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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  
Pennsylvania Department of Transportation  
AASHTO Subcommittee on Maintenance

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## **INTRODUCTION**

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This report was sponsored by the TRB Committee on Maintenance and Operations Personnel and prepared by the Pennsylvania Department of Transportation in cooperation with the AASHTO Subcommittee on Maintenance. This report is the 50th 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. 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).
- The Western States (Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, and Wyoming).

## **SALARY COMPARISONS**

The monthly salary statistics for this report indicate small changes in long-term (1977-1996) and short-term (1995-1996) percentages. The changes for 1995 to 1996 ranged from -0.6 percent to +6.1 percent. The -0.6 percent figure is for Traffic Signal and Lighting Supervisor (#28) and the +6.1 percent figure is for Sign Shop Supervisor (#27).

To give a further breakdown of average monthly salaries, the table on the following page provides a cross-section of eight positions in the four regions of the United States.

## **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 Lotus 123™, from the Roadway Management Division of the Pennsylvania Department of Transportation (717) 787-9847.

## 1996 Average Maximum Monthly Salary (\$)

State Class Titles	U.S. Regions				
	North Atlantic	South-Eastern	Mississippi Valley	Western	All
State Maintenance Engineer	6,576	6,239	6,371	5,990	6,276
District Engineer	6,163	6,243	6,145	6,450	6,264
Area Supervisor	3,324	3,217	3,899	3,731	3,547
Laborer	1,984	1,620	2,110	2,105	1,941
Mechanic	2,504	2,496	2,602	2,774	2,604
Equipment Operator II	2,267	2,027	2,344	2,348	2,246
Traffic Signing and Lighting Supervisor	3,022	2,933	3,248	3,526	3,217
Traffic Signing and Lighting Technician	2,818	2,614	2,901	3,012	2,863

## **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 to providing 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 works 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 1996**

STATES	(1) STATE MAINTENANCE ENGINEER			(2) ASSISTANT STATE MAINTENANCE ENGINEER				
		#	MIN	MAX		#	MIN	MAX
Alabama	State Mtce Engr	1	4496	4846	Asst State Mtce Engr	5	3333	5082
Alaska	N/A				N/A			
Arizona	State Engr Maint	1	3888	5972	N/A			
Arkansas	State Mtce Engr	1		6440	Asst State Mtce Engr	1	5230	5852
California	Program Mgr - Mtce	1	6698	7384	Chief, Ofc of Hwy Mtce	1	5408	5963
Colorado	Same As #35				Staff Mtce Supv	1	4640	6218
Connecticut	Trns Mtce Admnstr	1	5673	8004	Trns Mtce Dir	1	5245	7400
Delaware								
Florida	State Mtce Engr	1	3553	6972	Eng, Arch, & Svy Level VI	1	3902	7050
Georgia	State Mtce Engr	1	3484	6392	Asst St Mtce Engr	1	2934	5376
Hawaii	Chief-Hwys Div	1	4938	6758	Asst Chief Const & Mtce	1	4702	6437
Idaho	State Mtce Engr	1	4328	6364	Asst Mtce Engr	1	3683	5416
Illinois	State Mtce Oper Engr	1	4540	7390	Section Chief	3	3915	6470
Indiana	Same As #35				Asst. Dep Comm. Oper	1	3681	5707
Iowa	Mtce Div Director	1	5562	7033	Dep Mtce Div Director	1	4836	6113
Kansas	Chf,Bur Const/Mtce	1	4567	6431	A-Chf,Bur Const/Mtce	1	3947	5551
Kentucky	Engr Dir, Div Oper	1	3258	5704	Engr Br Mgr Div Oper	3	2955	5714
Louisiana	Mtce Engr Administrator	1	4440	6927				
Maine	Dir Bur Mtce Opers	1	4045	5657	Hwy Mtce Engineer	1	3236	4518
Maryland	Dep Chief Engr Mtce	1	5472	6730	Hwy Supv Engr II	1	3320	4361
Massachusetts		1	4054	5370	Civil Engr VI	1	4051	5213
Michigan	Eng Of Mtc - Lte XIII	1	4721	6309				
Minnesota	State Mtce Engineer	1	4768	6762				
Mississippi	Mtce Engr	1	4035	6044	Asst Mtce Engr	1	3653	5470
Missouri	Div Engr Mtce & Traf	1	5421	6673	Asst Div Engr Mtce	1	3807	5771
Montana	Maint Engr	1	3555	5201				
Nebraska	Hwy Mtce Mgr	1	3823	5352	Hwy Mtce Oper Mgr	1	3308	4631
Nevada	Chief Mtce Engr	1	4014	5518	Asst Chief Mtce Engr	1	3673	5034
New Hampshire	State Mtce Engineer	1	3952	4755	Asst Mtce Engineer	1	3445	4110
New Jersey	Asst Commissioner for Oper	1	7041	7041				
New Mexico	Highway Engineer 4	1	3457	4873	Highway Engineer 3	1	3258	4593
New York	Dir Hwy Mtce	1	7292	9043	Asst Dir Hwy Mtce	2	5368	6787
North Carolina	State Road Maint. Engr.	1	4084	6549	Asst. State Road Mtce Engr	1	3732	5962
North Dakota	Dir, Mtce & Procure	1	3219	5038	Asst Dir Mtce & Procure	0	2790	4380
Ohio	Deputy Dir 6	1	6225	6711	Trans Engr 6	1	4648	6142
Oklahoma	State Mtce Engr	1	4027	5334	Asst State Mtce Engr	1	3755	4971
Oregon	Operations Mgr	1	3365	4742	Field Operations Engr	1	3365	4742
Pennsylvania	Dir, Bur Of Mtce & Oper	1	4600	6318	Sr Civil Engr Mgr	1	3531	5368
Rhode Island	Admn, Hwy & Brdg Mtce Op	1	5497	6226	Managing Engr	1	4525	5254
South Carolina	State Mtce Engr	1	4139	7657	Asst Director Mtce	2	3401	6293
South Dakota	Tech Admin	1	3595	5394				
Tennessee	Transp Dir	1	3246	5202	Transp Mgr 2	1	2972	4763
Texas	Dir Const & Mtce Div	1	6241	6587	Dep Dir Const & Mtce Div	1	4767	5027
Utah	Engr Mtce	1	4063	6437				
Vermont	Mtce Mgmt Engr	1	4158	6618	Civil Engr Executive B	1	3396	5415
Virginia	Division Admin Trans	1	3898	5951	Asst Div Admin Trans	2	3261	4980
Washington	Chief Mtce Engr	1	5807	6898	Asst Maint Engr	1	4657	5663
West Virginia	Chief Engr Mtce	1	2476	5651	Dir Mtce Div	1	3248	5281
Wisconsin	Hwy Prag Mgr 2	1	4362	7655	Civil Eng Trans Mgr1	2	4002	6442
Wyoming	St Const & Mtce Engr	1	3583	5799				
1996 Average				6276				5526
1995 Average				6172				5388
1977 Average				2624				2556
% Increase 1977 - 1996				139.2%				116.2%
% Increase 1995 - 1996				1.7%				2.6%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

STATES	(3) DISTRICT ENGINEER			(4) DISTRICT MAINTENANCE ENGINEER				
		#	MIN	MAX		#	MIN	MAX
Alabama	Division Engineer	9	4496	5082	Division Mtce Engr	9	3333	5082
Alaska	Reg Director	3	5729	6825	Eng IV/Div Director	1/2	5539	6584
Arizona	District Engineer	10	3888	5972	Dist Maint Engr	9	3237	4987
Arkansas	Dist Engr	10		6203	Dist Mtce Eng	3	5230	5852
California	District Director	12	6090	7747	Dep Dist Dir Mtec	12	5408	6553
Colorado	Regional Trans Director	6	5116	6816	Hwy Mtce Supt II	8	3818	5116
Connecticut	Trns Mtce Dir	4	4849	6842	Trns Mtce Mgr	11	4311	6082
Delaware	District Engr	3	4519	7212	Civil Eng Prog Mgr II	3	3947	6299
Florida	District Secretary	8	4335	8584	Dist Mtce Engr	8	3553	6972
Georgia	District Engr	7	3484	6392	Dist Mtce Engr	7	2700	4944
Hawaii	Dist Engr	4	4702	6437	Dist Mt Eng/C&M Supt 6	1	3049	4695
Idaho	District Engineer	6	4328	6364	Dist Mtce Engr	6	3683	5416
Illinois	District Engr	9	4540	7390				
Indiana	Dist Director	6	3341	5200	Operations Engr.	6	2884	4396
Iowa	Transp Ctr Engr	6	3922	4836	Transp Mtce Engr	6	3728	4718
Kansas	Dist Engr	6	4351	6126	Dist Mtce Engr	6	3947	5551
Kentucky	Chf District Engr	12	3264	6278	Engr Br Mgr - Oper	12	2955	5714
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	3320	4710	Hwy Spv Eng III/Asst Dist Eng Mtc	7	3320	4710
Massachusetts	Dist Hwy Dir	5	4388	5812	Civil Engr VI	5	4051	5213
Michigan	Dist Eng - Lte XIII	9	4721	6309	Dist Oper Engr Lte X	5	3650	5003
Minnesota	District Engineer	7	4768	6762	Dist Mtce Engineer	13	4400	6299
Mississippi	Dist Engr	6	4458	6677	Dist Mtce Engr	6	3176	5152
Missouri	District Engineer	10	5283	6503	Dist Mtce & Traf Engr	10	3448	5226
Montana	District Administrator	5	3908	5742	Chief Field Maintenance	11	2952	4284
Nebraska	Hwy Dist Engr	8	3823	5753	Hwy Dist Mtce Supt	8	3077	4308
Nevada		3	4391	6052		3	4014	5518
New Hampshire	Highway Dist Engr	6	3772	4540				
New Jersey	Executive Director	3	6631	7041	Manager 1 C&M	3	4937	6912
New Mexico	Highway Engineer 5	6	3959	5581	Highway Engineer 4	6	3457	4873
New York	Reg Dir Of Transp	11	7292	9043	Trans Mtce Engr III	11	5368	6787
North Carolina	Division Engineer	14	4281	6871	Div Mtce Engr	14	3732	5962
North Dakota	District Engineer	8	3219	5038	Hwy Mtce Coord.	4	2661	4180
Ohio	Deputy Dir 5	12	4161	6142	Trans Engr 5	55	4216	5397
Oklahoma	Field Div Engineer	8	4217	5591	Asst Div Engr, Mtce	8	3755	4971
Oregon	Region Engr	5	4098	5765				
Pennsylvania	Hwy Dist Engr	11	5251	6670	Asst Dist Engr Mtce	11	4030	5961
Rhode Island	Chief Civil Engr	7	4064	4609	Supv Civil Engr	1	3662	4148
South Carolina	District Engr Admin	7	3826	6263	Dist Mtce Engineer	7	3271	5172
South Dakota	Administrator	4	3933	5898	Oper Engr	4	3595	5394
Tennessee	Transp Regional Dir	4	3392	5434	Operations Spec Supv 2	4	2844	4558
Texas	Dist Engr	25	5027	6934	Dir of Mtce	15	3430	5027
Utah	Region Director	4	4290	7508	Region Ops Engr	4	3849	6103
Vermont					District Transp Administrator	9	3396	5415
Virginia	Transp Dist Admin	9	4261	6505	Trans Asst Dist Engr	18	3565	5444
Washington	Regional Admin	6	5663	7614	Regional Oper Engr	7	4900	5949
West Virginia	Hwy Dist Engr	10	2836	4612	Asst Dist Engr Mtce	10	2836	4612
Wisconsin	Civil Engr Trans Mgr2	8	4363	7655	Civil Engr Trans Mgr I	8	4002	6442
Wyoming	Dist Engr	5	3583	5799	Dist Mtce Engr	5	3090	4974
1996 Average				6264				5382
1995 Average				6080				5272
1977 Average				2564				2175
% Increase 1977-1996				144.3%				147.4%
% Increase 1995-1996				3.0%				2.1%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

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	2/10	4093	4849	Tms II	10	4093	4849
Arizona	N/A				N/A			
Arkansas	Asst Mtce Eng	8	3824	4940				
California	N/A				Ct Mtce Mgr I-II	44	4045	5384
Colorado	Hwy Mtce Supt I	5	3298	4419				
Connecticut	Same As #4				Trans General Supv	63	2871	3574
Delaware								
Florida	Eng, Arch, & Svy Level VI	8	3902	7050	Eng, Arch, & Svy Level VI	26	3902	7050
Georgia	Asst Dist Mtce Engr	7	2473	4524	Asst Area Engr	42	2276	4160
Hawaii	Const & Mtce Supt 6	1	3049	4695				
Idaho	Trans Staff Engr Asst	7	2692	3959				
Illinois					Dist Field Engr	36	3600	5990
Indiana					Subdistrict Manager	37	2312	3447
Iowa	Exec Officer	6	2761	3707	Area/Staff Mtce Engr	23	3319	4199
Kansas					Area/Metro Engr	28	3578	5551
Kentucky	Dist Mtce Engr	38	2684	4692	Dist Mtce Engr	38	2684	4692
Louisiana	Dist Mtce Engr	9	2958	4615				
Maine	Asst Division Engr	7	2988	4168				
Maryland	N/A				Hwy Spv Eng I/Res Mtce Eng	27	2847	4038
Massachusetts	Civil Engr V	5	3757	4818	Contract Spec III	10	2374	3135
Michigan	Dist Mtce Engr Lte IX	4	3416	4621				
Minnesota								
Mississippi	Asst Dist Mtce Engr	5	2153	4757	Resident Engr	18	3176	4757
Missouri	Dist Mtce Engr	20	3249	4925	Resident Engr	41	3062	4640
Montana								
Nebraska								
Nevada					Mtce Superintendent	7	3080	4198
New Hampshire	Asst Dist Engineer	6	3154	3762	Mtce Supervisor	6	2530	3019
New Jersey	Region Mtce Supv	4	3030	4242				
New Mexico								
New York	Civ Eng II/ Mtce Eng I	11	4363	5529	Trans Mtce Engr II	76	4848	6414
North Carolina	Dist Engr	39	3256	5184	County Mtce Engr	77	2973	4726
North Dakota								
Ohio	Trans Engr 4	178	3827	5016	Trans Engr 3	56	3482	4558
Oklahoma	Area Manager	16	3348	4425	No Comp Class			
Oregon					District Mgr	16	3365	4742
Pennsylvania	Sr Civil Engr Mgr	11	3531	5368	Hwy Mtce Mgr 3, 4	57	3093	5368
Rhode Island	Prin Civil Engr	25	3399	3851	Sr Civil Engr	29	3146	3563
South Carolina	Asst Dist Mtce Engr	6	2908	5172	Resident Mtce Engr	47	2908	5172
South Dakota								
Tennessee	Operations Spec Supv 3	12	2706	4363	Hwy Mtce Supt 2	25	2314	3658
Texas	Dist Mtce Engr I-III	7	2816	4594	N/A			
Utah								
Vermont								
Virginia					Trans Resident Engr	45	3261	4980
Washington								
West Virginia	Included In #4				Ofce Plan/Desn Engr	10	2836	4612
Wisconsin	Civil Engr Tr Supv 1 & 2	21	3716	5800				
Wyoming								
1996 Average				4734				4629
1995 Average				4644				4454
1977 Average				1931				1700
% Increase 1977-1996				145.1%				172.3%
% Increase 1995-1996				1.9%				3.9%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

