Asst State Traf Engr	1	3826 5855			
South Dakota						
Tennessee				Operations Sp3	1	2576 3850
Texas	Engr Of Traffic	1	4767 5027	Na		
Utah	Traf & Saf Studies Engr	2	3508 5269			
Vermont				Included In #3		
Virginia	Included In #2					
Washington	Asst St Traf Engr	1	4049 5182			
West Virginia				Dir Traf Engr Div	1	3248 5281
Wisconsin	Ce Trans Mgr I	3	3900 6278			
Wyoming	Asst St Traf Engr/Des	2	2740 4616			
1994 Average			5209			5000
1993 Average			4996			4791
1977 Average			2125			1972
% Increase 1977-1994			145.1%			153.6%
% Increase 1993-1994			4.3%			4.4%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(23) DISTRICT TRAFFIC ENGINEER			(24) ASSISTANT DISTRICT TRAFFIC ENGINEER		
		#	MIN	MAX		# MIN MAX
Alabama	Div Traf Engr	9	2949	4496		
Alaska						
Arizona	Tr Engr Team Ldr	4	2895	4468		
Arkansas						
California	Dep Dist Dir, T Oper	12	5250	6059		N/A
Colorado	P.E. II	5	4118	5518	Denver Sr Prof Eng	1 4118 5518
Connecticut	Trnas Eng III	4	3327	4135	Trans Eng II	4 2754 3444
Delaware	Program Mangerr	2	3067	5002	Civil Engr	1 2621 4369
Florida	Dist Traf Oper Engr	7	3553	6509	Prof Engr Admin	7 3642 6269
Georgia	Dist Traf & Sfe Engr	7	2699	4705	Asst Dist Traf & Sfe Engr	7 2472 4305
Hawaii						
Idaho	Dist Traf Engr	6	2747	4040	Trans Staff Engr Asst	1 2513 3695
Illinois					Dist Oper & Plan Engr	14 2995 5295
Indiana	Traffic Engr	6	2773	4227		
Iowa						
Kansas						
Kentucky	Branch Mgr Traffic	12	2737	5731	Dist Traf Engr	9 2482 5908
Louisiana	Dist Traffic Engr		2958	4615		
Maine	Div Traf Engr	7	2764	3860		
Maryland	Hwy Asst/Dist Engr Traf	7	3255	4276	Traf Engr III/IV	27 2584 3666
Massachusetts	Civil Engr IV	5	3216	4121	Civil Engr III	5 2957 3768
Michigan	Dist Tes Eng Lte IX	9	3915	5400	Asst Dist Traf Eng Te11	5 2727 3647
Minnesota	District Traf Engr	7	3574	4818	Asst Dist Traf Engr	3 3196 4312
Mississippi						
Missouri	Dist Mtce & Traff Engr	10	3188	4503	Dist Traff Engr	4 3011 4252
Montana	Traffic Engr II	5	2024	2889		
Nebraska						
Nevada	Highway Engr III	3	2726	3721	Hwy Engr II	6 2384 3875
New Hampshire						
New Jersey						
New Mexico	Highway Engr 3	6	3258	4593		
New York	Reg Traff	11	4149	5833	Civil Eng	6 4270 5218
North Carolina	Div Traf Engr	14	2915	4633	Asst Div Traff Engr	9 2662 4223
North Dakota	Included In #3				Asst Dist Engr	8 2681 4210
Ohio	Trans Engr 4	12	3574	4683	Trans Engr 3	9 3251 4257
Oklahoma	Div Traff Engr	8	3415	4485	No Comp Class	
Oregon	Reg Traf Oper Supv	5	3054	4301	Asst Traf Oper Supv	16 2511 3536
Pennsylvania	Civil Engr Mgr	11	3387	5148		
Rhode Island						
South Carolina	Dist Traf Engr	5	3271	5004	Asst Dist Traf Engr	4 2908 4449
South Dakota	Reg Traff Engr	4	2855	4283	Project Engr	4 2288 3432
Tennessee	Operatiosn Sp3	4	2576	3850	Operations Sp2	4 2383 3525
Texas	Dist Traf Engr	25	2816	5027	Asst Dist Traf Engr	17 2549 4046
Utah	Dist Traf Engr	3	2981	4479		
Vermont						
Virginia	Trans Eng Prog Supv	101	2853	4357	Transp Engr	296 2388 3642
Washington	Region Traf Engr	6	4049	5182	Asst Region Traf Engr	6 2865 3668
West Virginia	Included In #3				Included In #4	
Wisconsin	Ce Trans Mgr I	8	3900	6278	Ce Trans Supv 2	16 3877 5629
Wyoming	Dist Traf Engr	5	2554	4258		
1994 Average				4708		4314
1993 Average				4512		4247
1977 Average				1973		1765
% Increase 1977-1994				138.6%		144.4%
% Increase 1993-1994				4.3%		1.6%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(25) TRAFFIC SUPERVISOR			(26) SIGN SUPERVISOR		
	#	MIN	MAX	#	MIN	MAX
Alabama						
Alaska						
Arizona						
Arkansas				Staff Traf Engr	3	4528
California	Included In #23			Contracted		5313
Colorado	Denter Sr Prof Eng	1	4118			
Connecticut	Same As #3			Same As #21		
Delaware	Traffic Oper Mgr	2	2679	Trf Sign Inst Supv	3	1910
Florida	Eng IV		4018	Sign Upholster Supv	3	1191
Georgia		2741	4653	Hwy Mtce Supt	6	1855
Hawaii				Trf Sign & Mkg Supv	3	2584
Idaho						2713
Illinois	Fld Engr Or Tech	28	2405			
Indiana			4340	Sign Supv	7	1736
Iowa	Transp Center Traff Tech	6	2621			2256
Kansas			3136			
Kentucky	Hwy Dist Frm	12	1527	Hwy Dist Crew Frm	16	1256
Louisiana	Sign/Traffic Supv	8	1609	Dist Traf Oper Spec	7	1971
Maine			2511			3076
Maryland	Hwy Asst Dist Engr Traf	N/A		Sign Shop Supv	1	1930
Massachusetts	Traf Sect Fore II	7	2027	Manager II		2520
Michigan	Spec Crew Sup Tms VIII	9	3031	Traffic Svcs Mgr Tms VIII	1	2218
Minnesota	Traffic Oper Supv	5	2857	Signing Supv	11	3032
Mississippi			3849	Included In Title #7		4079
Missouri	Dist Traff Studies Engr	16	2536	Sign Shop Supv	1	2344
Montana			3578			3035
Nebraska				Sign Shop Supt	1	2396
Nevada				Supervisor I	6	3380
New Hampshire	Traffic Mtce Supv	1	2333			3222
New Jersey	Chief, Bur Of Traf Engr	1	4657	Traf Oper Tech	1	2301
New Mexico	Included In #9		6521	Supvr, Hwy Marking	1	2110
New York	Civil Eng			Highway Engr 2	1	1789
North Carolina	Traf Serv Supv	14	2153	Sign Shop	1	2117
North Dakota			3365	Traf Serv Crew Ldr	29	1799
Ohio	Traf Cont Supt	14	2234			2805
Oklahoma	Included In #23		2764	Admin Off 1	1	2683
Oregon	Included In #24	4	3054	Sign Shop Supt	1	2234
Pennsylvania	Civil Eng Supv	11	2600	Sign Supervisor	5	2920
Rhode Island			3952	Sign Shop Mgr	1	1790
South Carolina				Traffic Sign Tech	2	2395
South Dakota						3952
Tennessee	Trans Tech 3	4	1634			1965
Texas	Traf Sign Mgr I-IV	11	2389	Hwy M Supv 2	4	1704
Utah			3785	N/A		2534
Vermont	Traffic Oper Supv	1	1987	Hwy Sign Supv	1	2154
Virginia	Trans Tech Prog Supv	9	2388			3234
Washington	Included In # 7		3645	Trans Mtce Supv	264	1672
West Virginia	Included In #3					2553
Wisconsin	Ce Trans Supv 2	15	3877	Sign Shop Supv	10	1763
Wyoming	Traf Ctrl Supv	5	1908	Engr Supv Supv 5	1	2870
1994 Average			3770			4099
1993 Average			3594			3083
1977 Average			1479			3096
% Increase 1977 - 1994			154.9%			1308
% Increase 1993 - 1994			4.9%			135.7%
						-0.4%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

