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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

Iowa Department of Transportation  
AASHTO Subcommittee on Maintenance

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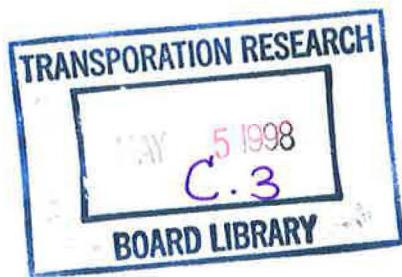
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## **INTRODUCTION**

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This report was sponsored by the TRB Committee on Maintenance and Operations Personnel and prepared by the Iowa Department of Transportation in cooperation with the AASHTO Subcommittee on Maintenance. This report is the 51st 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).
- 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 changes in long-term (1977–1997) and short-term (1996–1997) percentages. The salary increases from 1996 to 1997 ranged from 0.9 percent to 10.7 percent. The 0.9 percent figure is for State Traffic Engineer (#22) and the 10.7 percent figure is for Timekeeper or Clerk (#19).

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 Maintenance Division of the Iowa Department of Transportation (515) 239-1519.

## 1997 Average Maximum Monthly Salary (\$)

State Class Titles	U.S. Regions				
	North Atlantic	South- Eastern	Mississippi Valley	Western	All
State Maintenance Engineer	7,008	6,767	6,577	6,306	6,644
District Engineer	6,749	6,658	6,240	6,518	6,536
Area Supervisor	3,353	3,376	3,943	3,818	3,626
Laborer	2,104	1,597	2,064	2,119	1,951
Mechanic	2,721	2,535	2,673	2,828	2,698
Equipment Operator II	2,424	2,178	2,431	2,383	2,345
Traffic Signing and Lighting Supervisor	3,063	3,289	3,424	3,548	3,341
Traffic Signing and Lighting Technician	2,879	2,668	2,781	3,097	2,889

## **MAINTENANCE AND OPERATIONS PERSONNEL TITLES**

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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. *J 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 1997**