STATES	(7) AREA SUPERVISOR				(8) GANG SUPERVISOR			
		#	MIN	MAX		#	MIN	MAX
Alabama	Hwy Mtce Supt	41	1519	2311				
Alaska	Tms I	3	3582	4246	Trans Mtce Leader II/III	24/19	3619	4581
Arizona	Mtce Supvr	9	2460	3810	Mtce Supervisor	66	2205	3424
Arkansas	Area Mtce Supv	82	3297	4361	Job Supt	31	3297	4361
California	Ct Mtce Area Supt	152	3684	4441	Ct Mtce Supv	438	2789	3357
Colorado	Hwy Mtce Supv II	30	2849	3818	Hwy Mtce Supv I	41	2461	3298
Connecticut	Same As #6				Tr Mtce Crew Leader	138	2429	2974
Delaware	Dist Maint Supt	2	2814	4221	Area Supv	37	2007	3687
Florida					Op & Mtce Sup Trd Lvl V	93	1085	4398
Georgia					Hwy Mtce Frmn II	293	1643	2963
Hawaii					Hwy Const & Mtce Supv	10	2740	2876
Idaho					Area Foreman	55	2281	3354
Illinois								
Indiana					Unit Foreman	128	1536	1991
Iowa	Area Mtce Mgr	12	3319	4199	Hwy Mtce Supv 3	1	2886	3646
Kansas	Dist & Area Supt	35	2422	3410	Dist/Area/Sub - Area Supv	158	2094	2943
Kentucky					Cty & Dist Crw Frmn	305	1427	3175
Louisiana	Parish Hwy Mtce Supt	64	1722	2687	Hwy Foreman	127	1406	2194
Maine	Hwy District Supv	26	2402	3291	Hwy Crew Supv	113	2002	2964
Maryland	Asst Res Mtce Eng	26	2446	3213	Hwy Tech Supv	159	1708	2219
Massachusetts	Hwy Mtce Foreman III	14	2316	3019	Hwy Repair Foreman	51	1963	2549
Michigan	Trans Mtce Supvr VIII	12	3031	4079	Tras Mtce Supv VI	42	2525	3296
Minnesota	Hwy Mtce Supt	17	3068	4574	Hwy Mtce Supv I	69	2645	3802
Mississippi	Area Supt	28	2195	3207	County Supv	119	1798	2694
Missouri	Mtce Area Supv	102	2563	3807	Special Mtce Supv	42	2277	3314
Montana	Mtce Supt	16	2467	3551	Field Supv B	23	2370	2495
Nebraska	Hwy Mtce Supt	30	2663	3728	Hwy Mtce Supv	92	1994	2791
Nevada	Supervisor II	14	2709	3673	Supervisor I	70	2489	3361
New Hampshire	Mtce Supv	14	2376	2813	Hwy Const Foreman	19	1934	2813
New Jersey	Area Supv High Maint.	16	2617	3665	Crew Sup Hwy Mtce/Const/Brdg	79	2374	3323
New Mexico	Hwy Maint Area Supt	19	2403	3389	Hwy Maint Supv 3	19	2123	2993
New York	Hwy Mtce Supv II	180	2492	3154	Bridge Rpr Supv I & II	134	2352	3321
North Carolina	Road Mtce Supv	159	2197	3432	Mtce Crew Ldr III	100	1862	2861
North Dakota	Hwy Mtce Supt	7	2306	3636	Hwy Mtce Foreman	4	1738	2752
Ohio	Hwy Mtce Supt 3	20	2874	3758	Hwy Mtce Wkr Supv	59	2217	2699
Oklahoma	Transp Mtce Supt	90	2218	2925	Sr Trans Mtce Wkr	207	1420	1856
Oregon	Area Mtce Mgr	7	2278	3206	Section Frmn	37	2065	2773
Pennsylvania	Hwy Mtce Mgr 1, 2	183	2376	4120	Hwy Foreman 2, 3	651	1839	3163
Rhode Island	Hwy Mtce Supv	7	2420	2790	Road Mtce Supv	18	2028	2132
South Carolina	Res Mtce Frmn	28	2042	3493	Sr Hwy Mtce Frmn	210	1678	2871
South Dakota					Hwy Maint Supv	25	1900	2849
Tennessee	Hwy Mtce Supt 1	32	1717	2756	Hwy Mtce Supv 1	123	1580	2496
Texas	Mtce Sec Supv I - III	268	2389	3544	Asst Mtce Sec Supv I - III	320	1961	2816
Utah	Mtce Area Supv	16	2362	3745	Hwy Op Supv & Sta Supv	89	2120	3361
Vermont	Area Maintenance Supv	49	1870	2955				
Virginia	Trans Mtce Supt	253	2089	3190	Trans Maint Supr	281	1748	2669
Washington	Mtce Supt	27	3815	5057	Mtce Supv.	67	2508	3210
West Virginia	County Mtce Supt	54	1887	3517	Trans Crew Supv Mtc	52	1534	2501
Wisconsin					Eng Spec Trans Sr	16	2730	4936
Wyoming	Mtce Crew Supv	31	2074	3103	Mtce Crew Leader	39	1788	2637
1996 Average				3547				3058
1995 Average				3433				2953
1977 Average				1412				1213
% Increase 1977 - 1996				151.2%				152.1%
% Increase 1995 - 1996				3.3%				3.6%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

STATES	SECTION SUPERVISOR	(9)			(10)			
		#	MIN	MAX	LABORER	#	MIN	MAX
Alabama					Laborer	130	951	1279
Alaska	Tml I	54	3337	4218	Laborer	20	2342	2922
Arizona	Hwy Mtce Tech	655	1455	2724	N/A			
Arkansas	Crew Leader	134	2591	3559	Gen Laborer	99	1341	1984
California	Ct Hwy/Lndscp Mtce Wkr	674	2664	3059	Ct Hwy Mtce/Lndscp Wkr	518	2239	2431
Colorado	Hwy Mtce Worker II	295	2126	2849	Hwy Mtce Worker I	902	1929	2584
Connecticut	Same As #8				Dot Maint I	177	2189	2865
Delaware	Equip Operator IV	26	1753	2629				
Florida	Op & Mtce Sup Trd Lvl III		1250	3176	Op & Mtce Sup Trd Lvl I		914	2002
Georgia		168	1375	2199	Mtce Worker	210	1158	1891
Hawaii	Hwy Mtce Supv	10	2221	2484	Gen Laborer	105	1679	1834
Idaho	Leadworker	88	1863	2742	Trans Tech	278	1667	2451
Illinois	Hwy Mtce Lead Wrker	295	3414	3414	Hwy Maintainer	2175	3285	3285
Indiana	Crew Leader	314	1365	1762	Hwy Mtce Worker	1143	1307	1686
Iowa								
Kansas								
Kentucky	Crew Foreman	183	1427	2745	Hwy Laborer	43	926	1782
Louisiana	Dist Mtce Spec				Laborer	4	715	1116
Maine	N/A				Hwy Worker I	153	1308	1681
Maryland	Hwy Tech III	305	1681	2067	Hwy Tech I, II	465	1305	1808
Massachusetts	Hwy Mtce Foreman I	28	1894	2375	Laborer	4	1596	1966
Michigan	Trans Mtce Wkr 9	112	2205	2704				
Minnesota	Int. Hwy. Mtce. Supv.		2633	3216	Laborer	190	1702	2149
Mississippi	Included In #17				Gen Serv Emp II	72	758	1137
Missouri	Hwy Mtce Supv	267	2188	3185	Maintenance Worker	1348	1593	2232
Montana	Field Supv A	95	2304	2425	Laborer	10	1909	2009
Nebraska	Hwy Mtce Crew Chief	118	1605	2225				
Nevada	Mtce Wkr IV	35	2291	3080	Mtce Wkr I	16	1732	2291
New Hampshire	Hwy Patrol Foreman	93	1934	2281	Hwy Maintainer I	279	1332	1498
New Jersey	Asst Crw Sup Hwy Const/Mtce	92	2153	3016	Mtce Worker I,II	214	1386	2139
New Mexico	Hwy Maint Supv 1	67	1877	2646	Laborer	33	938	1322
New York	Hwy Mtce Supv I	500	1977	2426				
North Carolina	Mtce Crew Ld II	525	1719	2625	Hwy Mtce Worker	1205	1272	1807
North Dakota	Section Supvr	85	1580	2520	Mtce Worker	1	1172	1850
Ohio	Hwy Mtce Wkr 4	346	2100	2486	Hwy Mtce Wkr 1	57	1859	2048
Oklahoma	Included In #8				No Comp Class			
Oregon	Hwy Mtce Asst Supv	94	1704	2261	Trades/Mtce Wkr 1&2, Lbr 2	16	1381	2261
Pennsylvania					Hwy Mtce Wkr	103	1282	1878
Rhode Island	Included in Title #8				Laborer	9	1695	1754
South Carolina	Hwy Mtce Frmn	78	1435	2360	Hwy Mtce Wkr I	156	969	1593
South Dakota	Hwy Maint Supv	79	1900	2849	Hwy Mtce Wkr	120	1234	1851
Tennessee	Hwy Mtce Worker 2	438	1131	1822	Hwy Mtce Wkr 1	1309	946	1555
Texas	Roadway Mtce Crew Chf	311	1836	2312	Roadway Mtce Tech I	274	1122	1377
Utah								
Vermont	Sr Maintenance Worker	69	1591	2517	Mtce Worker	249	1437	2267
Virginia	Trans Crew Leader	326	1599	2441	Trans Mtce Worker	19	1024	1564
Washington	Mtce Lead Tech	172	2508	2905				
West Virginia	Mtce Crw Chf/Brdge Crw Ldr	230	1417	2501	Tw1 Laborer	101	1160	1889
Wisconsin	Eng Tech Trans 4	21	2080	2968				
Wyoming	Hvy Equip Oper	79	1616	2371	Hwy Worker	30	1171	1676
1996 Average				2670				1941
1995 Average				2618				1914
1977 Average				1074				774
% Increase 1977 - 1996				148.6%				150.8%
% Increase 1995 - 1996				2.0%				1.4%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

STATES	(11) SKILLED CRAFTSMAN			(12) SHOP SUPERINTENDENT				
		#	MIN	MAX		#	MIN	MAX
Alabama	Skilled Craftsman	19	1411	2252	Equip Mtce Supt	8	2673	4071
Alaska	Maint Worker II	53	2925	3721	Auto Shop Frmn	8	3526	4460
Arizona	Bldg Mtce Specialist	17	1742	2724	Region Equip Mgr	4	1742	2724
Arkansas	Brg Rep/Welder	98	2177	3042	Equip Mtce Supv	9	3297	4361
California	Ss Pr/Series, Pb, Cp, Ssw	107	2984	4337	Hwy Equip Supt I-III	25	3684	5369
Colorado	Mtce Mech I	7	2081	2788	Heavy Equip Shop Supv II	8	2927	3922
Connecticut	Qualified Craft Wrkr	51	2629	3402	Trns Gen Supv-Repair	5	3922	4886
Delaware	Elec, Carpenter, Et Al	5	1753	2629	Auto Supv II	5	2297	3446
Florida	Op & Mtce Sup Trd Lvl III		1250	3176	Op & Mtce Sup Trd Lvl V	33	1086	4398
Georgia	Gen Trd Craft, Skill	45	1529	2726	Mtce Shop Mgr	8	2178	3999
Hawaii	Weld, Elec, Carp, Plum	39	2243	2565	Auto Mech Supv I/II	4	2740	3063
Idaho	Utility Craftsman	15	1863	2742	Shop Superintendent	6	2473	3638
Illinois								
Indiana								
Iowa								
Kansas	Welder/Refrig/AC Tech	12	1721	2543	Dist Shop Supt	6	2422	3410
Kentucky	Carpenter/Welder	23	1233	2607	Dist Equip Supv	12	1820	3500
Louisiana					Mobile Equip Shp Supt	10	1609	2511
Maine	Machinists & Other Trades	16	1837	2439	Equip Superintendent	7	2513	3451
Maryland					Admin Officer II	7	2273	2983
Massachusetts	Laborer II	145	1658	2052	Motor Equip Mech IV	8	2185	2861
Michigan					Auto Mechanic VI	6	2525	3296
Minnesota	Crpnter, Elect, Plumber	21	2607	3189	Hwy Equip Supv	2	2955	4407
Mississippi	Fac Mtce Rep II	14	1548	2320	Equip Mtce Supt	6	2195	3289
Missouri					Dist Equip Supv	9	3062	4640
Montana	Carpenter, Painter	15	2238	2356	Div Shop Supt	11	2772	2772
Nebraska					Hwy Mech Dist Supt	9	2663	3728
Nevada	Skilled Craftsman	12	2291	3217	Equip Mech Supv II	1	3080	4198
New Hampshire	Asst Hwy Patrol Frmn	98	1718	2011	Supt Of Equip	1	2482	2935
New Jersey	Crpnter, Elec, Plumr, Mason	17	2048	2867	Reg Equip Supvr	3	2886	4041
New Mexico	Carpenter 2	6	1430	2015	Veh Ctr Supv 2	7	1877	2646
New York	Sgn Pntr/Brdg Rpr Mech	435	2093	2693	Trans Mtce Equip Mgr	10	3930	4980
North Carolina	Mtce Mechanic III	14	1719	2625	Equip Supt	14	2603	4114
North Dakota					MV Shop Frm II	8	1910	3026
Ohio	Carpenter 2	9	2100	2486	Equip Mtce Supt 3	5	2872	3756
Oklahoma	Mtce Rep Tech, Et Al	8	1487	1918	Auto Shop Supt	8	2119	2794
Oregon	Crpnter, Elect, Mach, Plasterer	27	2160	2605	Shop Supv	4	2511	3536
Pennsylvania	Welder, Plmbr, Pntr, Crpnr, Ms	152	1627	2428	Hwy Equip Mgr 2	68	2710	4120
Rhode Island	Carpenter/Mason/Plumber	9	1900	1985	Auto Serv Supv	1	2028	2132
South Carolina	Skilled Trades Wrkr	26	1552	2871				
South Dakota					Equip Shop Frm	4	1900	2849
Tennessee	Mtce Crpnter 1&2	10	1234	1976	Equip Mtce Supv 2	4	1790	2871
Texas	Bldg Mtce/Elect	63	1421	2638	Dist Equip Supt I-III	20	2549	3544
Utah	Journey Mtce Spec	5	1953	2706	Equip Operations Mgr	1	2866	4654
Vermont	Bridge Mtce Mech	19	1591	2517	Central Garage Supt	1	2813	4469
Virginia	Carpenter	19	1599	2441	Bldg & Grnds Supt B	5	2496	3898
Washington	Mtce Spec Trans	34	2393	2766	Equip Supt	6	3815	4647
West Virginia	Tw Craftsman 1-3	465	1160	2219	Included In #13			
Wisconsin	Electrician	24	4200		Eng Tech Trans 3	5	1923	2726
Wyoming					Dist Equip Supv	5	2502	3961
1996 Average				2647				3668
1995 Average				2597				3611
1977 Average				1001				1550
% Increase 1977-1996				164.5%				136.7%
% Increase 1995-1996				1.9%				1.6%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