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	2161	3357	Sig & Ligh Crew Frmn	7 1994 3104
Arkansas	Sign Shop Supv	1	3061	4047		
California	Contracted				Ct Elect Supv	47 3180 3834
Colorado	Sign Fabricator IV	1	2788	3735	Traf Signal Elec II	5 2849 3818
Connecticut	Same As #8				Tr. Dist. Elec Supv	4 2885 3604
Delaware	Trf Sign Shp Supv	1	1910	2865	Traffic Signal Supv	5 2339 3509
Florida	Sign Upholster Supv	3	1227	1979	Engr Tech IV	1572 2583
Georgia	Hwy Mtce Frmn II		1643	2821	Traf Sig Tech Supv	10 1784 2948
Hawaii					Trf Sign & Mkg Supv	1 2584 2713
Idaho	Sign Shop Supv	1	1962	2886	Traf Sig & Elec Frmn	6 2130 3132
Illinois	Sign Shop Supv & Frm	12	2405	4745		
Indiana	Same As #26				Signal Lighting Supv	6 1736 2265
Iowa	Sign Shop Mgr	1	2678	3369	Elec Mtce Supv	1 2557 3236
Kansas	Sign Shop Wkr Supv	1	1524	2144		
Kentucky	Adm Sec Supv	1	1856	2792	Hwy Sig Crew Ldr Frm	19 1139 2380
Louisiana	Sign Fabr III	3	1228	1916	Elec Spec Foreman	20 1609 2511
Maine	Sign Shop Frmn	1	2002	2665	Elec Frmn	1 2166 2899
Maryland	Included In #26				Trf Const Supv/Tech Supv	3 1675 2925
Massachusetts	Sign Pnt & Letter II	1	1912	2504	Trf Sec Foreman I	1814 2355
Michigan	Sign Shop Tms VI	10	2525	3296	Signal Shop Shop Elec VI	1 2525 3296
Minnesota	Sign Shop Supv	2	2620	3522	Elect Mtc Supv	3 2620 3654
Mississippi	Included In Title #8				Traf Sign Tech Sr	3 1644 2463
Missouri	Sign Production Supv	1	2020	2846	Signal & Light Supv	11 2396 3380
Montana	Sign Shop Engr	1	2088	2198	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 Sig Shop	1	2374	3323	Crew Supv,Elect Oper	22 2374 3323
New Mexico	Sign Shop Foreman	1	1771	2496	Hwy Elec Tech Supv	1 2044 2882
New York	Sign Shop	1	2234	2726	Supv Traf	12 2234 2726
North Carolina					Traf Ctrl Tech Supv	14 1900 2936
North Dakota	Hwy Traff Cntrl Supv	8	1671	2656		
Ohio	Sign Shop Supv	4	1941	2301	Sign Elec Supv 1	7 2069 2520
Oklahoma	Sign Shop Supv	1	1615	2138	No Comp Class	
Oregon	Sign Shop Mgr	1	2278	3206	Trades/Maint Supv II	5 2395 3206
Pennsylvania	Sign Tech Supv	1	2005	3033	Trfc Contr Spec Supv	19 2967 4510
Rhode Island					Hwy Mtce Supv	2 2237 2579
South Carolina	Trades Supv	3	1888	2889	Trades Supv I-II	6 1888 3380
South Dakota	Sign Shop Frmn	1	1844	2766		
Tennessee	Hwy M Supv 1	8	1384	2055		
Texas	Dist Sign Shop Supv	12	2236	2816	Traf Sign Supv I-III	18 2236 3212
Utah					Safety Oper Engr	1 2903 4298
Vermont	Traffic Shop Coord	3	1594	2520	Elec Mtce Spec II	1 1779 2812
Virginia	Included In #8				Traffic Signal Tech Supv	11 1998 3050
Washington	Sign Shop Mgr T	1	2412	3087	Traf Sign Supv/Elec Supv	5 2533 3240
West Virginia	Traf Sign Mtce Supv	10	1418	2310	Included In #9	
Wisconsin	Eng Tech Trans 4	10	2089	3075	Engr Spec Trans Sr.	12 2668 3521
Wyoming	Sign Shop Supv	1	2007	3273	See #25	
1994 Average				2821		3087
1993 Average				2696		3029
1977 Average				1176		1396
% Increase 1977-1994				139.8%		121.1%
% Increase 1993-1994				4.6%		1.9%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(29) STRIPER SUPERVISOR			(30) SIGN ERECTION SUPERVISOR		
		#	MIN	MAX		# MIN MAX
Alabama						
Alaska						
Arizona	Maint Tech III	3	1707	2607	Hwy Mtce Supv	1 2161 3357
Arkansas	Striping Supt	1	3061	4047	Signing Supt	1 3061 4047
California	Included In #8				Included In #8	
Colorado						
Connecticut	Same As #6				Same As #8	
Delaware					Trf Sign Installer	6 1190 1784
Florida					Hwy Mtce Tech	98 1227 1979
Georgia	Hwy Mtce Frmn II		1643	2821	Hwy Mtce Frmn II	1643 2821
Hawaii	Trf Mkg Supv	1	2263	2377		
Idaho	Striping Foreman	5	2130	3132	Sign Foreman	5 2130 3132
Illinois	Lead Wkr, Pavement	30	3169	3169		
Indiana	Crew Leader	28	1478	1915	Sign Crew Leader	42 1478 1915
Iowa	Hwy Mtce	6	2439	3082		
Kansas	Mtce Supv	159	2042	2871		
Kentucky						
Louisiana					Hwy Foreman 2	9 1609 2511
Maine	Highway Frmn	2	2000	2065	Hwy Worker III	8 1492 1932
Maryland	Supv Road Mkg	6	1675	2176	Trf Const Tech III	5 1930 2520
Massachusetts	Spray Pnt Wrk Foreman I	4	1726	2223	Trf Sect Foreman I	10 1814 2355
Michigan	Paint Crew Foreman				Oh Sign Crew Sup Tms VI	1 2525 3296
Minnesota	Hwy Maint Supv I	2	2620	3522	Hwy Maint Supv I	2 2620 3522
Mississippi	Included In Title #8				Included In Title #8	
Missouri	Spec Mtce Supv	43	2137	3013	Mtce Crew Leader	1033 1651 2221
Montana	Painter, Foreman	6	2088	2198		
Nebraska	Included In #8					
Nevada	Supervisor I	6	2110	2849	Supervisor	3 2110 2849
New Hampshire	Pavement Mark Foreman	8	1647	1931	Hwy/Dist Sign Foreman	12 1647 2104
New Jersey	Crew Supv Hwy. Marking	6	2374	3323	Included In #29	
New Mexico	Included In #9		1877	2646	Included In #9	1877 2646
New York	Pavement	22	1773	2187	Sign Crew	66 1773 2187
North Carolina	Machine Operator IV	23	1496	2265	Traff Sign Erector	97 1334 1998
North Dakota	Included In #27				Included In #27	
Ohio	Traf Cont Supt	14	2234	2764	Traf Cont Supt	14 2234 2764
Oklahoma	Centerline Supv	8	1960	2552	Sign Crew Supv	8 1960 2552
Oregon	Reg Traf Line Supv	7	2065	2773	Dist Sign Crew Supv	6 1790 2395
Pennsylvania	Highway Foreman 2	17	2005	3033	Hwy Foreman 2	67 2005 3033
Rhode Island	Traf Line Painter Supv	1	1795	1875	Road Mtce Supv	1 1920 2031
South Carolina	Included In #9				Included In #8 & 9	
South Dakota	Hwy Mtce Frmn	8	1844	2766	Hwy Mtce Wkr	8 1844 2766
Tennessee	Hwy Mtce Wkr 2	9	1077	1608	Hwy Mtce Wkr 2	10 1077 1608
Texas	Striping Supv I-II	22	2095	3009	N/A	
Utah	Included In # 8				Included In # 8	
Vermont	Marking Crew Ldr	4	1440	2270	Sign Crew Ldr	3 1367 2157
Virginia	Included In #26				Included In #26	
Washington	Mtce Supv	6	2412	3087		
West Virginia	Included In # 9				Included In # 9	
Wisconsin	Engr Spec Trans Sr.	9	2668	3521	Eng Tech Trans 4	10 2089 3075
Wyoming	Striping Crew Ldr	9	1645	2637		
1994 Average				2676		2556
1993 Average				2661		2508
1977 Average				1120		1097
% Increase 1977-1994				138.9%		133.0%
% Increase 1993-1994				0.6%		1.9%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