STATES	(13) GARAGE OR SHOP SUPERVISOR			(14) MECHANIC							
	#	MIN	MAX	#	MIN	MAX					
Alabama				Equip Repair Supv	8	1597	2426	Automech & Body Rep	29	1411	2252
Alaska				Auto Shop Foreman I	4	3337	4218	Mech,Hvy Duty Mech	26/107	3022	3844
Arizona				Shop Foreman	16	2205	3424	Equip Repair Tech	88	1881	2933
Arkansas				Shop Supv	8	3052	4075	Mechanic	14	1798	2587
California				Hwy Mech Supv I	46	3200	3513	Hvy Equip Mech Ct	413	2916	3513
Colorado				Heavy Equip Shop Supv I	7	2529	3388	Heavy Equip Mech	84	2185	2927
Connecticut				Trns Garage Supv	14	3265	4271	Same As #17 & 18			
Delaware				Auto Supv I	1	2007	3010	Auto Mech II, III	55	1531	2629
Florida				Op & Mtce Sup Lvl V	33	1086	4398	Op & Mtce Sup Trd Lvl III		1250	3176
Georgia				Mech Shop Supv/Frmn	15	1784	3519	Mech,Mech Sr	153	1529	2963
Hawaii				Auto Mech II	2	2470	2470	Auto Mech I	16	2329	2329
Idaho				Shop Foreman	4	2281	3354	Mechanic	49	1863	2742
Illinois								Automotive Mechanic	25	3099	3128
Indiana				Shop Foreman	39	1805	2347	Equip Mechanic II	104	1536	1991
Iowa				Hwy Mtce Supr 2/3	101	2626	3646	Auto Mechanic	126	2121	2307
Kansas				Equip Mech II & III	32	1993	3092	Equip Mech I & II	81	1808	2804
Kentucky				Garage Supr	17	1651	3175	Auto&Diesel Mechanic	125	1233	2371
Louisiana				Mobile Equip Shop Frm	12	1504	2347	Mobile Equip Mtce Mech	5	1073	1674
Maine				Auto Mech Foreman	12	2166	2899	Auto Mechanic I & II	117	1771	2439
Maryland				Trns Hvy Eq Shop Chief	28	2115	2769	Trns Hvy Eq Mech I/II/III	106	1403	2387
Massachusetts				Motor Equip Mech III	2	2073	2691	Motor Equip Mech II	15	1973	2541
Michigan				Auto Mech 10	2	2274	2958	Auto Mech E9	59	2205	2704
Minnesota				Hvy Equip Mech Supv	15	2850	4253	Hvy Equip Mech	115	2680	3090
Mississippi				Equip Rep Supv	13	1948	2918	Equip Mech Master	53	1652	2475
Missouri				Chief Shop Mechanic	10	2563	3807	Shop Mechanic	52	2103	3002
Montana				Working Shop Foreman	13	2304	2425	Mech/Mach	55	2238	2356
Nebraska								Auto/Diesel Mech	112	1855	2572
Nevada				Equip Mech Supv I	8	2827	3840	Hvy Equip Mech I-II	68	2388	3217
New Hampshire				Garage/Shop Foreman	13	2191	2586	Hvy Equip/Auto Mech	27	1934	2281
New Jersey				Crew Supv Mech	18	2374	3323	Master Mechanic	140	2048	2867
New Mexico				Veh Ctr Supv 1	7	1673	2358	Veh Mech 2	12	1501	2115
New York				Motor Equip Mtce Supv III	10	2950	3663	Const Equip Mech	140	2221	2840
North Carolina				Mechanic Supv II	67	2108	3277	Mechanic II	463	1790	2739
North Dakota								Mechanic	26	1323	2520
Ohio				Equip Mtce Supt 2	12	2604	3253	Auto Mech 2	87	2099	2486
Oklahoma				Auto Shop Supv	4	1893	2490	Auto Mechanic II	54	1810	2379
Oregon				Hvy Equip Mech 2	25	2372	2605	Auto/Hvy Equip Mech	49	1437	2341
Pennsylvania				Auto Mech Supv	80	1839	2770	Auto Mech/Dsel Mech	466	1627	2428
Rhode Island				Automotive Serv Spec	1	1984	2195	Automotive Mechanic	5	1900	1985
South Carolina				Trades Supv	48	1888	3493	Auto Mtce Tech II	136	1552	2871
South Dakota				Equip Shop Frmn	4	1900	2849	Mtce Mechanic II	26	1451	2175
Tennessee				Equip Mech 2	26	1396	2235	Equip Mech 1	141	1286	2059
Texas				Equip Rpr Shop Supv I&II	25	2236	3544	Equip Mechanic II & III	261	1612	2312
Utah				Shop Supv	9	2063	3014	Jr Mech	47	1851	
Vermont				Motor Shop Supv B	1	1976	3127	Motor Equip Mech C	23	1674	2646
Virginia				Equip Repair Supvr	82	1911	2918	Equip Repair Tech	100	1599	2441
Washington				Equip Supv T	7	2766	3542	Equip Mech I-II	119	2508	3054
West Virginia				Tw4 Mechanic	16	1473	2402	Tw1-3 Mechanic	288	1160	2219
Wisconsin				Eng Tech Trans 5	8	2251	3200	Auto Tech-Master	1	2000	2678
Wyoming				Auto Mech Supv	12	2074	3103				
1996 Average							3131				2604
1995 Average							3032				2536
1977 Average							1287				1077
% Increase 1977-1996							143.3%				141.8%
% Increase 1995-1996							3.3%				2.7%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

STATES	(15) MECHANIC HELPER			(16) EQUIPMENT OPERATOR I			
	#	MIN	MAX	#	MIN	MAX	
Alabama				Hwy Mtec Tech I	1031	1158	1637
Alaska				Equipment Operator I	12	2482	3111
Arizona				N/A			
Arkansas				Sngl Axle Truck Dr	379	1486	2177
California				Ct Equip Operator	1785	2544	2789
Colorado							
Connecticut				Same As #10			
Delaware				Equip Operator I	51	1250	1875
Florida				Op & Mtce Sup Trd Lvl I		914	2002
Georgia				Equip Oper I	578	1191	1976
Hawaii				LTD,EO I,PMO,TO	52	1729	1799
Idaho							
Illinois							
Indiana							
Iowa				Equip Operator I	679	1735	2121
Kansas				Eq Oper I/Eq Oper II Trn	236	1419	1993
Kentucky				Light Equip Oper	1054	1019	1961
Louisiana				Mobile Equip Oper I	340	936	1461
Maine				Highway Worker II	335	1360	1754
Maryland				Hwy Tech I	95	1305	1590
Massachusetts				Mtce Equip Oper I	88	1792	2250
Michigan				Trans Mtce Wrkr 6	32	1738	2184
Minnesota				Hwy Mtce Wkr	1199	2194	2680
Mississippi				Equip Oper Lt Veh	539	1014	1518
Missouri				Mtce Worker	1348	1593	2232
Montana				Maint Tech I	205	2041	2148
Nebraska				Hwy Mtce Worker	74	1292	1791
Nevada							
New Hampshire				Hwy Maintainer II	147	1413	1654
New Jersey				Equip Opr Equip Opr Hwy	117	1685	2357
New Mexico				Equip Oper 1	25	1244	1753
New York				Hwy Mtce Wrkr 1	1730	1667	2189
North Carolina				Machine Ooperator I	649	1275	1881
North Dakota				Equip Operator I	24	1172	1850
Ohio				Hwy Mtce Wkr 2	1270	2000	2165
Oklahoma				Trans Mtce Wkr I	287	1183	1520
Oregon				Hwy Mtce Spec Entry/HMW	141	1381	1965
Pennsylvania				Trans Equip Oper Trn	48	1282	1878
Rhode Island				Motor Equipment Oper	74	1785	1858
South Carolina				Hwy Mtce Wkr II	993	1090	1939
South Dakota				Hwy Mtce Wkr	120	1234	1851
Tennessee				Hwy Mtce Wkr 1	1309	946	1555
Texas				Roadway Mtce Tech II-IV	1913	1261	2165
Utah				Hwy Oper Spec I	39	1455	2309
Vermont				Included In #10			
Virginia				Hwy Equip Oper A	1417	1224	1869
Washington							
West Virginia				Tw1-Eqop	22	1160	1889
Wisconsin							
Wyoming				Same As #10			
1996 Average			2081				1992
1995 Average			2024				1967
1977 Average			863				832
% Increase 1977-1996			141.1%				139.4%
% Increase 1995-1996			2.8%				1.3%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

STATES	(17)				(18)			
	EQUIPMENT OPERATOR II	#	MIN	MAX	EQUIPMENT OPERATOR III	#	MIN	MAX
Alabama	Hwy Mtce Tech II	248	1312	1898	Hwy Mtce Tech III	123	1446	2147
Alaska	Equipment Operator IV	83	2925	3721	Equipment Operator V	279	3118	3965
Arizona	N/A				N/A			
Arkansas	M Axle Tr, Dr, Bckh Oper	397	1633	2370	Crane/Dozer Oper	131	2177	3042
California	Ct Hvy Equip Oper	250	2664	2916	Included In #17			
Colorado					Equip Oper III	29	2126	2849
Connecticut	Dot Maint II & III	925	2288	3257	Dot Maint IV	173	2758	3557
Delaware	Equip Operator II	116	1431	2146	Equip Operator III	119	1638	2457
Florida	Op & Mtce Sup Trd Lvl II		1191	2357	Op & Mtce Sup Trd Lvl III		1250	3176
Georgia	Equip Oper II, III	728	1250	2199	Mtce Equip Oper	268	1422	2726
Hawaii	EO-II/III, Truck Driver	38	1949	2243	EO IV, HEO, MGO I/II	13	2329	2417
Idaho								
Illinois	Hwy Const Equip Oper	46	3384	3384	Power Shovel Oper	14	3384	3384
Indiana	Equip Operator	124	1536	1991				
Iowa	Equip Operator II	241	1802	2215	Equip Operator III	141	1877	2307
Kansas	Equip Operator II	752	1562	2198	Equip Operator III	90	1721	2421
Kentucky	Hvy Equip Oper	601	1233	2371	Specialist Equip Oper	98	1355	2607
Louisiana	Mobile Equip Oper II	430	1073	1674	Hvy Mobile Equip Oper III	254	1228	1916
Maine	Highway Worker III	214	1492	1934	Highway Worker IV	153	1772	2318
Maryland	Hwy Tech II	305	1403	1808	Hwy Tech III	305	1681	2067
Massachusetts	Mtce Equip Oper II	15	1869	2407	Mtce Equip Oper II	15	1869	2407
Michigan	Trans Mtce Worker 7	62	1803	2274	Trans Mtce Worker 8	374	1947	2415
Minnesota	Included in #17				Inter Hvy Equip Opr Varies			
Mississippi	Equip Oper Mat Hdl Equip	223	1212	1816	Equip Oper Hvy Mach	79	1402	2099
Missouri	Mtce Worker	1348	1593	2232	Dragline Operator	6	1982	2828
Montana	Maint Tech II	41	2106	2217	Maint Tech III	108	2172	2287
Nebraska					Hwy Mtce Wkr/Senior	511	1493	2070
Nevada	Mtce Wkr II	176	1948	2598	Mtce Wkr III	140	2111	2827
New Hampshire	Hwy Maintainer III A	15	1527	1785	Hwy Maintainer III B	45	1589	1860
New Jersey	Hvy Equip Opr	271	2048	2867				
New Mexico	Equip Oper 2	114	1359	1916	Equip Oper 3	96	1430	2015
New York	Hwy Mtce Wrkr 2	22	1866	2436	Crane & Shovel Oper	39	2094	2693
North Carolina	Machine Operator III	95	1413	2126	Machine Operator IV	849	1525	2310
North Dakota	Equip Oper II	225	1446	2308	Included In #17			
Ohio	Hwy Mtce Wkr 3	263	2011	2295	Hwy Mtce Wkr 4	346	2100	2486
Oklahoma	Trans Mtce Wkr II	391	1330	1736	Included In #8			
Oregon	Hwy Mtce Specialist	744	1643	2160	Included In #17	750	1643	2160
Pennsylvania	Trans Equip Oper A	1229	1444	2125	Trans Equip Oper B	2698	1627	2428
Rhode Island	Utility Motor Equip Oper	3	1818	1900	Heavy Motor Equip Optr	21	1900	1985
South Carolina	Hwy Mtce Wkr III	552	1226	1939	Hwy Mtce Wkr IV	435	1326	2360
South Dakota	Senior Hwy Maint Wkr	142	1451	2175	Sr Hwy Maint Wkr	142	1451	2175
Tennessee	Hwy Mtce Worker 2	438	1131	1822	Hwy Mtce Worker 3	85	1234	1976
Texas	Hvy Equip Op I	30	1261	1564	Hvy Equip Oper II & III	743	1421	2165
Utah	Hwy Oper Spec II	204	1622	2574	Hwy Oper Spec III	88	1808	2866
Vermont	Included In #10				Included In #9			
Virginia	Hwy Equip Oper B	766	1338	2043	Hwy Equip Oper C	117	1463	2233
Washington	Mtce Tech 2	445	2179	2508	Mtce Tech 3	84	2393	2776
West Virginia	Tw2 Eqop	1107	1257	2048	Tw3 Eqop	393	1361	2219
Wisconsin								
Wyoming	Maint Equip Operator	241	1391	2025	Same As #9			
1996 Average				2246				2487
1995 Average				2242				2431
1977 Average				937				1031
% Increase 1977-1996				139.7%				141.2%
% Increase 1995-1996				0.2%				2.3%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