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	1592	2437				
Arkansas	Sign Maker I & II	8	1246	2201	Sign Crew Supv	16	2405	3304
California	Contracted				Contracted			
Colorado	Sign Fabricator II	6	2081	2788				
Connecticut	Same As #18				Same As #8			
Delaware	Trf Sign Fabricator	5	1559	2822				
Florida	Sign Upholster Tech	9	1114	1779				
Georgia	Sign Shop Printer	10	1292	2104				
Hawaii	Sign Painter	5	2243	2243				
Idaho	Sign Fabricator	5	1555	2288				
Illinois	Silk Screen Oper	11	3144	3144				
Indiana								
Iowa	Silk Scrn/Sign Shop Wkr	8	1518	1976				
Kansas	Sign Shop Wkr	4	1316	1851				
Kentucky	Sign Painter	2	937	2068				
Louisiana	Sign Fabr II	7	1073	1674	Trades Apprentice	11	1073	1674
Maine	N/A				Sign Shop Tech I	1	1724	2270
Maryland	Sign Fabr I,II	5	1148	1665	Sign Fabr III	2	1461	1891
Massachusetts	Sign Pnt & Letter I	2	1726	2223				
Michigan	Fabr Shop Sup Tms VI	1	2525	3296	Trans Mtc Wkr 9	14	2204	2703
Minnesota	Sign Fabricator	6	2412	3522	Hwy Maint Wkr Sr	Varies	2412	2480
Mississippi	Silk Screen Printer	5	1275	1816	Included In #18			
Missouri	Sign Layout Spec	4	1561	2098				
Montana	Painter	3	2022	2129				
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 1 & 2	9	1685	2600				
New Mexico	Sign Tech 2	6	1301	1834				
New York	Sign Shop	15	1584	1961				
North Carolina	Traff Sign Painter	14	1334	1998				
North Dakota	Hwy Traff Cntl Spec	12	1222	2315	Included In #27			
Ohio	Sign Wkr	11	1878	2144	Sign Shop Supv	4	1941	2301
Oklahoma	Sr Sign Shop Wkr	6	1396	1798	No Comp Class			
Oregon	Sign Tech	4	1643	2160	Sign Tech	6	1381	2160
Pennsylvania	Hwy Mtce/Sign Wkr	176	1374	2049	Sign Tech	7	1558	2326
Rhode Island								
South Carolina	Skilled Trades Wkr	3	1552	2374				
South Dakota	Sign Producer	3	1295	1943	Sr Hwy Maint Wkr	8	1409	2113
Tennessee	Hwy Mtce Wkr 1	20	900	1373	Hwy Mtce Wkr 1	20	900	1373
Texas	Sign Shop Tech II, III, IV	78	1421	2169				
Utah	Jr Hwy Sign Spec	3	1433	2042	Included In #31			
Vermont	Sign Painter	1	1367	2157	Included In #30			
Virginia	Hwy Sign Fabricator	24	1280	1954	Included In #15			
Washington	Sign Inst Spec I/Sign Fabrtr	13	2194	2533	Sign Fab Lead/Sign Inst Spc 2	24	2412	2793
West Virginia	Included # 11				Included # 11			
Wisconsin	Engr Tech Trans 3	12	1930	2824	Eng Tech Trans 2	25	1784	2593
Wyoming	Sign Fabricator	5	1412	2246	Sign Tech	10	1223	1932
1994 Average				2209				2214
1993 Average				2130				2081
1977 Average				967				899
% Increase 1977-1994				128.5%				146.3%
% Increase 1993-1994				3.7%				6.4%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(33) TRAFFIC SIGNAL & LIGHTING TECHNICIAN			(34) STRIPER TECH		
		#	MIN	MAX		# MIN MAX
Alabama	Traf Sign Tech I, II, III	26	1343	2875		
Alaska	Traffic Ctrl Equip Tech	4	3290	3920	N/A	
Arizona	S/L Technician	51	1843	2875	Striping Crew	15 1242 1876
Arkansas					Striping Crew Supv	5 2405 3304
California	Ct Electrician I	73	2897	3180	Included In #9	
Colorado	Traf Signal Tech	8	2232	2991		
Connecticut	Same As #11				Same As #8	
Delaware	Trf Signal Tech	16	1559	3065		
Florida	Engr Tech III		1400	2288		
Georgia	Traf Sig Tech & Trainee	34	1471	2389	Mtce Equip Oper	INC#18 1422 2389
Hawaii	Hwy Ltg Wkr/Etst	10	2509	2806	Trf Strip Mach Oper	7 1949 1949
Idaho	Traf Sig Electric	6	1740	2558		
Illinois	Traf Signal Eng & Tech	16	2405	4340		
Indiana	Signal Technician	33	1478	1915	Crew Member W.L.	75 1261 1642
Iowa	Electrician II	1	2057	2406	Equip Oper II-III	18 1743 2142
Kansas						
Kentucky	Hwy Sig Installer/Rprmn	22	1034	2440	Included In #18	
Louisiana	Electrician Spec	30	1314	2050	Mobile Equip Oper 2	13 1073 1674
Maine	N/A					
Maryland	Trf Const Tech II	23	1674	2340	Supv Rd Mkg	7 1675 2176
Massachusetts	Electrician I	10	1726	2223	Spray Pnt Wkr Frmn	4 1726 2223
Michigan	Elect. E9	13	2204	2703		
Minnesota	Traf Sig & Light Tech	9	2453	3083	Hwy Maint Wkr Sr	25 2412 2480
Mississippi	Traf Sign Tech	6	1518	2273	Included In Title #18	
Missouri	Sign & Lighting Elec	67	2020	2846	Mtce Crew Leader	1033 1651 2221
Montana						
Nebraska	Electronics Tech Senior	7	1723	2412	Included In #18	
Nevada						
New Hampshire	Traf Signal Tech I	1	2021	2385	Carriage Oopr	6 1465 1714
New Jersey	Electrical Mechanic 1	79	2048	2867	Highway Marker	22 1605 2246
New Mexico	Hwy Traffic Tech	9	1771	2496	Included In #18	1430 2015
New York	Traf Sign	103	1988	2440	Constr Eq	54 1583 1961
North Carolina	Traf Control Tech	49	1755	2685	Machine Operator III	55 1385 2084
North Dakota					Included In #31	
Ohio	Signal Elect 2	33	1962	2320	Traf Cont Supt	14 2234 2764
Oklahoma	No Comp Class				Sr Trans Mtce Worker	8 1487 1918
Oregon	Traf Sign Tech/Electr	18	2372	2605	Included In #16&18	55 1381 2160
Pennsylvania	Trfc Control Spec	41	2600	3952	Trans Equip Operb	68 1766 2657
Rhode Island	Elec Insp	11	2100	2405		
South Carolina	Skilled Trades Wkr/Sg Tech	30	1552	2470	Included In #18	
South Dakota					Sr Hwy Maint Wkr	8 1409 2113
Tennessee					Hwy Mtce Sv 1	8 1384 2055
Texas	Traf Sig Rpr Tech I-III	107	1516	2638	Same As #9	
Utah	Jr Sgnl Mtce Spec	2	1986	2534	Included In #17	
Vermont	Elec Mtce Spec	1	1682	2662	Hwy Marking Equip Oper	6 1305 2050
Virginia	Traffic Signal Tech	46	1682	2553	Included In #15	
Washington	Traf Sig. Elec Tech	70	1998	3087	Mtce Tech III	76 2301 2660
West Virginia	Included #11				Included #11	
Wisconsin	Eng Tech Trans 2	18	1784	2593	Eng Tech Trans 2	17 1784 2593
Wyoming	Traf Ctrl Sys Spec	2	1728	2798	Striper Tech II	16 1279 2025
1994 Average				2704		2196
1993 Average				2588		2109
1977 Average				1182		966
% Increase 1977-1994				128.8%		127.3%
% Increase 1993-1994				4.5%		4.1%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

STATES	(35) CHIEF ENGINEER			(36) PROJECT ENGINEER				
		#	MIN	MAX		#	MIN	MAX
Alabama	Chief Engineer	1	5208	7940	Civil Engr I, II, III	413	1808	3502
Alaska	State Chief Eng	1	6039	7230	Proj. Mgr. I/II	15/10	4033	5459
Arizona	State Engr	1	5022	7686	Engr Team Leader	51	2895	4468
Arkansas	Deputy Dir/Chief Engr	1		7594	Resident Engr	31	4528	5313
California	Chief Dep Dir	1	7602	7602	Dist Const Engr	57	4324	5255
Colorado	Chief Engr	1	6730	6730	Sr Exec Svc Prof Engr	105	3463	4640
Connecticut	Trans Chief Eng	1	6626	9364	Trans Eng III	60	3328	4735
Delaware	Chief Engr	1	5269	8594	Civil Eng Prog Mgr	31	3067	6127
Florida	State Hwy Engr	1	4335	7650				
Georgia	Chief Engr	1	4895	8690	Project Engr	216	2014	3501
Hawaii	Chief Hwy	1	5396	7385	Area Engr	3	3302	4519
Idaho	Chief Engr	1	5412	7958	Resident Engr	9	3439	5056
Illinois	Dir Of Hwys	1	4780	7770	Proj & Resident Engr	205	2995	5295
Indiana	Chief Engr Hwys	1	3894	6041	Project Engr	138	2204	3504
Iowa	Chief Engr	1	4888	6157	Resident Const Engr	21	3081	3900
Kansas	State Trans Engr	1	6881	6881	Const Engr	32	3016	4244
Kentucky	State Hwy Engr	1	3651	5843	Resident Const Engr	53	2256	4337
Louisiana	Chief Engr	2	4750	7410	Project Engr		2584	4032
Maine	Dir Of Proj Dvplmt	1	4244	5934	Res Engr/Inspectors	71	2152	3591
Maryland	Sha Chief Engr	1	5793	6716	Hwy Engr III	78	2584	3394
Massachusetts	Chief Engr	1	4407	5574	Civil Engr	167	2957	3768
Michigan	Bureau Of Hwy Cf Eng Ex20	1	2741	9391	Resident Eng Lte IX	52	3416	4621
Minnesota	Deputy Comm/Chief Engr	1	5434	7211	Project Engr	60	3196	4312
Mississippi	Chief Engr	1	5101	7641	Project Engr	30	2919	4370
Missouri	Chief Engr	1	6270	7726	Resident Engr	42	2843	4014
Montana	Chief Engr	1	4631	6861	Engr Proj Mgr	47	2407	3463
Nebraska	Dir State Engr	1	6708	6708	Project Engr	14	2301	3723
Nevada	Asst. Trans. Director	6	4075	5631	Resident Engr	20	3112	4266
New Hampshire	Asst Commissioner	1	4576	5760	Civil Engr I-IV	55	1744	3178
New Jersey					Project Engr	159	3868	5416
New Mexico	Cabinet Secretary	1	5592	5592	Hwy Proj Supv 2	2	2776	3914
New York	Asst Comm	1	5834	5834	Civil Eng			
North Carolina	Chief Engineer	3	5049	8146	Resident Engr	48	3192	5082
North Dakota	Chief Engr	1	4127	6434	Hwy Cosnt Coord	2	2558	4018
Ohio	Asst Dir 4	1	4297	6836	Trans Engr 2	134	2785	3891
Oklahoma	Abolished				Engr Manager	25	3415	4485
Oregon	Deputy Dir	1	4984	7009	Project Mgr	36	3054	4301
Pennsylvania	Chief Eng Hwy Admn	1	5747	6773	Civil Eng Supv	113	2600	3952
Rhode Island	Chief Engr	1	5981	6655	Chief Spec Proj Engr	2	4033	4633
South Carolina	Dir Of Const Engr & Plan	1	5704	8556	Project Engr	44	2908	4449
South Dakota	Div Dir	1	4219	6330	Project Engr	78	2288	3432
Tennessee	Asst Comm 2	1	3525	5238	Operations Spec Supv 1	42	2477	3684
Texas	Exec Dir	1	7797	7797	Proj Engr	6	3009	4322
Utah	Asst Dir Transp	1	4085	6092	Project Engr	19	2981	4479
Vermont					Project Engr	15	2287	3457
Virginia	Chief Engr Transp	1	5324	8128	Hwy Const Proj Engr	54	2388	3645
Washington	Deputy Sec	1	6800	8705	Project Engr	8	3491	4468
West Virginia	State Hwy Engr	1	3720	6047	Major Proj Engr	10	2836	4612
Wisconsin	Hwy Div Admn	1	4684	7202	Ce Trans Supv 4	30	3877	5629
Wyoming	Director	1	4583	7500	Resident Engr	1	2554	4258
1994 Average				7118				4307
1993 Average				6962				4152
1977 Average				3017				1841
% Increase 1977 - 1994				135.9%				133.9%
% Increase 1993 - 1994				2.2%				3.7%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

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	Regionalized				D&C Director	3 5650 6731
Arizona	Asst St Engr Const	1	3812	5855		
Arkansas	State Const Engr	1		5945	Included In #3	
California	Chief Const Div	1	6503	6828	Dp Dist Dir Construct	12 5250 6059
Colorado	Staff Constr Engr	1	4767	6260	Dist Constr Engr	6 4767 6260
Connecticut	Director Of Constr	1	5673	8004	Dist Engr	4 5245 7400
Delaware	Director Hwy Oper	1	5269	8594	District Engr	3 4301 7015
Florida	Dir Of Off Of Const	1	3641	6711	Dist Const Engr	8 3553 6509
Georgia	St Const Engr	1	3484	6083	Dist Const Engr	7 2699 4705
Hawaii	Chief See #1	1	5396	7385	Dist Const Engr	4 3713 5082
Idaho	Const Engr	1	4040	5942	Asst Dist Engr	6 3718 5469
Illinois	Engr Of Constr	1	4115	6535	Dist Constr Engr	9 3545 5720
Indiana	Same As #35				Const Engr	6 2773 4227
Iowa	State Const Engr	1	4491	5676	Transp Const Engr	6 3387 4283
Kansas	Chr,Bur Const & Mtce	1	4455	6273	Dist Const Engr/Civil Engr V	6 3850 5415
Kentucky	Engr Dir Div Const	1	3017	6560	T.E.B.M. Const	12 2737 5800
Louisiana	Const Engr Admn	1	4440	6927	Dist Constr Engr	9 3165 4935
Maine	Hwy/Bridge Const Engr	3	3236	4521	Area H/B Const Engr	7 2988 4168
Maryland	Deputy Chf Engr Const	1	5364	6038	Hwy Asst Dist Engr	7 3255 4276
Massachusetts	Manager VII	1	4053	5110	Civil Engr V	5 3742 4816
Michigan	Const Eng Lte XIII	1	4721	6309	Dist Const Eng Lte X	9 3651 5003
Minnesota	State Const Engr	1	4717	6262	Dist Const Adm Engr	8 4400 5834
Mississippi	Const Engr	1	4035	6044	Dist Const Engr	6 3440 5152
Missouri	Div Engr Const	1	4901	6032	Dist Const Engr	10 3188 4503
Montana	Const Eng	1	3158	4601	Dist Cosnt Engr	5 3158 4601
Nebraska	Const Engr	1	3551	4972	Dist Const Engr	8 3073 4302
Nevada	Chief, Const Engr	1	3721	5129	Highway Engr V	3 3112 4266
New Hampshire	Admin Bureau Const	1	3645	4386	Civil Engr Vi	6 3320 3997
New Jersey					Mgr 1 (Dot (C&M Engr)	7 4657 6521
New Mexico	Highway Eng 5	1	3959	5581	Highway Eng 4	6 3457 4873
New York	Deputy Ch	1	6929	8591	Civil Eng	11 5100 6448
North Carolina	State Hwy Const & Mat Engr	1	4396	7064	Division Constr Engr	14 3659 5845
North Dakota	Director, Cons Div	1	3094	4842	Included In #3	
Ohio	Deputy Dir 6	1	4276	6264	Trans Engr 5	12 3938 5161
Oklahoma	State Const Engr	1	4284	5650	Div Const Engr	8 3415 4485
Oregon	Same As #1	1	4098	5765	Region Cost Engr	5 3365 4742
Pennsylvania	Hwy Engr Mgr	1	5035	6489	Asst Hwy Dist Engr	11 4411 6113
Rhode Island	Chief Of Hwy Bridge	1	4033	4633	Asst Chf Hwy & Brdge Cont	12 3143 3560
South Carolina	Director Of Const	1	4139	6332	Dist Const Engr	7 3271 5004
South Dakota	Trans Off Engr	1	3491	5235		
Tennessee	Asst Comm 2	1	3525	5238	Trans Regional Dir	4 3228 4796
Texas	Dir Const Engr	1	5727	5721	Dir Of Const	23 2549 5027
Utah	Engr For Const	1	3704	5564	Dist Const Engr	6 3323 4992
Vermont	Construction Engr	1	3696	5885	Regional Const Engr	4 3230 5150
Virginia	Included In #1				Included In #4	
Washington	State Const Engr	1	4933	6315		
West Virginia	Included #1 & #20				Asst Dist Engr Const	10 2836 4612
Wisconsin	Ce Trans Mgr 2	1	4251	7459	Ce Trans Mgr I	8 3900 6278
Wyoming	See #1				Dist Const Engr	5 2943 4974
1994 Average				6101		5232
1993 Average				5944		5029
1977 Average				0		0
% Increase 1977-1994				0.0%		0.0%
% Increase 1993-1994				2.6%		4.0%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