(19)

(20)

STATES	TIMEKEEPER OR CLERK				STATE TRAFFIC ENGINEER			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Clerk I & Eng Asst II	179	999	1808	State Traffic Engr	1	3333	5082
Alaska								
Arizona	Secretary	63	1268	1914	Ste Traf Engr	1	3888	5972
Arkansas	Personnel Clerk	11	1798	2587	Included In #1			
California	Ct Reg Admin Officer	24	2499	2996	Prog Mgr - Traf Ops	1	6698	7384
Colorado	Mtce Mgmt Sys Coord I	9	2126	2849	Staff Traf Engr	1	5116	6816
Connecticut					Dir of Hwy Oper	1	5245	7400
Delaware	Clerk	24	1337	2005	Chief Traffic Engr	1	4519	7212
Florida	Office Support Level II		1086	2357	St Traf Oper Engr	1	3553	6972
Georgia	Clk, Sr Sec/Typ	42	1185	2024	St Traf & Safe Engr	1	3484	6392
Hawaii	Acct Clk III/IV, Clk - Typ II	6	1506	2819	State Traffic Engr	1	4702	6437
Idaho	Mtce Clerk	4	1482	2180	Traffic Engr	1	3983	5856
Illinois					Engineer Of Traffic	1	4540	7390
Indiana	Clerk	38	1283	1792	Same As #35			
Iowa					State Traffic Engr	1	3646	4612
Kansas	Area Office Manager	29	1721	2421	Chief, Bur Traf Eng	1	4351	6126
Kentucky	Timekeeper	135	1233	2371	Engr Dir Div Of Traf	1	3258	5704
Louisiana	Clerk	13	936	1461	Traffic Planning Admin.	1	3624	5654
Maine	N/A				Traffic Engineer	1	3236	4518
Maryland	Off Sec II/Supp Off II	46	1403	2067	Dpty Chf Engr Traf	1	5472	6730
Massachusetts					Civil Engr VI	1	4051	5214
Michigan	Calculations Asst 8	27	1994	2406	Engr Of Te S Lte XIII	1	4721	6309
Minnesota	Payroll Clerk	33	1860	2464	State Traffic Engineer	1	4768	6762
Mississippi	Clerk Typist	9	993	1720	Traffic Engr	1	4035	6044
Missouri	Dist Mtce Clerk	17	1760	2464	Div Engr Mtce & Traf	1	5421	6673
Montana	Acct Tech I	27	1372	1919	Traffic Engineer	1	2698	3899
Nebraska	Office Clerk III	43	1118	1809	Traffic Engineer	1	3823	5352
Nevada						1	4014	5518
New Hampshire	Acct Clk III/Clrk IV	13	1375	1814	Admin Of Traffic	1	3772	4540
New Jersey	Proj Engr Equip	1	3868	5416				
New Mexico	Clerk 3, Clerk Spec	37	1500	2115	Highway Eng 3	1	3258	4593
New York	Keyboard Sp II	240	2094	2693	Dir Traf & Sfty Div	1	7292	9043
North Carolina	Office Asst III	200	1413	2126	State Traffic Engr	1	4696	7539
North Dakota	Clerk	7	1082	1929	Director, Plan Div	1	3219	5038
Ohio	Clerk 3	35	1885	2131	Trans Engr 6	1	4646	6089
Oklahoma	Trans Field Clerk	90	1274	1660	State Traffic Engr	1	4217	5591
Oregon	Included In #16	189	1381	1965	Traffic Engr	1	3365	4742
Pennsylvania	Clerk Typist 2	58	1444	2125	Dir, Bur Hwy Sfty & Traf Eng	1	4600	6318
Rhode Island	Clerk Dispatcher	11	1695	1754	Managing Engineer	1	4525	5254
South Carolina	Exc Sup Spc/Adm Spc C, et al	101	1048	2360	Dir Traf Engr	1	4139	7657
South Dakota								
Tennessee	Account Clerk	28	1082	1750	Civil Engr Mgr 2	1	3107	4978
Texas	Office Tech I-III	367	1337	2469	Dir Traf Oper Div	1	6240	6587
Utah	Dist Mtce Analyst	4	2120	3361	State Traffic Engr	1	4063	6442
Vermont	Store Keeper B	9	1674	2647	Traffic & Safety Engr	1	2993	4760
Virginia	Fiscal Asst.	256	1338	2043	Div Admin Trans	1	3898	5951
Washington	Office Assistant	88	1728	2179	State Traffic Engr	1	5267	6403
West Virginia	Of Asst 1-3	185	893	1910	Chief Engr Develop	1	3476	5651
Wisconsin	Prog Asst 2	11	1709	2294	Hwy Prog Mgr 2	1	4362	7655
Wyoming	Mtce Tech	5	2107	3273	St Traf Eng	1	3583	5799
1996 Average				2296				6059
1995 Average				2176				5941
1977 Average				879				2439
% Increase 1977-1996				161.2%				148.4%
% Increase 1995-1996				5.5%				2.0%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

STATES	(21) ASST STATE TRAFFIC ENGINEER			(22) STATE TRAFFIC MAINTENANCE ENGINEER				
		#	MIN	MAX		#	MIN	MAX
Alabama	Asst State Traffic Engr	1	2949	4496	Asst Mtn Eng/Traffic Eng	1	3333	5082
Alaska								
Arizona	Asst Ste Traf Engr	2	3549	5458	Traf Oper Engr	1	3549	5458
Arkansas	Included In #2							
California	Chief, Ofc of Tfc Oper	1	5408	5963				
Colorado	Asst Staff Traf Engr	1	5116	6816				
Connecticut	Trns Principal Eng	2	3853	4829	Same As #20			
Delaware						1	3221	5102
Florida	Eng, Arch, & Svy Level VI	1	3902	5477				
Georgia	Asst St Traf & Sfe Engr	1	2934	5376				
Hawaii								
Idaho	Asst Traf Engr	1	3683	5416				
Illinois	Traffic Oper Engr	1	4210	6845				
Indiana	Same As #2							
Iowa								
Kansas								
Kentucky	Engr Br Mgr Div Traff	3	2955	5174				
Louisiana					Traffic Serv & Oper. Engr	1	3624	5654
Maine	Asst Traffic Engr	1	2988	4168	N/A			
Maryland	Hwy Supv Engr III	1	3586	4710	Hwy Supv Engr III	1	3586	4710
Massachusetts	Civil Engr V	1	3757	4818	Civil Engr VI	1	4051	5213
Michigan	Asst Engr Traf & Safe				Elec Spec Te IX	1	3381	4578
Minnesota	Asst State Traffic Eng	3	4440	6299				
Mississippi	Asst Traf Engr	1	3653	5470				
Missouri	Asst Div Engr, Traff Engr	1	3807	5771				
Montana	Asst Traffic Engr	1	2467	3551				
Nebraska								
Nevada		2	3673	5034				
New Hampshire	Traf Systems Engr		3445	4110				
New Jersey								
New Mexico	Highway Eng 2	1	3084	4347	Highway Eng 4	6	3457	4873
New York	Dir Traf Opr Bureau	1	5965	7551	Civil Eng 3	1	4495	5492
North Carolina	Tran Eng Mgr II	1	4084	6549				
North Dakota	Asst Dir Plan Div	1	2790	4380				
Ohio					Trans Engr 5	4	4216	5526
Oklahoma	Asst St Traf Engr	0	3755	4971	No Comp Class			
Oregon	Traf Control Engr	1	2773	3904				
Pennsylvania					Sr Civil Engr Mgr	1	3531	5368
Rhode Island					Chief Hwy Mtce Fld Oper	1	3662	4148
South Carolina	Asst State Traf Engr	2	3826	6293				
South Dakota								
Tennessee	Operations Sp 2	1	2503	3994	Operations Sp 3	1	2706	4363
Texas	Dep Dir Traf Oper Div	1	4767	5027	Field Eng Sec Dir	1	4594	4767
Utah	Traf & Saf Studies Engr	1	3849	6103				
Vermont					Included In #3			
Virginia	Asst Div Admin Trans	1	3261	4980				
Washington	Asst St Traf Engr	1	4657	5663				
West Virginia					Dir Traf Engr Div	1	3248	5281
Wisconsin	CE Trans Mgr I	2	4002	6442				
Wyoming	Asst St Traf Eng	1	3090	4974				
1996 Average				5302				5041
1995 Average				5257				5018
1977 Average				2125				1972
% Increase 1977-1996				149.5%				155.6%
% Increase 1995-1996				0.8%				0.5%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

STATES	(23)			(24)				
	DISTRICT TRAFFIC ENGINEER	#	MIN	MAX	ASSISTANT DISTRICT TRAFFIC ENGINEER	#	MIN	MAX
Alabama	Div Traf Eng	9	2949	4496				
Alaska								
Arizona	Region Traf Engr	4	3237	4987				
Arkansas								
California	Dep Dist Dir, Tfc Oper	12	5408	5963	N/A			
Colorado	P.E. II	5	4324	5794	Denver Sr Prof Eng	1	4324	5794
Connecticut	Trns Eng III-Traf	4	3327	4135	Trans Eng II	4	2754	3444
Delaware	Program Manager	3	3947	6299	Civil Engr	1	3222	5142
Florida	Dist Traf Oper Engr	8	3553	6972				
Georgia	Dist Traf & Sfe Engr	7	2700	4944	Asst Dist Traf & Sfe Engr	7	2473	4524
Hawaii								
Idaho	Dist Traf Engr	6	2943	4328	Trans Staff Engr Asst	1	2692	3959
Illinois					Dist Oper & Plan Engr	14	3245	5425
Indiana	Traffic Engr	6	2884	4396				
Iowa								
Kansas								
Kentucky	Branch Mgr Traffic	12	2955	5174	Dist Traf Engr	12	2684	4692
Louisiana	Dist Traffic Engr	9	2958	4615				
Maine	Div Traf Engr	6	2764	3860				
Maryland	HSE III/Hwy Asst DE Traf	7	3320	4710	Traf Engr III/IV	11	2636	3739
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	9	3607	5201	Asst Dist Traf Engr	6	3350	4655
Mississippi								
Missouri	Dist Mtce & Traff Engr	10	3448	5226	Dist Traff Engr	3	3249	4925
Montana	Traffic Engr II	5	2075	2962				
Nebraska								
Nevada		2	3217	4391				
New Hampshire								
New Jersey								
New Mexico	Highway Eng 3	6	3258	4593	Hwy Mtce Supv 1	6	1877	2646
New York	Reg Traff Engr	11	4848	6140				
North Carolina	Div Traf Engr	14	2973	4726	Asst Div Traff Engr	14	2716	4307
North Dakota	Included In #3				Asst Dist Engr	7	2790	4380
Ohio	Trans Engr 4	12	3825	5013	Trans Engr 3	9	3482	4558
Oklahoma	Div Traff Engr	8	3348	4425	No Comp Class			
Oregon	Reg Traf Oper Supv	5	3054	4301	Asst Traf Oper Supv	16	2590	3547
Pennsylvania	Sr CE Mgr/CE Mgr	11	3093	4702				
Rhode Island								
South Carolina	Dist Traf Engr	6	3271	5172	Asst Dist Traf Engr	5	2908	5172
South Dakota	Reg Traff Engr	4	2631	3945	Project Engr	4	2357	3536
Tennessee	Operations Sp 3	4	2706	4363	Operations Sp 2	4	2503	3994
Texas	Dir Trans Plan/Ops	32	3212	5027	Traf Eng I-IV	17	2816	4322
Utah	Dist Traf Engr	4	3645	5780				
Vermont								
Virginia	Trans Eng Prog Supv	9	2983	4555	Transp Engr Sr	119	2729	4167
Washington	Region Traf Engr	6	4657	5663	Asst Region Traf Engr	6	2980	3815
West Virginia	Included In #3				Included In #4			
Wisconsin	CE Trans Mgr I	8	4002	6442	CE Trans Supv 2	8	3995	5799
Wyoming	Dist Traf Engr	5	2682	4258				
1996 Average				4919				4332
1995 Average				4814				4193
1977 Average				1973				1765
% Increase 1977-1996				149.3%				145.4%
% Increase 1995-1996				2.2%				3.3%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