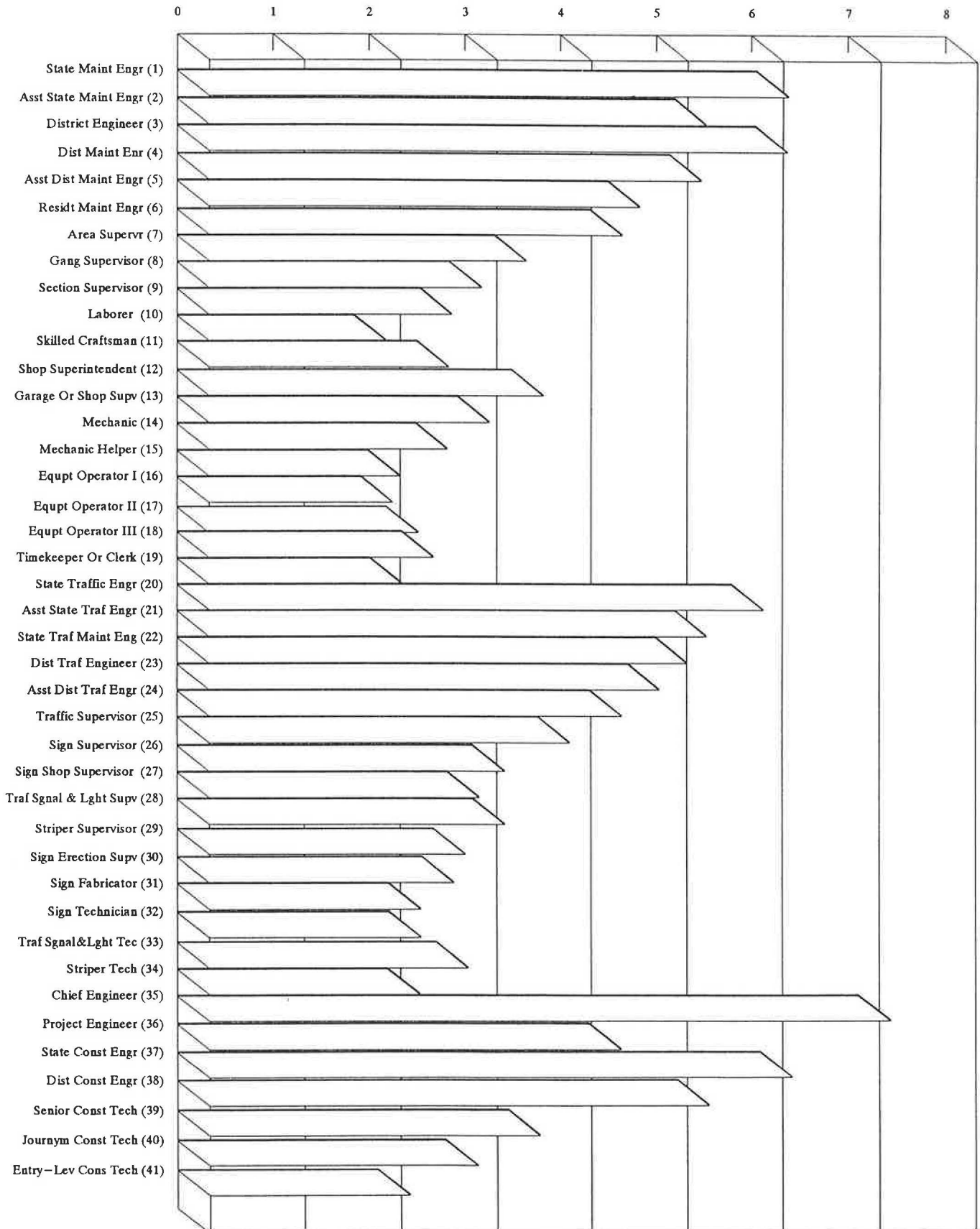
STATES	(39) SENIOR CONSTRUCTION TECHNICIAN			(40) JOURNEYMAN CONSTRUCTION TECHNICIAN		
		#	MIN	MAX		# MIN MAX
Alabama	Engr Asst III	548	1482	2200	Engr Asst II	166 1247 1808
Alaska	Het IV	35	2886	3458	Het II	41 2447 2893
Arizona	Tr. Engr. Spec.	184	2411	3735	Tr. Cosnt. Tech Supv	48 1843 2875
Arkansas	Const Proj Supv	25	3306	4320	Inspector	69 2279 3133
California	Resident Engr	355	3187	5255	Trans Engr Tech	145 2470 3609
Colorado	Engr/Phy Sci Tech III	126	2991	4009	Engr Phy Sci Tech II	124 2713 3636
Connecticut	Trans Egr2/Tr Const Insp3	180	2754	3444	Trans Egr/Tr Const Insp 1,2	196 1675 3128
Delaware	Const Tech IV	19	2186	3280	Const Tech IV	56 910 2865
Florida	Prof Engr III		3318	5690	Engr Tech IV	525 1619 2660
Georgia	Emgr Tech V	81	1784	3066	Engr Tech IV	135 1643 2821
Hawaii	Engr IV	22	3053	4178	Hci IV, V, LS I, II	86 2272 3713
Idaho	Trans Tech Princp	108	2131	3132	Trans Tech Sr	117 1962 2886
Illinois	Resident Tech	100	2790	4745	Engineer Tech	400 1595 4235
Indiana	Engr Asst 3	190	1792	2652	Engr Asst	414 1512 2188
Iowa						
Kansas	Engr Tech V & IV	124	2251	3491	Engr Tech IV	207 1764 2480
Kentucky	Dist Constr Engr	10	2482	5000	Resident Engr	53 2482 4337
Louisiana	Construction Inspec III	201	1406	2194	Construction Inspec II	163 1228 1916
Maine	Asst H/B Resident Engr	35	2062	2809	Hwy Bridge Insp	34 1625 2348
Maryland	Engr Tech VI	85	2228	2925	Engr Tech IV, V	151 1680 2183
Massachusetts	Civil Engr IV	5	4181	4121	Civil Engr	333 2331 2949
Michigan	Constr Tech 12	51	2339	3301	Const Tech II	29 2192 2989
Minnesota	Chief Inspector	100	2453	3083	Inspector	MAN 2132 2678
Mississippi	Sr Cert Engr Tech	129	2263	3388	Engr Tech II	116 1720 2576
Missouri	Inspector	169	1957	2635	Inspection Asst	76 1561 2098
Montana	Engr Proj Tech III	76	1860	2644	Egr Proj Tech II	55 1575 2220
Nebraska	Project Mgr	63	2301	3222	Engr Assoc III	31 1991 2788
Nevada	Engr Tech IV	15	2200	2977	Engr Tech III	15 1941 2610
New Hampshire	Engr Tech V	10	2147	2537	Engr Tech III	14 1672 1973
New Jersey	Const & Maint Tech 1	66	2748	3848	C&M Tech 2 & 3	275 2150 3323
New Mexico	Included In #36		2776	3914	Hwy Eng Tech3/Svy Tech3	99/10 1771 2496
New York	Civil Eng	380	2949	4470	Prin Engr	620 1584 3480
North Carolina	Transp Tech III	238	2067	3213	Transp Tech II	346 1900 2936
North Dakota	Transp Proj Mgr	15	1924	3045	Engr Tech IV	43 1751 2778
Ohio	Trans Tech Supv	184	2683	3508	Proj Insp 2	584 2014 2529
Oklahoma	Trans Spec III	49	2552	3338	Sr Inspec Tech	98 1837 2388
Oregon	Trans Engr II	25	2590	3547	Engr Spec 2&3,Asst Trn Engr	362 1672 3065
Pennsylvania	Trans Constr Insp Supv	213	2277	3463	Trans Const Inspec	471 2005 3003
Rhode Island	Engr Tech IV	27	2497	2813	Engr Tech III	23 2100 2405
South Carolina	Engr Tech V	59	1815	2778	Engr Tech IV	115 1614 2470
South Dakota	Sr Trans Tech	75	1671	2506	Journey Trans Tech	85 1531 2297
Tennessee	Operations Spec Supv 2	12	2707	4023	Trans Tech 1	487 1224 1817
Texas	Proj Mgr I & II	62	2549	3639	Const Insp III & IV	545 1836 2638
Utah	Const Tech IV	48	2042	3063	Const Tech II	102 1551 2336
Vermont	Technician Proj Supv	12	2107	3339	Technician IV	39 1880 2795
Virginia	Transp Cosnt Insp Sr.	311	1998	3050	Trans Const Insp	419 1672 2553
Washington	Trans Engr II	614	2596	3322	Trans Tech III	302 2355 3011
West Virginia	Sr Engr Tech Const	85	2314	3764	Engr Tech Const,Hwy Engr 1,	287 1887 4028
Wisconsin	Eng Spec Trans Adv	46	2887	3810	Eng Spec Trans Sr.	41 2657 3507
Wyoming	Senior Tech	39	2007	3273	Engr Tech	156 1645 2637
1994 Average				3453		2798
1993 Average				3346		2747
1977 Average				0		0
% Increase 1977-1994				0.0%		0.0%
% Increase 1993-1994				3.2%		1.8%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1994

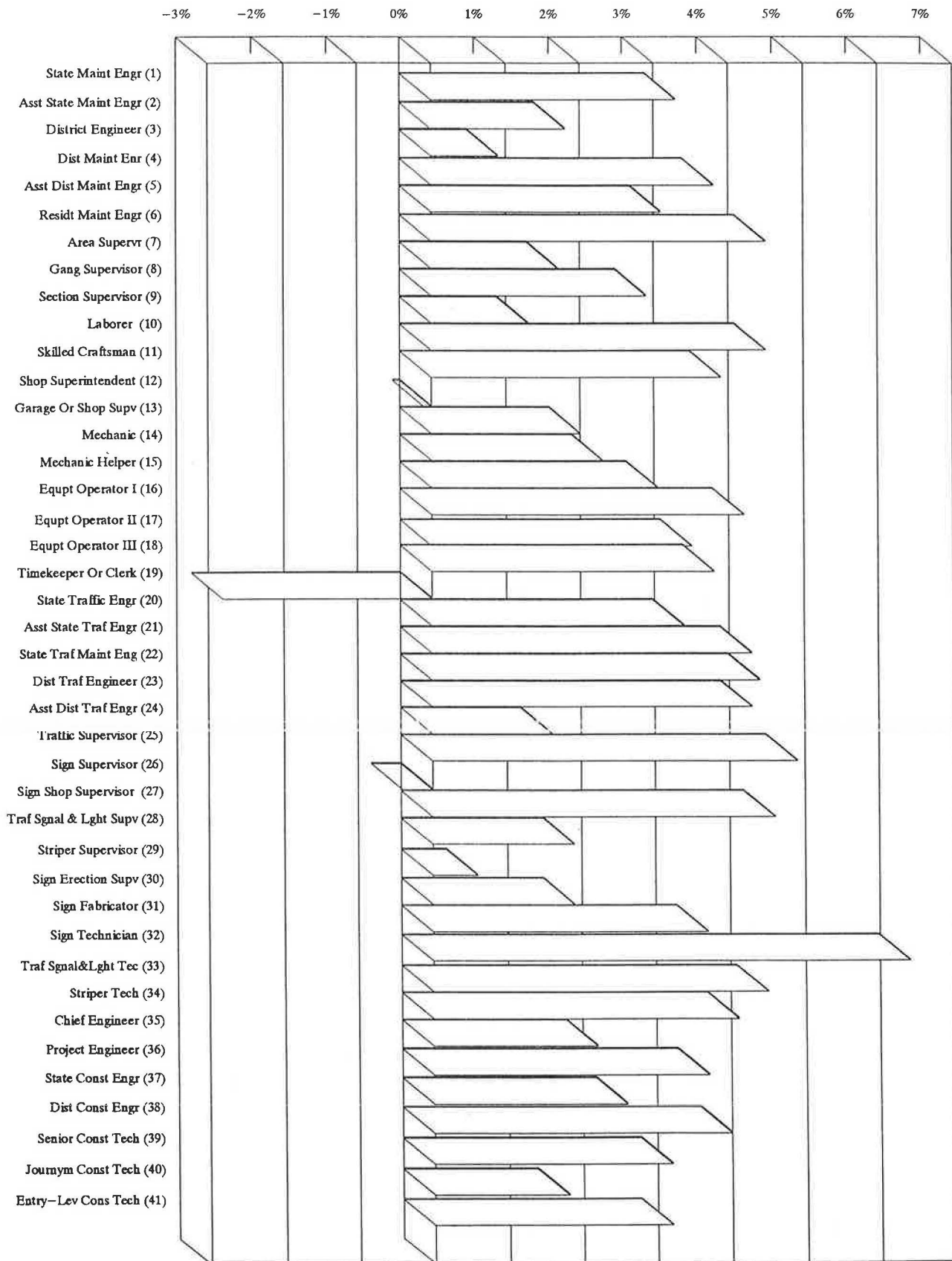
(41)

STATES	ENTRY-LEVEL CONSTRUCTION TECHNICIAN	#	MIN	MAX
Alabama	Engr Asst I	324	1158	1637
Alaska	Het I	35	2177	2577
Arizona	Tr Const.Tech I	78	1333	2005
Arkansas	Const Aide	51	1670	2401
California	Jr Eng Tech	32	1721	2528
Colorado	Engr/Phy Sci Tech I	130	2529	3388
Connecticut	Trans Eng In Train	54	1675	2038
Delaware	Hwy Engr Tech I	8	362	2043
Florida	Engr Tech I	77	1063	1692
Georgia	Engr Tech I	94	1249	2024
Hawaii	EA I, II, HCI I, II	9	1419	2764
Idaho	Trans Tech	67	1555	2288
Illinois	Engr Tech	117	1310	2295
Indiana	Hwy Engr Asst 4	218	1116	1545
Iowa				
Kansas	Engr Tech II-III	308	1384	1944
Kentucky	Engr Tech I	92	1730	3238
Louisiana	Engr Asst	78	936	1461
Maine	Hwy/Bridge Insp	23	1275	1830
Maryland	Engr Tech I, II, III	108	1230	1599
Massachusetts	Gen Const Insp I	38	2331	2949
Michigan	Const Tech 8	37	1691	2142
Minnesota	Inspector	0	1860	2319
Mississippi	Engr Tech II	113	1557	2331
Missouri	Construct Asst	27	1394	1874
Montana	Engr Proj Aide	43	1055	1721
Nebraska	Engr Aide	24	1200	1680
Nevada	Engr Tech	15	1468	1941
New Hampshire	Engr Tech II	13	1485	1739
New Jersey	C&M Tech 4&5/Engr Tech 4&5	150	1605	2729
New Mexico	Hwy,Engr/Hwy Survey Tech I	4.17	1501	2115
New York	Tran Cons	410	1174	1641
North Carolina	Transp Tech I	292	1755	2685
North Dakota	Engr Tech I	3	1126	1777
Ohio	Proj Insp 1	47	1759	1989
Oklahoma	Transp Tech	10	1250	1583
Oregon	Engr Spec	185	1338	2073
Pennsylvania	Engr Tech	46	1766	2657
Rhode Island	Engr Tech I	53	1648	1785
South Carolina	Engr Tech I	27	1134	1735
South Dakota	Transp Tech	12	1198	1798
Tennessee	Trans Asst 1	430	900	1373
Texas	Const Insp Trainee	20	1261	1564
Utah	Transp Tech	1	1123	1686
Vermont	Technician II	1	1708	2478
Virginia	Transp Const Insp Trainee	3	1338	1672
Washington	Trans Tech I	32	1822	2301
West Virginia	Tit Const/Aetconst	214	1255	2506
Wisconsin	Eng Spec Trans Eng	8	2028	2677
Wyoming	Engr Asst	14	1023	1588
1994 Average				2090
1993 Average				2025
1977 Average				0
% Increase 1977-1994				0.0%
% Increase 1993-1994				3.2%

United States
Monthly Salaries for 1994
Average Monthly Salary in Thousands



United States
Percent Change in Salaries From 1993 to 1994
Percent Increase or Decrease



Benchmarks for Personnel Titles

POLICIES AFFECTING MAINTENANCE PERSONNEL AS OF JULY 1994

Civil Service or Merit System

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

Retirement Plan

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

Vacations

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

Sick Leave

9. Do you grant sick leave with pay to maintenance and operations employees? (Yes or No).

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

Insurance

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

Unionization

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

Service Awards

17. Do your maintenance and operations departments give any type of recognition, such as pins or tokens, to employees serving a certain length of time with the department?
(Yes or No)

Working Conditions

18. Check which of your maintenance and operations field employees are paid on a salaried basis and which are paid on an hourly basis.
- | | | | | |
|------------------------------|----------|-----|--------|-----|
| a. All | Salaried | ___ | Hourly | ___ |
| b. Permanent field employees | Salaried | ___ | Hourly | ___ |
| c. Supervisory | Salaried | ___ | Hourly | ___ |
| d. Temporary | Salaried | ___ | Hourly | ___ |
19. Standard number of hours worked by each permanent field employee:
Per Day ___ Per Week ___
20. Is any allowance or adjustment made for overtime work? (Yes or No). If answer is "Yes," indicate basis of payment for overtime (straight time, time and a half, compensatory time, none) for:
- 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) Meals Lodging
- | | | |
|--------------------------|-----|-----|
| 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
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.