STATES	(25) TRAFFIC SUPERVISOR			(26) SIGN SUPERVISOR				
		#	MIN	MAX		#	MIN	MAX
Alabama								
Alaska								
Arizona	Reg Sign & Lght Supv	4	2204	3424	Reg Sign & Strp Supv	4	2204	3424
Arkansas					Staff Traf Engr	2	4879	5724
California	Included In #23				Contracted			
Colorado	Denver Sr Prof Eng	1	4324	5794				
Connecticut	Same As #3				Same As #21			
Delaware	Traffic Oper Mgr	3	2814	4221	Trf Sign Inst Supv	3	2140	3210
Florida								
Georgia		7	2276	4160	Hwy Mtce Supt	6	1855	3367
Hawaii					Trf Sign & Mkg Supv	2	2636	2767
Idaho								
Illinois	Fld Engr Or Tech	28	2685	4915				
Indiana					Sign Supv	6	1805	2347
Iowa	Transp Center Traff Tech	6	2645	3310				
Kansas								
Kentucky	Hwy Dist Frm	12	1651	3175	Hwy Dist Crew Frm	17	1427	2745
Louisiana	Sign/Traffic Supv	8	1609	2511	Dist Traf Oper Spec	7	1971	3076
Maine								
Maryland					Traf Sign Shop Supv	1	1969	2571
Massachusetts	Traf Sect Fore II	6	2140	2789	Manager II	1	2330	3038
Michigan	Spec Crew Sup Tms VIII	9	3031	4079	Traffic Svcs Mgr Tms VIII	1	3032	4079
Minnesota	Traffic Oper Supv	5	2878	4155	Signing Supv	11	2386	3275
Mississippi					Included In Title #7			
Missouri	Dist Traff Studies Engr	3	3249	4925	Sign Shop Supv	1	2563	3807
Montana								
Nebraska					Sign Shop Supt	1	2477	3468
Nevada					Supervisor I	2	2489	3361
New Hampshire	Traf Mtce Supv	1	2530	3019	Traf Oper Tech	2	2281	2699
New Jersey	Manager 1 DOT (Traf)	2	4937	6912	Supvr, Hwy Marking	1	2748	3848
New Mexico	Included In #9				Highway Engr 2	1	3084	4347
New York	Civil Eng 2	9	3831	4705	Sign Shop Supv 2	1	2949	3695
North Carolina	Traf Serv Supv	14	2197	3432	Traf Serv Crew Ldr	28	1862	2861
North Dakota								
Ohio	Traf Cont Supt	12	2392	2960	Admin Off 1	1	2872	3756
Oklahoma	Included In #23				Sign Shop Supt	1	2167	2858
Oregon	Included In #24	4	3054	4301				
Pennsylvania	Sr Civil Eng Supv	11	2710	4120	Sign Shop Mgr	1	2376	3610
Rhode Island					Traffic Sign Tech	2	1940	2125
South Carolina								
South Dakota								
Tennessee	Trans Tech 3	4	1790	2871	Hwy M Supv 2	4	1790	2871
Texas	Dist Trans Ops Eng/Mgr	10	3212	4593	N/A			
Utah					Shop Supv II	1	2362	3548
Vermont	Traffic Oper Supv	1	2089	3306				
Virginia	Trans Res Mtce Op Mgr	57	2496	3812	Trans Mtce Supv	281	1748	2669
Washington								
West Virginia	Included In #3				Sign Shop Supv	10	1763	2870
Wisconsin					Engr Spec Trans Supv 5	6	3187	4207
Wyoming	Crew Supv	5	2074	3103				
1996 Average				3941				3318
1995 Average				3861				3251
1977 Average				1479				1308
% Increase 1977-1996				166.5%				153.7%
% Increase 1995-1996				2.1%				2.1%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

STATES	(27) SIGN SHOP SUPERVISOR			(28) TRAFFIC SIGNAL & LIGHTING SUPERVISOR				
		#	MIN	MAX		#	MIN	MAX
Alabama	Traf Sign Shop Supv	1	1519	2311				
Alaska								
Arizona	Sign Shop Supv	1	2205	3424	Ste Sign & Strp Supv	2	2205	3424
Arkansas	Sign Shop Supv	1	3297	4361				
California	Contracted				Ct Elect Supv	41	3275	3949
Colorado	Sign Fabricator IV	1	2849	3818	Traf Signal Elec II	8	2927	3922
Connecticut	Supv - Sign Shop	1	2600	3250	Same As #6			
Delaware	Trf Sign Shp Supv	1	2140	3210	Traffic Signal Supv	5	2622	3933
Florida	Op & Mtce Supt V		1086	4398				
Georgia	Hwy Mtce Frmn II	8	1643	2963	Traf Sig Tech Supv	7	1784	2949
Hawaii					Trf Sgn & Hwy Lt Supv	1	3157	3315
Idaho	Sign Shop Supv	1	2095	3082	Traf Sig & Elec Frmn	4	2281	3354
Illinois	Sign Shop Supv & Frm	14	2605	5370				
Indiana	Same As #26				Signal/Lighting Supv	6	1805	2347
Iowa	Sign Shop Mgr	1	2279	2886	Elec Mtce Supv	1	2634	3541
Kansas	Sign Shop Wkr Supv	1	1721	2421				
Kentucky	Trn Br Mgr	1	2440	4692	Hwy Sig Crew Ldr Frm	18	1355	2879
Louisiana	Sign Fabr III	2	1228	1916	Elec Spec Foreman	20	1609	2511
Maine	Sign Shop Supv	1	2002	2665	Elec Supv	1	2166	2899
Maryland	Traf Sign Shop Asst Supv	1	1708	2219	Traf Control Tech Supv	2	1708	2219
Massachusetts	Sign Pnt & Letter II	1	2069	2710	Electrician II	5	2069	2710
Michigan	Sign Shop Tms VI	10	2525	3296	Signal Shop Shop Elec VI	1	2525	3296
Minnesota	Sign Shop Supv	2	2645	3802	Elect Mtc Supv	3	2645	3945
Mississippi	Included In Title #8				Traf Signal Tech Sr	3	1644	2463
Missouri	Sign Production Supv	1	2188	3185	Signal & Light Supv	10	2563	3807
Montana	Sign Shop Frmn	1	2304	2425	Traf Engr III	1	2261	3240
Nebraska	Sign Shop Supv	1	1948	2597	Electronics Mgr	1	2477	3468
Nevada		1	2709	3673				
New Hampshire	Sign Shop Foreman	1	1934	2281	Signal Reprmn II, III	7	1717	2281
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 Supv 1	1	2352	2993	Supv Traf Sign Mech	11	2352	2993
North Carolina					Traf Ctrl Tech Supv	14	1938	2994
North Dakota	Hwy Traff Cntrl Supv	8	1738	2762				
Ohio	Sign Shop Supv	3	2080	2446	Sign Elec Supv 1	3	2217	2699
Oklahoma	No Comp Class				No Comp Class			
Oregon	Sign Shop Supv	1	2511	3536	Trades/Maint Supv II	3	2395	3206
Pennsylvania	Sign Tech Supv	1	1839	2770	Trfc Contr Spec Supv	17	2710	4120
Rhode Island					Hwy Mtce Supv - Traf	2	2420	2790
South Carolina	Trades Supv	3	1888	3493	Trades Supv I-II	6	1888	3493
South Dakota	Indstrl Shop Frmn	1	1577	2364				
Tennessee	Hwy M Flt Crw Supv	8	1580	2496				
Texas	Dist Sign Shop Supv	28	1931	2816	Traf Sign Supv I-III	17	2236	3212
Utah					Safety Oper Engr	1	3097	4912
Vermont	Traffic Shop Coord	3	1674	2647	Elec Mtce Spec III	2	1870	2955
Virginia	Trans Mtce Supt	253	2089	3190	Traffic Signal Tech Supv	11	2089	3190
Washington	Sign Shop Mgr T	1	2508	3210	Traf Sign Supv/Elec Supv	5	2634	3370
West Virginia	Traf Sign Mtce Supv	10	1418	2310	Included In #9			
Wisconsin	Engr Tech Trans 3	1	1923	2726	See #11			
Wyoming	Sign Shop Supv	1	2181	3275	See #25			
1996 Average				3068				3217
1995 Average				2893				3236
1977 Average				1176				1396
% Increase 1977 - 1996				160.9%				130.4%
% Increase 1995 - 1996				6.1%				-0.6%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

STATES	(29) STRIPER SUPERVISOR			(30) SIGN ERECTION SUPERVISOR				
	#	MIN	MAX	#	MIN	MAX		
Alabama								
Alaska								
Arizona	Striping Lead	3	1742	2724	Sign Lead	5	1624	2486
Arkansas	Striping Supt	1	3562	4654	Signing Supt	1	3562	4654
California	Included In #8				Included In #8			
Colorado								
Connecticut	Same As #6				Same As #8			
Delaware					Trf Sign Installer	6	1333	1999
Florida	Op & Mtce Supt IV		1086	4398	Op & Mtce Supt Trd Lvl III		1250	3176
Georgia	Hwy Mtce Frmn II	4	1784	2963	Hwy Mtce Frmn II	8	1643	2963
Hawaii	Included in #26							
Idaho	Striping Foreman	4	2281	3354	Sign Foreman	4	2281	3354
Illinois	Lead Wkr, Pavement	30	3414	3414				
Indiana	Crew Leader	21	1536	1991	Sign Crew Leader	38	1536	1991
Iowa	Hwy Mtce	6	2626	3319				
Kansas	Included in #8							
Kentucky					Hwy Dist Crw Frmn	17	1497	2879
Louisiana	Sign Striping Coord	2	1722	2687	Hwy Foreman 2	9	1609	2511
Maine	Highway Crew Supv	5	2000	2065	Hwy Worker III	8	1492	1932
Maryland	Spv Rd Mkg/Hwy Tec Spv	7	1708	2219	Hwy Tech Supv	5	1708	2219
Massachusetts	Spray Pnt Wrk Foreman I	4	1726	2223	Trf Sect Foreman I	10	2073	2691
Michigan	Paint Crew Foreman				Oh Sign Crew Sup Tms VI	1	2525	3296
Minnesota	Hwy Maint Supv I	2	2645	3802	Hwy Maint Supv I	2	2645	3802
Mississippi	Included In Title #8				Included In Title #8			
Missouri	Spec Mtce Supv	42	2277	3314	Mtce Crew Leader	1034	1760	2464
Montana	Painter, Foreman	6	2238	2356				
Nebraska	Included In #8							
Nevada	Supervisor I	6	2489	3361	Supervisor	4	2489	3361
New Hampshire	Pavement Mark Foreman	8	1785	2094	Hwy/Dist Sign Foreman	12	1785	2281
New Jersey	Crew Supv Hwy. Marking	6	2374	3323	Included In #27			
New Mexico	Included In #9				Included In #9			
New York	Pavement Mark Supv	13	1866	2426	Sign Crew Supv	37	1866	2426
North Carolina	Machine Operator IV	26	1525	2310	Traff Sign Erector	96	1360	2038
North Dakota	Included In #27				Included In #27			
Ohio	Traf Cont Supt	12	2394	2962	Traf Cont Supt	12	2394	2699
Oklahoma	Centerline Supv	8	1893	2483	Sign Crew Supv	8	1893	2483
Oregon	Reg Traf Line Supv	7	2065	2773	Dist Sign Crew Supv	6	1790	2395
Pennsylvania	Highway Foreman 2	17	1839	2770	Highway Foreman 2	67	1839	2770
Rhode Island	Road Mtce Supv	2	2028	2132	Road Mtce Supv	2	2028	2132
South Carolina	Included In #9				Included In #8 & 9			
South Dakota								
Tennessee	Hwy Mtce Wkr 2	9	1131	1822	Hwy Mtce Wkr 2	10	1131	1822
Texas	Striping Supv I-II	19	2095	2816	N/A			
Utah	Included In # 8				Included In # 8			
Vermont	Marking Crew Ldr	4	1513	2385	Sign Crew Ldr	3	1437	2267
Virginia	Trans Crew Ldr	326	1599	2441	Trans Crew Ldr	326	1599	2441
Washington	Mtce Tech 3/Region	6	2508	3210				
West Virginia	Included In # 9				Included In # 9			
Wisconsin	Engr Tech Trans 3	14	1923	2726	Engr Tech Trans 3	14	1923	2726
Wyoming	Striping Crew Ldr	10	1788	2637				
1996 Average				2817				2652
1995 Average				2781				2606
1977 Average				1120				1097
% Increase 1977-1996				151.5%				141.8%
% Increase 1995-1996				1.3%				1.8%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

STATES	(31) SIGN FABRICATOR	(32) SIGN TECHNICIAN						
		#	MIN	MAX				
Alabama	Traf Sign Painter II	4	1411	2094	Traf Sign Painter I	7	1344	1993
Alaska								
Arizona	Sign Fabricator	8	1360	2724				
Arkansas	Sign Maker I & II	9	1341	2370	Sign Crew Supv	17	2591	3559
California	Contracted				Contracted			
Colorado	Sign Fabricator II	5	2126	2849				
Connecticut	Same As #17 & #18				Same As #8			
Delaware	Trf Sign Fabricator	5	1747	2621				
Florida	Op & Mtce Supt Trd Lvl II	9	1086	2357				
Georgia	Sign Shop Printer	4	1292	2609		7	1250	2025
Hawaii	Sign Painter	2	2243	2243				
Idaho	Sign Fabricator	4	1667	2451	Lead Worker	5	1863	2742
Illinois	Silk Screen Oper	10	3389	3389				
Indiana					Crew Member W.L.	35	1365	1762
Iowa	Silk Scrn/Sign Shop Wkr	7	1610	1948				
Kansas	Sign Shop Wkr	4	1348	1898				
Kentucky	Sign Maker	10	1121	2745	Hwy Dist/Crw Frmn	17	1497	2879
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 II	5	1321	1698	Sign Fabr III	1	1491	1929
Massachusetts	Sign Pnt & Letter I	2	1869	2407	Signal Mtce Frmn		2018	2643
Michigan	Fabr Shop Sup Tms VI	1	2525	3296	Trans Mtc Wkr 9	14	2204	2703
Minnesota	Sign Fabricator	6	2325	2680	Hwy Maint Wkr	50	2194	2680
Mississippi	Silk Screen Printer	5	1275	1816	Included In #18			
Missouri	Sign Layout Spec	4	1691	2369				
Montana	Painter	3	2238	2356				
Nebraska	Sign Printer II	7	1292	2225	Included In #18			
Nevada	Sign Fabricator	2	2026	2709				
New Hampshire	Sign Fab & Sign Let	4	1653	2094	Hwy Maintainer II	12	1413	1654
New Jersey	Sign Fabricator 1 & 2	10	1685	2357				
New Mexico	Sign Tech 2	6	1301	1834	Included in #31			
New York	Sign Shop Wrkr	8	1763	2304				
North Carolina	Traff Sign Painter	14	1360	2038				
North Dakota	Hwy Traff Cntl Spec	14	1271	2408	Included In #27			
Ohio	Sign Wkr	9	2012	2246	Sign Shop Supv	3	2080	2446
Oklahoma	Sr Sign Shop Wkr	6	1329	1731	No Comp Class			
Oregon	Sign Tech 3	2	1643	2160	Sign Tech 3	2	1643	2160
Pennsylvania	Hwy Mtce/Sign Wkr	139	1282	2125	Sign Tech	8	1444	2125
Rhode Island								
South Carolina	Skld Trds Wkr/Trds Wkr I	18	1226	2871				
South Dakota					Lead Hwy Maint Wkr	4	1577	2364
Tennessee	Hwy Mtce Wkr 1	20	946	1555	Hwy Mtce Wkr 1	20	946	1555
Texas	Sign Shop Tech II-IV	71	1421	2469	N/A			
Utah	Jr Hwy Sign Spec	3	1489	2120	Included In #31			
Vermont	Sign Painter	1	1437	2267	Included In #30			
Virginia	Trans Sign Fabricator	21	1338	2043	Trans Crew Ldr	326	1599	2441
Washington	Sign Inst Spec I/Sign Fabrtr	13	2282	2634	Sgn Fab Ld/Sgn Inst Spc 2	22	2508	2905
West Virginia	Included # 11				Included # 11			
Wisconsin	Engr Tech Trans 2	4	1778	2515	Engr Tech Trans 2	25	1778	2515
Wyoming	Eng Tech-Sr	4	1535	2246	Sign Tech	10	1284	1932
1996 Average				2322				2316
1995 Average				2291				2306
1977 Average				967				899
% Increase 1977-1996				140.2%				157.6%
% Increase 1995-1996				1.4%				0.5%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