STATES	CIVIL SERVICE OR MERIT SYSTEM				RETIREMENT PLAN					Vol Retirement		VACATION		
	(1a)	(1b)	(1c)	(1d)	State Plan (2)	Fed Soc Sec (3)	(4)	Retirement		Min Yrs Service (5a)	Min Age (5b)	(6)	Minimum Hrs/Yrs of Yr Service (7)	
								(4a)	(4b)					
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	84	3
Colorado		X			Yes	No	No	N/A	N/A	Yes 20	55	Yes	96	1-6
Connecticut	X				Yes	Yes	No			Yes 10	55	Yes	84	0-5
Delaware		X			Yes	Yes	No			Yes 5	42	Yes	114	1-10
Florida	X				Yes	Yes	No			Yes 10		Yes	100	120
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	55	Yes	0-5	6-10
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 27	N/A	Yes	96	0-5
Louisiana	X				Yes	c Y/N	No			Yes 10	47	Yes	96	0-3
Maine		X			Yes	No	No			Yes 25	N/A	Yes	96	0 to 5
Maryland	X				Yes	Yes	No			Yes 25	55	Yes	80	
Massachusetts		X			Yes	No	No			Yes 10	55	Yes	10	4 1/2
Michigan	X				Yes	Yes	No			Yes 10	55	Yes		0-1
Minnesota	X				Yes	Yes	No	Statue		Yes VAR	55	Yes	104	6-5
Mississippi	X				Yes	Yes	No			Yes 25	N/A	Yes	144	1-3
Missouri			X		Yes	Yes	No			Yes N/A	80/Prov	Yes	120	0-10
Montana	X				Yes	No	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 Months
New Hampshire	X				Yes	Yes	No			Yes 10	50	Yes	120	1-8
New Jersey	X				Yes	Yes	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	3.1	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	N/A	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	96	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	1-5
Wyoming	X				Yes	Yes	No			Yes 4	50	Yes	96	1-5

a) A+80= Age + Service

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

c) Depends on age

STATES	VACATION CONT'D					SICK LEAVE						
	Maximum	Service	Cumulative	Yr	Service	Minimum	Yr	Service	Maximum	Yr	Service	Cumulative
	Hrs/Yrs of					Hrs/Yrs of			Hrs/Yrs of			
(7 Cont'd)	(8)	(9)	(10)	(10)	(11)	(11)						
Alabama	234	25	Yes	480	Yes	104	1—Max	104	1+	Yes	1200	
Alaska	450	10 +	Yes	450	Yes	112.5	0—2	112.5	2—10+	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	1 Year	96	All	Yes	None	
Colorado	168	16	Yes	336	Yes	79.92	N/A	N/A		Yes	45 Days+Sck	
Connecticut	140	20	Yes	70 Per Year	Yes	105	All	105	All	Yes	None	
Delaware	159	15	Yes	318	Yes	114	1—1+	114	1+	Yes	Unlimited	
Florida	156	10 +	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	11—15	16	Yes	336	Yes	3.7	96.2	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	4	Yes	2/Annual	Yes	144		144		Yes	Unlimited	
Kansas	168	15	Yes	240	Yes	96				Yes	No Limit	
Kentucky	168	15	Yes	450	96	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	0—5	120	5	Yes	None	
Massachusetts	25	19 1/2	Yes	2 Years	Yes	1.25		1.25		Yes	No Max	
Michigan	10.2	45	Yes	300	Yes					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	10/Month		Yes	No Max	
Montana	192	20	Yes	384	Yes	95	1		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	0	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	No Max	
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	6—5	192	20	Yes	No Max	
Pennsylvania	195	25	Yes	337	Yes	97.5		97.5		Yes	2250	
Rhode Island	25	224	Yes		Yes					Yes	1000	
South Carolina	240	22	Yes	360	Yes	120	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	240	20	Yes	336	Yes		120/Yrs		120/Yrs	Yes	No Max	
Washington	176	16	Yes	240	Yes	96	Any	96	Any	Yes	No Max	
West Virginia	192	15		240	Yes	0	144	0	144	Yes	Unlimited	
Wisconsin	176	20	Yes	40	Yes	104		104		Yes	None	
Wyoming	192	20	Yes	384	Yes	96	1		1	Yes	Unlimited	

INSURANCE

UNIONIZATION

STATES	INSURANCE						UNIONIZATION				
	(12)	Hospitalization (12a)	(12b)	(13)	Life Insurance (13a) (13b)		Public Liability (14a) (14b) (14c)			Non-Supv (14d) (15)	(15a)
Alabama	Yes	Wholly	Mandatory	No					X	No	No
Alaska	Yes	Partially	Mandatory	Yes	Wholly	Mandatory	X			Yes	Yes
Arizona	Yes	Partially	Optional	Yes	Partially	Mandatory	X			No	No
Arkansas	Yes	Partially	Optional	No		Optional		X		No	No
California	Yes	Partially	Optional	No		N/A	X			No	Yes
Colorado	Yes	Partially	Optional	Yes	Wholly(5K)	Mandatory				No	No
Connecticut	Yes	Wholly	Optional	Yes	Partially	Optional			X	Yes	Yes
Delaware	Yes	Partially	Optional	Yes	Partially	Optional			X	Yes	
Florida	Yes	Partially	Optional	Yes	Partially	Optional	X			No	Yes
Georgia	Yes	Partially	Optional	Yes	Partially	Mandatory	X			No	No
Hawaii	Yes	Partially	Optional	Yes	Wholly	Optional			X	Yes	Yes
Idaho	Yes	Wholly	Optional	Yes	Wholly				X	No	No
Illinois	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory				Yes	Yes
Indiana	Yes	Partially	Optional	Yes	Partially	Optional				No	Yes
Iowa	Yes	Partially	Optional	Yes	Wholly/Par	Optional	X			No	Yes
Kansas	Yes	Wholly	Optional	Yes	Wholly	Mandatory				No	No
Kentucky	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory				No	No
Louisiana	Yes	Part 40-50%	Optional	Yes							
Maine	Yes	Wholly	Optional	Yes	Wholly	Optional	X			Yes	Yes
Maryland	Yes	Partially	Optional	Yes	Partially	Optional	X			No	No
Massachusetts	Yes	Partially	Optional	Yes	Partially	Optional	X			Yes	Yes
Michigan	Yes	Partially	Optional	Yes	Wholly	Optional				No	Yes
Minnesota	Yes	Partially	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				No	Yes
Nebraska	Yes	Partially	Optional	Yes	Wholly	Optional			X	Yes	Yes
Nevada	Yes	Partially	Mandatory	Yes	Wholly	Partially			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	Optional	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			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					
South Dakota	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	X			No	Yes
Tennessee	Yes	Partial	Optional	Yes	Partial	Optional	X			No	No
Texas	Yes	Wholly	Optional	Yes	Wholly	Optional				No	No
Utah	Yes	Partially	Optional	Yes	Wholly	Optional				No	No
Vermont	Yes	Partially	Optional	Yes	Partially	Optional			X	Yes	Yes
Virginia	Yes	Partially	Optional	Yes	Wholly	Optional				No	No
Washington	Yes	Wholly	Mandatory	Yes	Wholly	Optional		X		Yes	Yes
West Virginia	Yes	Partially	Optional	Yes	Partially	Optional				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		Working Hours				Per Day	Per Wk			
	(16a)	(16b)	(16a)	(16b)		Salary Basis	(18a)	(18b)	(18c)	(18d)	(19)			
						(17)	(18a)	(18b)	(18c)	(18d)	(19)			
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		Yes	Voluntary		Yes	S				7.5	37.5	
Iowa	No	Na	No	Na	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	8	40	
Maryland	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	S	S	8	40	
Massachusetts	Yes	Voluntary					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				8	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	Yes	Joint	Voluntary	Yes	Joint	Yes	Voluntary	Yes	H	H	H	8	40	
New Jersey	Yes	Voluntary	Yes	Mandatory	Yes	Mandatory	Yes	S	S	S	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	8	40	
Oklahoma	No	Yes	Voluntary	No	Yes	Voluntary	Yes	H	H	H	H	8	40	
Oregon	Non	No		Yes	Voluntary	Yes	Voluntary	Yes		S	S	H	8	40
Pennsylvania	Yes	Mandatory	Yes	Mandatory	Yes	Mandatory		Yes	S	S	S	H	7.5	37.5
Rhode Island	Yes	Yes		Yes	Yes		Yes		H	S	H	8	40	
South Carolina														
South Dakota	No	No		Yes	Voluntary		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	S	H	8	40	
West Virginia	No	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				Travel Time (21)	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	Yes
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	Yes
Connecticut	Yes		1-1/2		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Delaware	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Florida	Yes	1 1/2		1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Georgia	Yes	1 1/2	Comp	1 1/2	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hawaii	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Idaho	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	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	Yes/a	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	Comp	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Massachusetts	Yes	1 1/2	1 1/2		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Michigan	Yes	1-1/2	Straight	1-1/2	Yes	Yes	Yes	Yes	Yes	Yes	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	Na	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	No	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													
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	1-1/2	None	1-1/2	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

a/Civil Service
General
Schedule

WORKING CONDITIONS CONT'D

MAINTENANCE RESPONSIBILITY

STATES	Travel Expenses									Signing & Marking Vehicle								
	Meals			Lodging			Moving Expense			Responsibility			Maintenance					
	(26)	(26a)	(26b)	(26c)	(26a)	(26b)	(26c)	(27a)	(27b)	(27c)	(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	No	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					X			
Maine	Yes	X			X	X		X	X		Yes	Yes	Yes	Yes		X		
Maryland	Yes	X			X				X		Yes	Yes	No	Yes	X			
Massachusetts	Yes			X	X					X	Yes	No	Yes	Yes	X			
Michigan	Yes			X	X				X		No	Yes	No	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		No	Yes	Yes	Yes				X
Nebraska	Yes	X				X			X		No	No	No	Yes	X			
Nevada	Yes			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		
Oklahoma	Yes			X			X		X		No	Yes	No	Yes	X			
Oregon	Yes	X		X		X			X		No	Yes	Yes	Yes	X			
Pennsylvania	Yes			X		X			X		No	Yes	Yes	Yes	X			
Rhode Island	Yes			\$18	X					X	Yes	Yes	Yes	Yes	X			
South Carolina																		
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										
Arizona	6479	10841		17320	970		970	400	Yes	4318
Arkansas	2264	31910	600	34774	1749	24	1773	500	No	Yes 1750
California	13649	36634		50283	5500	80	5580	188	Yes	2285 Yes 3590
Colorado	3989	17196			1614.5	68		54	Yes	3800
Connecticut	6000	5000		11000	1254	100	1354	110	Yes	320
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		2375	396		399	120	No	Yes 530
Idaho	2451	9248	383	11699	540	15	555	300	No	Yes 1947
Illinois	8172	31868	2008	42048	2419	447	2866	389	Yes	3036 Yes 1805
Indiana	4800	25355		30155	1823	164	1987	19 Ln/Em	No	N/A Yes 1675
Iowa	3850	21296	NA	25146	1494	113	1607	181	No	
Kansas	3238	19212		22450	1391	45	1436	212	No	No
Kentucky	5558	25516	29105	60179	2429	38	2467	431	Yes	4299
Louisiana										
Maine	1168	7030	7403	15601	1212	20	1232	220	No	Yes 2300
Maryland	3494	14840	120	18455	253		253	99		692
Massachusetts					515			300	Yes	Yes 600
Michigan				26000	650	80	730	N/A	Yes	
Minnesota	4500	63500	198400	266400	2073	202	2275	424		3204
Mississippi	3227	22261		25488	1108		1108	302	No	Yes 4234
Missouri	6364	64291		70655	3429	278		178	Yes	N/A Yes 3860
Montana	5060	11935	2542	19447	630	200	330	147		
Nebraska	1967	20188		22155	881	80	961	246	No	No
Nevada	2180	7920	2400	12500	420	50	470	200		
New Hampshire	856	7809		8665	833	48	881	93	No	Yes
New Jersey	2610	5552	N/A	8162	1283	100	1383	162	Yes	Yes
New Mexico	3996	3522	4572	12090	970	29	1019	290	No	Yes 4050
New York	9800	32400		42200	4990	750	5065	190	No	Y 700
North Carolina	3268	144074	16905	164247	5236	1032	6268	366	No	
North Dakota	2284	14352	137966	154602	369	24	394	1982	No	No
Ohio	12744	30151	None	42895	2800	250	3250	487	No	No
Oklahoma	2838	22237	3540	28605	1203	14	1217	318	No	Yes 3573
Oregon	3211	14908	2341	20460	1478	118	1596	240.7	No	Yes 1462
Pennsylvania	8977	81918		90895	5882	205	6087	609	No	Yes 609
Rhode Island					244	40	284			Yes
South Carolina										
South Dakota	3165	14580	609	18355	480	66	546	255	Yes	2622
Tennessee	4999	27789		32788	1651		1651	345	Yes	8197
Texas	23516	159785		183306	6422	230	6652	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		17588	1380	132	1512	363	Yes	1000
West Virginia	2244	67416	6158	75818	2715	194	2909	1233	No	
Wisconsin	N/A	N/A	N/A	30000	340	100	440	400	No	Yes 600
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																	
Arizona			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	13%
Arkansas	No	6800	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	1%
California	Yes	3590	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	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	Yes	2337	Yes	No	No	No	No	Yes	Yes	Yes		Yes		Yes	Yes	25%	
Illinois	Yes	3009	Yes	Yes	No	No	No	Yes	Yes	Yes	No	Yes	No	Yes	Yes	20%	
Indiana	Yes	2113	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	No	Yes	30%
Iowa			No	Yes	Na				Yes	Yes	Yes	Yes		Yes	Yes	6%	
Kansas	Yes	4072	Yes	Yes	Yes	No	No	No	No	Some	No	Some	No	Yes	Yes	40%	
Kentucky			Yes						Yes						Yes	18%	
Louisiana			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes					Yes		
Maine	Yes	2650	Yes	Yes	Yes	Yes	Yes	Yes	Yes		No	No	No	Yes	Yes	19%	
Maryland		2275	Yes	Yes	Yes	Yes	Yes	Yes		No	No	No	No		Yes	30%	
Massachusetts	Yes	1800	No						No						Yes	25%	
Michigan	No	NO	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	66%	
Minnesota	No	2621	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	11.6	
Mississippi	Yes	4234	No	Yes					Yes	Yes	Yes			Yes	Yes	30%	
Missouri	Yes	7719	No	Yes	N/A									Yes	Yes	5%	
Montana	No	1467	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes	10–15
Nebraska	No		Yes	Yes	No	Yes	Yes	No	Yes	No	No	Yes	No	Yes	No	Yes	6%
Nevada	Yes	2000	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes		Yes	Yes	35%	
New Hampshire	Yes	1733	Yes	Yes	Yes	No	Yes		No						Yes	10%	
New Jersey	No		Yes	Yes	Yes	Yes	Yes	Yes	Yes	No					Yes	60%	
New Mexico	Yes	8050	Yes	Yes	Yes	Yes	Yes	Yes	Yes				No	Yes	No	No	0
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	Yes	No	Yes	No	Yes	No	Yes	22%
North Dakota	No		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	40%
Ohio	No		Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	No	No	No	
Oklahoma	Yes	3573	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes	No	No	Yes	7.5
Oregon	Yes	4092	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	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																	
South Dakota			Yes	Yes	Yes	No	No	Yes	No	Yes		Yes		Yes	Yes	30%	
Tennessee			No	Yes					Yes			Yes			Yes	30%	
Texas	Yes	7500	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes	No	Yes	45%
Utah	Yes	2570	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes		Yes	Yes	25%	
Vermont	Yes	1992	No	Yes					Yes			Yes			Yes	No	
Virginia	Yes		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	Yes	10%
West Virginia			Yes	Yes	Yes	Yes	No	Yes	Yes			Yes	Yes	Yes	No		
Wisconsin	Yes	600	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No					Yes	90%	
Wyoming	Yes	265	Yes					Yes							Yes	33%	