STATES		(33)			(34)			
		TRAFFIC SIGNAL & LIGHTING TECHNICIAN			STRIPER TECH			
		#	MIN	MAX		#	MIN	MAX
Alabama	Traf Sign Tech I, II, III	26	1343	2875				
Alaska	Traffic Ctrl Equip Tech	4	3337	4218				
Arizona	S/L Technician	51	1624	2933	Striper Tech	40	1268	2183
Arkansas					Striping Crew Supv	5	2591	3559
California	Ct Electrician I	63	2984	3275	Included In #9			
Colorado	Traf Signal Tech	8	2294	3073				
Connecticut	Same As #11				Same As #8			
Delaware	Trf Signal Tech	17	1747	3435				
Florida								
Georgia	Traf Sig Tech & Trainee	35	1471	2821	Mtce Equip Oper	4	1422	2509
Hawaii	Hwy Ltg Wkr I/II,ETST	10	2509	2806	Trf Strip Mach Oper	4	1949	1949
Idaho	Traf Sig Electric	5	1863	2742	Lead Worker	5	1863	2742
Illinois	Traf Signal Eng & Tech	16	2685	4915				
Indiana	Signal Technician	33	1536	1991	Crew Member W.L.	36	1365	1762
Iowa	Electrician II	2	2385	2589	Equip Oper II-III	18	1802	2307
Kansas								
Kentucky	Hwy Sig Installer/Rprmn	22	1233	2371	Included In #18			
Louisiana	Electrician Spec	37	1314	2050	Mobile Equip Oper 2	13	1073	1674
Maine	N/A							
Maryland	Trf Const Tech I/II	28	1708	2387	Hwy Tech III	7	1594	2067
Massachusetts	Electrician I	6	1869	2407	Spray Pnt Wkr Frmn	5	1869	2407
Michigan	Elect. E9	13	2204	2703				
Minnesota	Traf Sig & Light Tech	9	2366	3329	Hwy Maint Wkr	25	2194	2680
Mississippi	Traf Signal Tech	8	1518	2273	Included In Title #18			
Missouri	Sign & Lighting Elec	68	2188	3185	Mtce Crew Leader	1034	1760	2464
Montana								
Nebraska	Electronics Tech Senior	8	1605	2764	Included In #18			
Nevada								
New Hampshire	Traf Signal Tech I	1	2191	2586	Carriage Oper	6	1589	1860
New Jersey	Elec Mech 1/Elec Mech Trn	88	2048	2867	Highway Marker	20	1685	2357
New Mexico	Hwy Traffic Tech	11	1770	2496	Included In #18			
New York	Traff Sign Mech	60	2093	2693				
North Carolina	Traf Control Tech	46	1790	2739	Machine Operator III	54	1413	2126
North Dakota					Included In #31			
Ohio	Signal Elect 2	33	2101	2482	Traf Cont Supt	12	2394	2699
Oklahoma	No Comp Class				Sr Trans Mtce Worker	8	1420	1851
Oregon	Traf Sgnl Tech/Electr	20	2239	3065	Included In #16&#18	55	1381	2160
Pennsylvania	Trfc Control Spec	42	2376	3610	Trans Equip Oper B	68	1627	2428
Rhode Island	Elec Insp	12	2271	2578				
South Carolina	Skld Trds Wkr/Trf Sgn Tech	18	1552	2871	Included In #18			
South Dakota					Lead Hwy Maint Wkr	4	1577	2364
Tennessee					Hwy M Fit Crw Supv	8	1580	2496
Texas	Traf Sig Rpr Tech I-III	121	1516	2816	Same As #9			
Utah	Jr Sgnl Mtce Spec	8	2063	2706	Included In #17			
Vermont	Elec Mtce Spec II	1	1768	2798	Hwy Marking Equip Oper	6	1371	2155
Virginia	Traffic Signal Tech	41	1748	2669	Hvy Equip Opr C	117	1463	2233
Washington	Traf Sgnl Elec Tech 1-3	49	2078	3210	Mtce Tech III	84	2393	2766
West Virginia	Included #11				Included #11			
Wisconsin	Traf Sig Mech - Jour	4	2000	2678				
Wyoming	Traf Ctrl Sys Spec	3	1878	2798	Striping Tech II	11	1391	2025
1996 Average				2863				2313
1995 Average				2777				2297
1977 Average				1182				966
% Increase 1977-1996				142.2%				139.4%
% Increase 1995-1996				3.1%				0.7%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

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	6124	7331	Engineer II/III	27/31	4351	5161
Arizona	State Engr	1	5122	7686	Resident Engr	51	2703	4987
Arkansas	Deputy Dir/Chief Engr	1		8183	Resident Engr	31	4876	5724
California	Dir Eng Svc Center	1	7027	7747	Dist Const Engr	82	4454	5413
Colorado	Chief Eng - Sr Exec Svc	2	6902	6902	Prof Engr I	115	3636	4872
Connecticut	Chief Engr	1	6626	9364	Trans Eng III	60	3328	4735
Delaware	Chief Engr	1	7025	10069	Civil Eng Prog Mgr	33	3222	6299
Florida	State Hwy Engr	1	4335	8584	Eng, Arch, & Svy IV		2494	6591
Georgia	Chief Engr	1	4895	9132	Project Engr	216	2014	3678
Hawaii	See #1				Area Engr	3	3302	4699
Idaho	Chief Engr	1	5798	8524	Resident Engr	8	3683	5416
Illinois	Dir Of Hwys	1	5275	8790	Proj & Resident Engr	205	3245	5425
Indiana	Chief Hwy Engr	1	4050	6283	Project Engr	201	2478	3644
Iowa	Chief Engr	1	5066	6404	Resident Const Engr	20	3319	4199
Kansas	Asst Sec/St Trans Eng	1	7229	7229	Const Engr	34	3092	4350
Kentucky	State Hwy Engr	1	3949	6663	Trans Eng Supr	78	2684	4692
Louisiana	Chief Engr	1	4750	7410	Project Engr	65	2584	4032
Maine	Chief Engr	1	4468	6252	Res Engr/Inspectors	69	2152	3591
Maryland	SHA Chief Engr	1	5909	7268	Hwy Engr III	14	2636	3462
Massachusetts	Chief Engr	1	4407	5857	Civil Engr III	177	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	5497	7783	Project Engr	60	3350	4655
Mississippi	Chief Engr	1	5101	7641	Project Engr	30	2919	4370
Missouri	Chief Engr	1	6935	8546	Resident Engr	41	3062	4640
Montana	Chief Engr	1	4748	7033	Engr Proj Mgr	45	2467	3551
Nebraska	Dir State Engr	1	7220	7220	Project Engr	14	2862	4008
Nevada	Asst Trans Dir	2	4809	6645	Resident Engr	22	3673	5034
New Hampshire	Asst Commissioner	1	4962	6245	Civil Engr I-IV	55	1971	3445
New Jersey	Asst Comm CPM	1	7472	7472	Project Engr	146	3868	5416
New Mexico	Cabinet Secretary	1	6180	6180	Hwy Proj Supv 2	4	2777	3914
New York	Asst Comm for Eng	1	6140	6140				
North Carolina	Chief Engineer	3	5150	8309	Resident Engr	39	3256	5184
North Dakota	Chief Engr	1	4294	6693	Hwy Const Coord	2	2661	4180
Ohio	Asst Dir 4	1	5051	7323	Trans Engr 2	137	2983	4168
Oklahoma	Chief Engr	1	6777	6777	Engr Manager	25	3348	4425
Oregon	Deputy Dir	1	4984	7008	Project Mgr	26	3054	4301
Pennsylvania	Chief Eng Hwy Admn	1	5251	6670	Civil Eng Supv	175	2376	3610
Rhode Island	Chief Engr	1	6469	7198	Chief Spec Proj Engr	2	4361	5011
South Carolina	Dir Of Const, Eng, & Plan	1	5982	8973	Project Engr	40	2908	5172
South Dakota	Chief Engr	1	4345	6519	Project Engr	118	2357	3536
Tennessee	Asst Comm 2	1	3704	5935	Operations Spec Supv 1	42	2602	4175
Texas	Exec Dir	1	8750	8750	Const & Mtce Field Eng	12	3009	4322
Utah	Deputy Dir, DOT	1	5047	7583	Project Engr	19	3645	5780
Vermont					Project Engr	15	2406	3693
Virginia	Chief Engr Transp	1	5566	8499	Trans Const Proj Engr	54	2496	3812
Washington	Deputy Sec	1	7072	9053	Project Engr	50	3815	4647
West Virginia	Staff Engr	1	3476	5651	Major Proj Engr	10	2836	4612
Wisconsin	CE Trans Mgr 3	2	4755	7655	CE Trans Supv 2	30	3995	5800
Wyoming	Director	1	4583	7500	Resident Engr	61	2682	4258
1996 Average				7500				4542
1995 Average				7342				4413
1977 Average				3017				1841
% Increase 1977-1996				148.6%				146.7%
% Increase 1995-1996				2.2%				2.9%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

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					D&C Director	3	5729	6825
Arizona	St Const Engr	1	3888	5972				
Arkansas	State Const Engr	1		6404	Dist Const Eng	10	5230	5852
California	Prog Mgr - Const	1	6698	7384	Dep Dist Dir - Constr	12	5408	5963
Colorado	Stf Cnst Eng - Mgt Gpp Prof 13	1	5116	6816	Dist Cnst Eng - PE III	6	5116	6816
Connecticut	Trans Constr Admn	1	5673	8004	Dist Engr	4	5245	7400
Delaware	Director Hwy Oper	1	6211	9316	District Engr	3	4519	7212
Florida	Dir of Ofc of Const	1	3641	7189	Dist Const Engr	8	3553	6972
Georgia	St Const Engr	1	3484	6392	Dist Const Engr	7	2700	4944
Hawaii	See #1				Dist Const Engr	4	3713	5285
Idaho	Const Engr	1	4328	6364	Asst Dist Engr	6	3983	5857
Illinois	Engr Of Constr	1	4540	7390	Dist Constr Engr	9	3915	6470
Indiana	Same As #35				Const Engr	6	2884	4396
Iowa	State Const Engr	1	5562	7033	Transp Const Engr	6	3822	4836
Kansas	See #1				Dist Const Engr	6	3947	5551
Kentucky	Trns Eng/Div Const	1	3258	5704	T.E.B.M. Const	12	2955	5174
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	5472	6730	HSE III/Hwy Asst DE Cnst	7	3320	4710
Massachusetts	Manager VII	1	3430	4514	Civil Engr V	5	3471	4450
Michigan	Const Eng Lte XIII	1	4721	6309	Dist Const Eng Lte X	9	3651	5003
Minnesota	State Const Engr	1	4768	6782	Dist Const Adm Engr	9	4440	6299
Mississippi	Const Engr	1	4035	6044	Dist Const Engr	6	3440	5152
Missouri	Div Engr Const	1	5421	6673	Dist Const Engr	9	3448	5226
Montana	Const Eng	1	3237	4716	Dist Cosnt Engr	5	3237	4716
Nebraska	Const Engr	1	3823	5352	Dist Const Engr	8	3308	4631
Nevada	Chief, Const Engr	1	4391	6052		2	4014	5518
New Hampshire	Admin Bureau Const	1	3952	4755	Civil Engr VI	6	3599	4334
New Jersey	Director, C&M	1	4937	6912	Mgr 1 (Dot (C&M Engr)	11	4937	6912
New Mexico	Highway Eng 5	1	3959	5581	Highway Eng 4	6	3457	4873
New York	Const Div Dir	1	7292	9043	Reg Const Eng	11	5368	6787
North Carolina	State Hwy Const & Mat Engr	1	4484	7205	Division Constr Engr	14	3732	5962
North Dakota	Director, Const Div	1	3219	5038	Included In #3			
Ohio	Deputy Dir 6	1	4581	6711	Trans Engr 6	12	4648	6092
Oklahoma	State Const Engr	1	4217	5591	Div Const Engr	7	3348	4425
Oregon	Tech Svcs Mgr	1	4518	6361	Region Cost Engr	5	3365	4742
Pennsylvania	Dir, Bur of Const & Matrls	1	4600	6318	Asst Hwy Dist Engr	11	4030	5961
Rhode Island	Chf Hwy & Brdge Cnst Opr	1	4361	5011	Asst Chf Hwy & Brdge Cnst Opr	9	3399	3851
South Carolina	Director Of Const	1	4139	7657	Dist Const Engr	7	3271	5172
South Dakota	Tech Admin	1	3595	5394				
Tennessee	Asst Comm 2	1	3704	5935	Trans Regional Dir	4	3392	5434
Texas	Same as #1				Dir Of Const	10	3430	5027
Utah	Engr For Const	1	4063	6442	Dist Const Engr	6	3849	6103
Vermont	Construction Engr	1	3884	6185	Regional Const Engr	4	3396	5415
Virginia	Div Admin Trans	1	3898	5951	Trans Asst Div Admin	18	3565	5444
Washington	State Const Engr	1	5807	6898		7	4900	5949
West Virginia	Included #1 & #20				Asst Dist Engr Const	10	2836	4612
Wisconsin	CE Trans Mgr 2	1	4363	7655	CE Trans Mgr I	10	4002	6442
Wyoming	See #1				Dist Const Engr	5	3090	4974
1996 Average				6420				5488
1995 Average				6262				5377
1977 Average				0				0
% Increase 1977-1996				0.0%				0.0%
% Increase 1995-1996				2.5%				2.1%

MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996

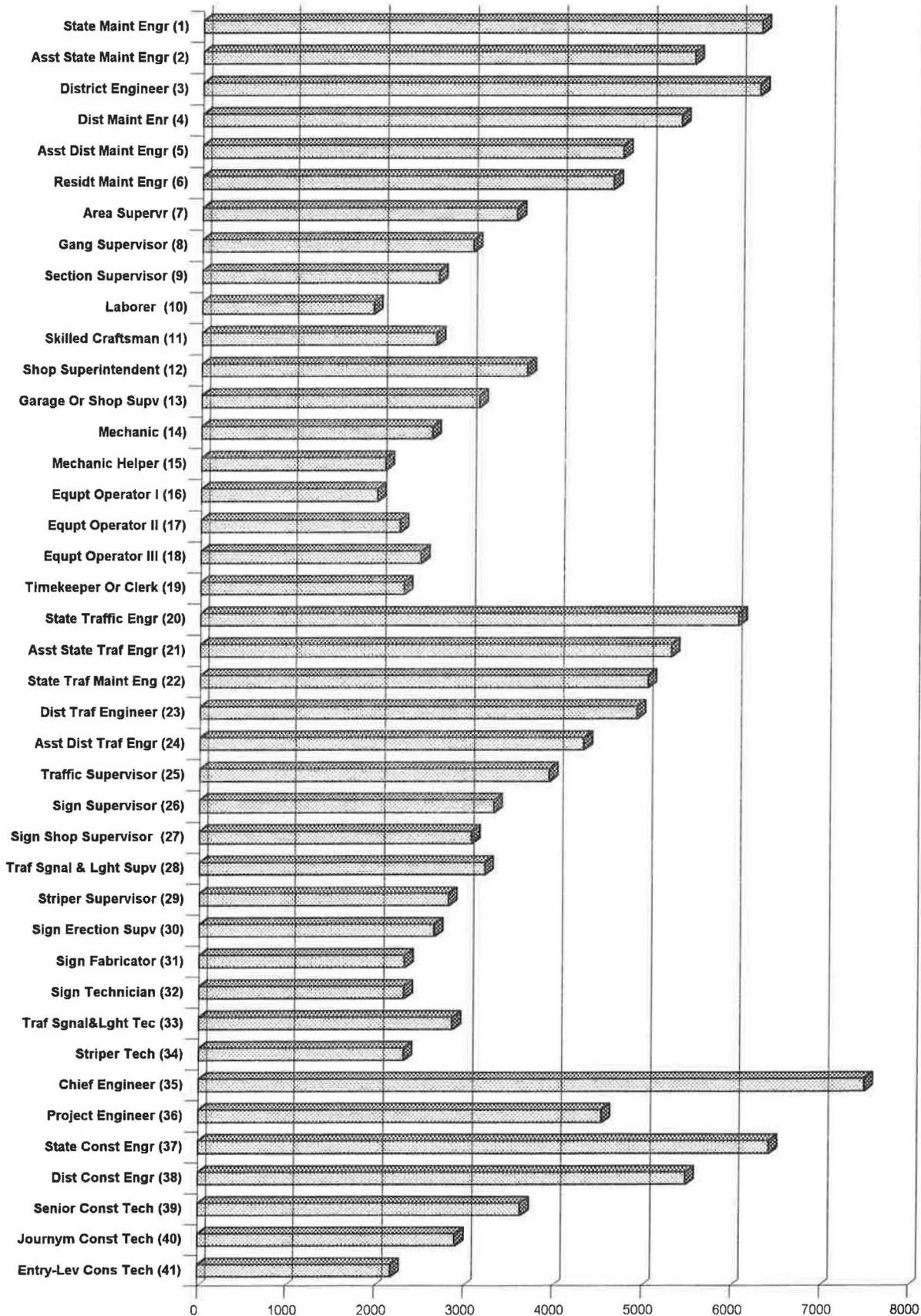
STATES	(39)			(40)				
	SENIOR CONSTRUCTION TECHNICIAN	#	MIN	MAX	JOURNEYMAN CONSTRUCTION TECHNICIAN	#	MIN	MAX
Alabama	Engr Asst III	548	1482	2200	Engr Asst II	166	1247	1808
Alaska	Het IV	34	2925	3888	Het II	39	2482	3111
Arizona	Tr Engr Spec	184	2460	3810	Const Tech Supv	48	1742	3166
Arkansas	Const Proj Supv	20	3562	4654	Inspector	75	2591	3559
California	Resident Engr	735	3283	4700	Trans Engr Tech	96	2479	3609
Colorado	Civ Eng Proj Mgr II	73	3227	4324	Civ Eng Proj Mgr I	39	2927	3922
Connecticut	Trns Egr2/Tr Const Insp3	180	2754	3444	Trns Egr/Tr Const Insp	196	1675	3128
Delaware	Const Tech V	19	2450	3676	Const Tech IV	71	2140	3210
Florida	Eng, Arch, & Svy Lvl III		2199	6026	Eng, Arch, & Svy Lvl II		1545	3035
Georgia	Engr Tech V	81	1784	3221	Engr Tech IV	135	1644	2963
Hawaii	Engr IV	22	3053	4346	HCI IV/V, LS I/II	45	2317	3860
Idaho	Trans Tech Princp	106	2281	3354	Trans Tech Sr	123	1863	2742
Illinois	Resident Tech	100	3020	5370	Engineer Tech	400	1730	3100
Indiana	Project Supv	225	1863	2758	Engr Asst	498	1415	2275
Iowa								
Kansas	Engr Tech Sr	84	2198	3092	Engr Tech	276	1808	2543
Kentucky	Dist Constr Engr	13	2684	4692	Trns Eng Tech I	149	1651	3175
Louisiana	Construction Inspec III	197	1406	2194	Construction Inspec II	155	1228	1916
Maine	Asst H/B Resident Engr	29	2062	2809	Hwy Bridge Insp	33	1625	2348
Maryland	Engr Tech VI Const	68	2273	2983	Engr Tech IV, V	157	1833	2571
Massachusetts	Civil Engr IV	5	3216	4121	Civil Engr I	306	2331	2949
Michigan	Constr Tech 12	51	2339	3301	Const Tech II	29	2192	2989
Minnesota	Chief Inspector	100	2366	3329	Inspector	MANY	2053	2897
Mississippi	Sr Cert Engr Tech	131	2263	3388	Engr Tech II	109	1720	2576
Missouri	Inspector	128	2277	3314	Inspector	153	2103	3002
Montana	Engr Proj Tech III	72	2075	2962	Egr Proj Tech II	42	1615	2276
Nebraska	Project Mgr	64	2862	4008	Const Tech III	122	1993	2764
Nevada	Supv III, Assoc Eng	22	3217	4391	Engr Tech III	208	2291	3080
New Hampshire	Engr Tech V	10	2327	2751	Engr Tech III	14	1814	2139
New Jersey	C&M Eng Tech 1,2	233	2748	3848	C&M Eng Tech 3	224	2150	3323
New Mexico	Included In #36				Hwy Eng Tc3/Hwy Svy Tc3	123	1771	2496
New York	Eng in Charge	413	3104	3847	Const Insp		1589	3847
North Carolina	Transp Tech III	261	2108	3277	Transp Tech II	344	1938	2994
North Dakota	Project Mgr	12	2001	3168	Tech IV	39	1822	2891
Ohio	Trans Tech Supv	156	2874	3758	Proj Insp 2	512	2156	2721
Oklahoma	Trans Spec II	62	2268	2992	Sr Inspec Tech	95	1770	2326
Oregon	Trans Engr II	25	2724	3725	Engr Spec 2&3,Asst Trn Engr	361	1758	2922
Pennsylvania	Trans Constr Insp Supv	207	2080	3163	Trans Const Inspec	474	1839	2770
Rhode Island	Engr Tech IV	32	2701	3042	Engr Tech III	28	2271	2602
South Carolina	Engr Tech V	72	1815	2871	Engr Tech IV	121	1614	2871
South Dakota	Sr Trans Tech	77	1721	2581	Trans Journey Tech	68	1450	2175
Tennessee	Operations Spec Supv 2	12	2844	4558	Trans Tech 1	487	1339	2145
Texas	Const Insp VII-IX	70	2549	3785	Const Insp III-VI	657	1836	3009
Utah	Const Tech IV	69	2494	5687	Const Tech III	111	2128	3374
Vermont	Technician Proj Supv	14	2213	3510	Technician IV	37	1976	3127
Virginia	Transp Const Insp Sr.	263	2089	3190	Trans Const Insp	253	1748	2669
Washington	Trans Engr II	596	2700	3455	Trans Tech III	336	2449	3131
West Virginia	Sr Engr Tech Const	87	2314	3764	Eng Tc Cn/HE 1,2/Eng Trn	276	1887	4028
Wisconsin	Eng Spec Trans Adv I	46	2975	3926	Eng Spec Trans Sr	41	2738	3613
Wyoming	Eng Tech Supv	59	2181	3273	Engr Tech Spec	97	1788	2637
1996 Average				3636				2906
1995 Average				3478				2853
1977 Average				0				0
% Increase 1977-1996				0.0%				0.0%
% Increase 1995-1996				4.6%				1.8%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1996**

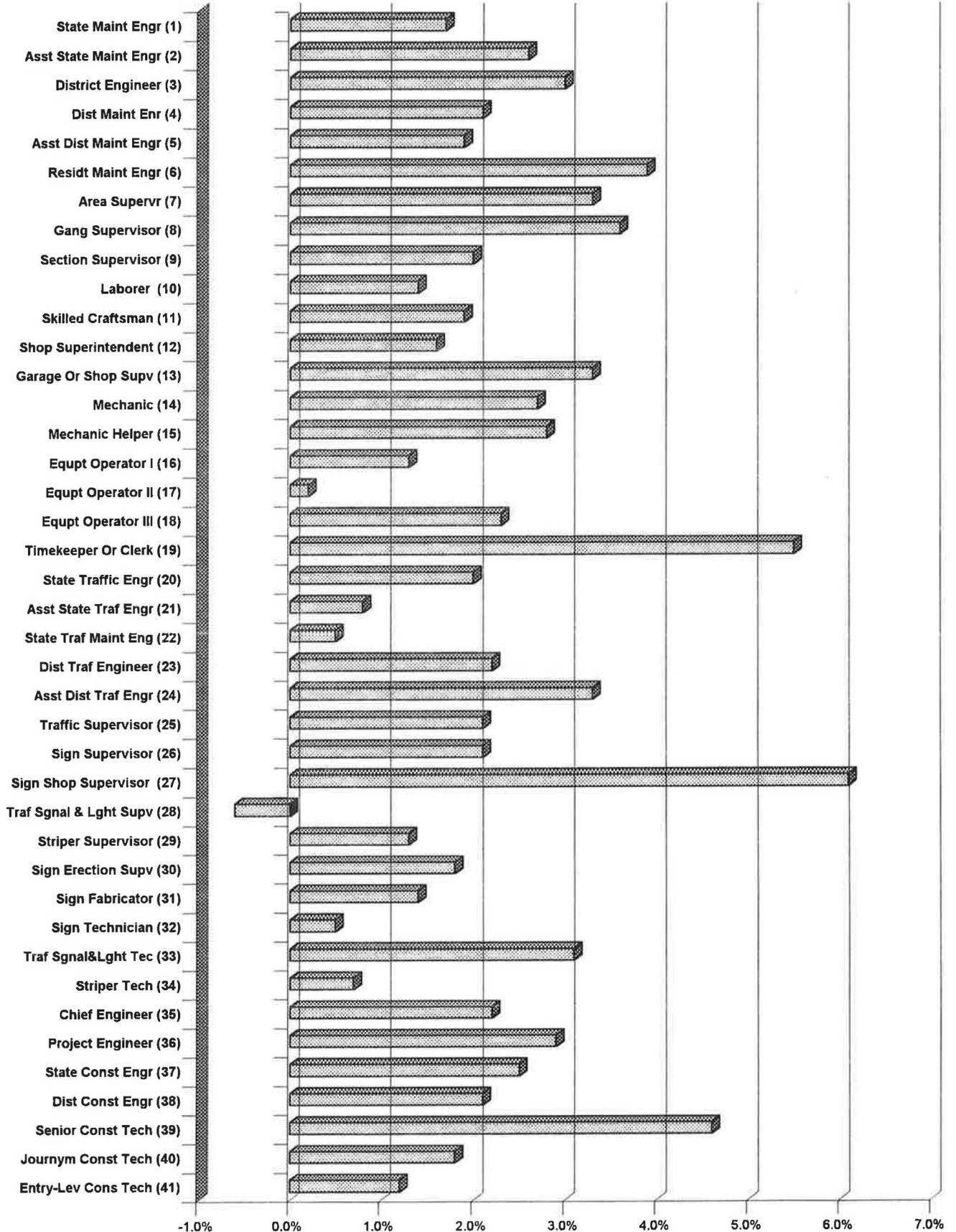
(41)

STATES	ENTRY-LEVEL CONSTRUCTION TECHNICIAN	#	MIN	MAX
Alabama	Engr Asst I	324	1158	1637
Alaska	Het I	32	2210	2773
Arizona	Const Tech	78	1360	2326
Arkansas	Const Aide	52	1798	2587
California	Jr Eng Tech	21	1721	2528
Colorado	Engr/Phy Sci Tech I	115	2529	3388
Connecticut	Trns Eng In Train	54	1675	2038
Delaware	Hwy Engr Tech I	2	1526	2289
Florida	Eng, Arch, & Svy Lvl I		1138	2230
Georgia	Engr Tech I	94	1249	2401
Hawaii	EA I/II, HCI I	16	1447	2711
Idaho	Trans Tech	60	1667	2451
Illinois	Engr Tech	110	1420	2585
Indiana	Hwy Engr Asst	69	1161	1791
Iowa				
Kansas	Engr Tech Assoc	88	1419	1993
Kentucky				
Louisiana	Engr Tech	76	1073	1674
Maine	Hwy/Bridge Insp	23	1275	1830
Maryland	Engr Tech I, II, III	72	1242	2067
Massachusetts	Gen Const Insp I	51	2331	2949
Michigan	Const Tech 8	37	1691	2142
Minnesota	Inspector	20	1814	2502
Mississippi	Engr Tech II	110	1557	2331
Missouri	Inspection Asst	63	1691	2369
Montana	Engr Proj Aide	42	1082	1495
Nebraska	Const Tech I	36	1292	1791
Nevada	Engr Tech	13	1732	2291
New Hampshire	Engr Tech II	13	1610	1885
New Jersey	C&M Tech 4&5/Engr Tech 4&5	176	1605	2729
New Mexico	Hwy Eng Tc1/Hwy Svy Tc1	71	1359	1916
New York	Temp Const Insp		1174	1641
North Carolina	Transp Tech I	345	1790	2739
North Dakota	Tech I	1	1172	1850
Ohio	Proj Insp 1	39	1886	2132
Oklahoma	Tech I	35	1389	1815
Oregon	Engr Spec Entry	87	1338	2073
Pennsylvania	Engr Tech	12	1627	2428
Rhode Island	Engr Tech I	45	1783	1931
South Carolina	Engr Tech I	22	1134	1939
South Dakota	Transp Tech	3	1234	1851
Tennessee	Trans Asst 1	430	946	1555
Texas	Const Insp I	10	1261	1564
Utah	Const Tech I	22	1455	2309
Vermont				
Virginia	Trans Const Insp Trn	7	1399	1748
Washington	Trans Tech I	18	1895	2393
West Virginia	Tit Const/Aet Const	223	1255	2506
Wisconsin	Eng Tech Trans 3	35	1923	2726
Wyoming	Hwy Worker	16	1171	1676
1996 Average				2182
1995 Average				2157
1977 Average				0
% Increase 1977 - 1996				0.0%
% Increase 1995 - 1996				1.2%

**United States  
Average Monthly Salaries for 1996**



**United States**  
**Percent Change in Salaries from 1995 to 1996**



## **POLICIES AFFECTING MAINTENANCE PERSONNEL AS OF JULY, 1996**

### **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 a 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 Minimum			
	(1a)	(1b)	(1c)	(1d)	State	Fed	Retirement			Min Yrs	Min	Hrs/Yrs of	Service		
					Plan	Soc	(4)	(4a)	(4b)	(5)	Age			(6)	(7)
Alabama		X			Yes	Yes	No	Statute	N/A	Yes	25	None	Yes	104	0-5
Alaska	X				Yes	No	No			Yes	5	55	Yes	180	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	1-5
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	104	0-5
Georgia		X			Yes	Yes	No			Yes	10	None	Yes	120	0-5
Hawaii	X				Yes	Yes	No			Yes	5-10	55	Yes	168	
Idaho		X			Yes	Yes	No			Yes	A+Serv=90	55	Yes	96	0-5
Illinois	X				Yes	Yes	No			Yes	8	No	Yes	30	1-5
Indiana	X				Yes	Yes	No			Yes	10	55	Yes	96	1-4
Iowa		X			Yes	Yes	No	N/A	NA	Yes	4	55	Yes	96	1-4
Kansas	X				Yes	Yes	No			Yes	10	55	Yes	96	0-5
Kentucky		X			Yes	Yes	No	Statute		Yes	27	N/A	Yes	96	0-4
Louisiana	X				Yes	a) 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	0-5
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	Statute		Yes	VAR	65	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	50 w/30	Yes	120	0-10
Montana	X				Yes	No	No			Yes	5	50	Yes	120	1-10
Nebaska	X				Yes	Yes	No			Yes	5	55	Yes	96	1-5
Nevada		X			Yes	Yes	No			Yes	5	Any w/30	Yes	120	>.5
New Hampshire	X				Yes	Yes	No			Yes	10	50	Yes	120	1-8
New Jersey	X				Yes	Yes	No			Yes	25	55	Yes	12	1-4
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	Age+Svc=80	A+S=80	Yes	120	0-5
Oregon	X	X			Yes	Yes	No			Yes	30	55	Yes	96	0-5
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	1-15
Tennessee	X				Yes	Yes	No			Yes	30	48	Yes	90	1-5
Texas	X				Yes	Yes	No	Policy		Yes	5	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	No	No			Yes	5	55	Yes	96	0-5
Washington		X			Yes	Yes	No			Yes	5	Age+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) Depends on age
- b) Must use 37.5 hours annually
- c) Depends on service years

STATES	VACATION CONT'D					SICK LEAVE					
	Maximum		Service	Cumulative		Minimum		Maximum		Service	Cumulative
	Hrs/Yrs of	Yr		Maximum	(9)	Hrs/Yrs of	Yr	Hrs/Yrs of	Yr		
(7 Cont'd)		(8)		(10)		(10)	(11)	(11)			
Alabama	234	25	Yes	480	Yes	104	1-Max	104	1+	Yes	1200
Alaska	270	10 +	Yes	b)No Limit							
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	15	Yes	336	Yes	79.92	N/A	N/A		Yes	360
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	104				Yes	No Max
Georgia	168	10	Yes	360	Yes	120	All	120	All	Yes	720
Hawaii	168		Yes	720	Yes	168		168		Yes	None
Idaho	168	16	Yes	c) 336	Yes	96.2		96.2		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	5+	Yes	2/Annual	Yes	144		144		Yes	Unlimited
Kansas	168	15	Yes	240	Yes	96				Yes	No Limit
Kentucky	168	15	Yes	480	Yes	96	All	96	All	Yes	Unlimited
Louisiana	192	15	Yes	All	Yes	96	0-3	192	15	Yes	All
Maine	192	20	Yes	320	Yes	96		96		Yes	960
Maryland	200	21	Yes	360	Yes	120	0-5	120	6	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	336	Yes	120	Any	10/Month		Yes	No Max
Montana	192		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	25	20	Yes	1 Year	Yes	96	0-1	120	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	200	20	Yes	480	Yes	120	0-20+	120	20+	Yes	No Limit
Oregon	192	20	Yes	250	Yes	96	0-5	96	20+	Yes	No Max
Pennsylvania	195	25+	Yes	337.5	Yes	97.5	All	97.5	All	Yes	2250
Rhode Island	224	25	Yes	Varies	Yes	130		130		Yes	1000
South Carolina	240	22	Yes	360	Yes	120		120		Yes	1440
South Dakota	160	15+	Yes	320	Yes	112		112		Yes	Unlimited
Tennessee	180	20	No		Yes	90		90		Yes	No Max
Texas	168	20	Yes	376	Yes	96		96		Yes	No Limit
Utah	156	11	Yes	320	Yes	104		104		Yes	No Max
Vermont	192	30	Yes	360	Yes	96	0-5	168	20+	Yes	No Max
Virginia	168	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	Yes	240	Yes	144	0	144	0	Yes	Unlimited
Wisconsin	176	20	Yes	40	Yes	104		104		Yes	None
Wyoming	192	20	Yes	384	Yes	96		96		Yes	Unlimited

## INSURANCE

## UNIONIZATION

STATES	Hospitalization			Life Insurance			Public Liability				Non-Supv	
	(12)	(12a)	(12b)	(13)	(13a)	(13b)	(14a)	(14b)	(14c)	(14d)	(15)	(15a)
Alabama	Yes	Wholly	Mandatory	No						X	No	No
Alaska	Yes	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		X			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	Mandatory	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				X	No	No
Louisiana	Yes	Part 40-50%	Optional	Yes							No	No
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	Mandatory	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				None	No	Yes
Nebraska	Yes	Partially	Optional	Yes	Wholly	Optional			X		No	Yes
Nevada	Yes	Partially	Mandatory	Yes	Wholly	Mandatory			X		No	No
New Hampshire	Yes	Wholly	Optional	Yes	Partially	Optional	X				Yes	Yes
New Jersey	Yes	Partially	Optional	Yes	Partially	Optional	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		X			No	No
South Dakota	Yes	Wholly	Optional	Yes	Wholly	Mandatory	X				No	Yes
Tennessee	Yes	Partial	Optional	Yes	Partial	Optional	X				No	No
Texas	Yes	Wholly	Optional	Yes	Wholly	Optional			X		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	X				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	X				No	No

STATES	Supervisory		Non-Supervisory				SERVICE AWARDS		WORKING CONDITIONS					
	Nat'l Union	Local Union	Nat'l Union	Local Union	Nat'l Union	Local Union	Salary Basis					Per Day	Per Wk	
	(16a)	(16b)	(16a)	(16b)	(16a)	(16b)	(17)	(18a)	(18b)	(18c)	(18d)	(19)		
Alabama	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	S	H	8	40	
Alaska		Yes	Mandatory		Yes	Mandatory	Yes	H	H	H	H	7.5	37.5	
Arizona	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	S	S	S	H	8	40	
Arkansas	No	No		No	No		Yes	S				8	40	
California	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S				8	40	
Colorado	No	N/A	Yes	Voluntary	No	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	Yes	Voluntary	Yes		S	S	S/H	8-10	40	
Georgia	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	S	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	Yes	Mandatory	No	Yes	S	S	S	S/H	8	40
Indiana	No	No		Yes	Yes	Voluntary	Yes	S	S	S	S	7.5	37.5	
Iowa	No	N/A	No	N/A	Yes	Voluntary	Yes	H	H	S	H	8	40	
Kansas	No			Yes	Yes	Voluntary	Yes		H	S	H	8	40	
Kentucky	No	Yes	Voluntary	No	Yes	Voluntary	Yes		H	S/H	S/H	8	40	
Louisiana					Yes	S	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	Yes	Voluntary	Yes	H	H	H	H	8	40	
Nevada	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	H	H	H	H	8	40	
New Hampshire	Yes	Mandatory	Yes	Voluntary	Yes	Mandatory	Yes	H	H	H	H	8	40	
New Jersey	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	S	S	S	S	8	40	
New Mexico	No	Voluntary	No	Voluntary	Yes	Voluntary	Yes	H	H	H	H	8	40	
New York	Yes	Yes	Voluntary	Yes	Yes	Voluntary	No		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	Yes	Mandatory	Yes	H	H	H	H	8	40	
Oklahoma	No	Yes	Voluntary	No	Yes	Voluntary	Yes	H	H	H	H	8	40	
Oregon	None	No		Yes	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	No	Yes	Voluntary	No	Yes	Voluntary	Yes		S	S	H	8	40	
South Dakota	No	No		Yes	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	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	Yes	Voluntary	No		H	S	H	8	40	
Wisconsin	No	No		No	Yes	Mandatory	Yes		H	S	H	8	40	
Wyoming					Yes		Yes		S	S	H	8	40	

WORKING CONDITIONS CONT'D

STATES	Adjustment for Overtime				(21)	Travel Time		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	Yes	No	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	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	
Colorado	Yes	1 1/2	Comp	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	
Connecticut	Yes		1 1/2		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Delaware	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Florida	Yes	f) 1 1/2	f) 1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Georgia	Yes	1 1/2	Comp	1 1/2	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hawaii	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Idaho	Yes	1 1/2	1 1/2	1 1/2	Yes	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	Yes	No	No	Yes	Yes
Indiana	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Iowa	Yes	1 1/2	No	1 1/2	Yes	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	Yes
Kentucky	Yes	f) 1 1/2	Comp	f) 1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Louisiana	Yes	Comp	Comp		Yes	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	Yes	Yes
Maryland	Yes	1 1/2	Comp	1 1/2	Yes	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	Yes
Michigan	Yes	1-1/2	Straight	1-1/2	Yes	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	Yes	No
Mississippi	Yes	1 1/2	1 1/2		Yes	Yes	Yes	Yes	Yes	N/A	Yes	No	Yes	Yes
Missouri	Yes	1 1/2	Strght/None	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Montana	Yes	1 1/2	Straight	1 1/2	Yes	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	Yes	No	No	Yes	Yes
Nevada	Yes	1.5	1.5	1.5	Yes	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	Yes
New Jersey	Yes	1 1/2	Straight	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
New Mexico	Yes	1 1/2	Straight	1 1/2	Yes	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	Yes	No
North Carolina	Yes	All	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
North Dakota	Yes	1 1/2	Straight	1 1/2	Yes	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	Yes	No
Oklahoma	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
Oregon	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes
Pennsylvania	Yes	1.5	1.5	1.5	Yes	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	Yes	No
South Carolina	Yes	1 1/2	Comp	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
South Dakota	Yes	1.5	1.5	1.5	Yes	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	Yes	No	Yes	Yes
Texas	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Utah	Yes	1 1/2	Depends	1 1/2	Yes	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	Yes	No
Virginia	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Washington	Yes	1 1/2	1 1/2	1 1/2	No		Yes	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	Yes
Wisconsin	Yes	1-1/2	None	1-1/2	No		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Wyoming	Yes	1 1/2	No	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No

a/Civil Service  
General  
Schedule

WORKING CONDITIONS CONT'D

MAINTENANCE RESPONSIBILITY

STATES	Travel Expenses						Moving Expense						Signing & Marking Responsibility			Vehicle Maintenance		
	Meals		Lodging															
	(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		X			No	Yes	Yes	Yes		X			
Arkansas	Yes	X			X			X		Yes	Yes	Yes	Yes	X				
California	Yes		X			X		X		No	Yes	Yes	Yes	X				
Colorado	Yes		X			X		X		Yes	Yes	Yes	Yes	X				
Connecticut	Yes		X			X			X	Yes	Yes	Yes	Yes	X				
Delaware	Yes	X		X					X	No	No	No	Yes	X				
Florida	Yes		X	X				X		No	Yes	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			
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	Yes	Yes	Yes	Yes	X				
Maine	Yes		X		X		X			Yes	Yes	Yes	Yes		X			
Maryland	Yes		X		X			X		Yes	Yes	Yes	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	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		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	6			6				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		\$24	X					X	Yes	Yes	Yes	Yes	X				
South Carolina	Yes		X	X				X		Yes	Yes	Yes	Yes		X			
South Dakota	Yes		X		X			X		Yes	Yes	Yes	Yes			X		
Tennessee	Yes		X			X			X	No	Yes	Yes	Yes			X		
Texas	Yes	X			X			X		Yes	Yes	Yes	Yes	X				
Utah	Yes		X		X			X		Yes	Yes	Yes	Yes	X				
Vermont	Yes	X		X					X	Yes	Yes	Yes	Yes	X				
Virginia	Yes		X			X		X		No	No	No	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				