STATES	STATE MAINTENANCE ENGINEER	(1)			(2)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	State Mtce Engr	1	4476	6814	Asst State Mtce Engr	5	3333	5082
Alaska	N/A				N/A			
Arizona	State Engr Maint	1	4052	6156		1	1 YES	5161
Arkansas	State Mtce Engr	1		6582	Asst State Mtce Engr	1	5375	6014
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	8112	10405	Trns Mtce Dir	1	7500	9619
Delaware								
Florida	State Mtce Engr	1	3660	7181	Eng, Arch, & Svy Level VI	1	4019	7261
Georgia	State Mtce Engr	1	4636	7869	Asst St Mtce Engr	1	3844	6519
Hawaii	Chief-Hwys Div	1	5053	6911	Asst Chief Const & Mtce	1	4812	6582
Idaho	State Mtce Engr	1	4328	6364	Asst Mtce Engr	1	3683	5416
Illinois								
Indiana	Same As #35				Asst. Dep Comm. Oper	1	3681	5707
Iowa	Mtce Div Director	1	5728	7245	Dep Mtce Div Director	1	4981	6297
Kansas	Chf,Bur Const/Mtce	1	4613	6495	A-Chf,Bur Const/Mtce	1	3986	5607
Kentucky	Engr Dir, Div Oper	1	3258	5704	Engr Br Mgr	3	2955	5714
Louisiana	DOD Stf Eng Adm 3	1	4619	7628				
Maine	Dir Bur Mtce Opers	1	4127	5770	Hwy Mtce Engineer	1	3300	4608
Maryland	Dep Chief Engr Mtce	1	5472	6730	Hwy Supv Engr II	1	3320	4361
Massachusetts	M-9	1	4054	5370	Civil Engr VI	1	4301	5536
Michigan	Eng Of Mtc - SDA17	1	5063	6883	Lem16	1	4332	5956
Minnesota	State Mtce Engineer	1	4768	6762				
Mississippi	Mtce Engr	1	4242	6352	Asst Mtce Engr	1	3839	5750
Missouri	Div Engr Mtce	1	4368	7452	Asst Div Engr Mtce	1	3845	5829
Montana	Maint Engr	1	3947	5799				
Nebraska	Hwy Mtce Mgr	1	3899	5459	Hwy Mtce Oper Mgr	1	3374	4724
Nevada	Chief Mtce Engr	1	4523	6234	Asst Chief Mtce Engr	1	3783	5185
New Hampshire	State Mtce Engineer	1	3952	4755	Asst Mtce Engineer	1	3445	4110
New Jersey	Asst Commissioner for Oper	1	7016	7016	N/A			
New Mexico	Highway Engineer 4	1	3319	4979	Highway Engineer 3	1	3134	4701
New York	Dir Hwy Mtce	1	7292	9043	Asst Dir Hwy Mtce	2	5368	6787
North Carolina	State Road Maint. Engr.	1	4270	6847	Asst. State Road Mtce Engr	1	3902	6233
North Dakota	Dir, Mtce & Eng Support	1	3249	5189	Asst Dir Mtce & Eng Support	0	2820	4511
Ohio								
Oklahoma	State Mtce Engr	1	4217	5591	Asst State Mtce Engr	1	3755	4971
Oregon	Operations Mgr	1	4221	5938	Field Operations Engr	1	4221	5938
Pennsylvania	Dir, Bur Of Mtce & Oper	1	5475	7827	Sr Civil Engr Mgr	1	4203	6389
Rhode Island	Admn, Hwy & Brdg Mtce Op	1	5662	6413	Managing Engr	1	4660	5411
South Carolina	State Mtce Engr	1	4279	7917	Asst Director Mtce	2	3517	6507
South Dakota								
Tennessee	Transp Dir	1	3360	5384	Transp Mgr 2	1	3076	4930
Texas	Dir Const & Mtce Div	1	5346	7444	Dep Dir Const & Mtce Div	1	4422	5935
Utah	Engr Mtce	1	3953	6270				
Vermont	Mtce Mgmt Engr	1	4241	6750	Civil Engr Executive B	1	3464	5523
Virginia	Division Admin Trans	1	3978	6210	Asst Div Admin Trans	2	3328	5196
Washington	Chief Mtce Engr	1	5981	7105	Asst Maint Engr	1	5833	7842
West Virginia	Chief Engr Mtce	1	2476	5651	Dir Mtce Div	1	3248	5281
Wisconsin	DOT Manager	1	4002	8004	DOT Manager	2	4002	8004
Wyoming	St Const & Mtce Engr	1	3583	5799				
1997 Average			6644					5830
1996 Average			6276					5526
1977 Average			2624					2556
% Increase 1977-1997			153.2%					128.1%
% Increase 1996-1997			5.9%					5.5%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	DISTRICT ENGINEER	(3)			(4)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Division Engineer	9	4496	5082	Division Mtce Engr	9	3333	5082
Alaska	Reg Director	3	6012	7191	Eng IV/Div Director	1/2	5428	6927
Arizona	District Engineer	10	4052	6156	Dist Maint Engr	9	394	5161
Arkansas	Dist Engr	10		6376	Dist Mtce Eng	4	5375	6014
California	District Director	12	6090	7747	Dep Dist Dir Mtec	12	5408	6553
Colorado	Regional Trans Director	6	5371	7055	Hwy Mtce Supt II	8	3922	5256
Connecticut	Trns Mtce Dir	4	7500	9619	Trns Mtce Mgr	12	6934	8894
Delaware								
Florida	District Secretary	8	4465	8841	Dist Mtce Engr	8	3660	7181
Georgia	District Engr	7	4636	7869	Dist Mtce Engr	7	3484	5935
Hawaii	Dist Engr	4	4812	6582	Dist Mt Eng	2	3376	5404
Idaho	District Engineer	6	4328	6364	Dist Reg Engr	2	3683	5416
Illinois								
Indiana	Dist Director	6	3341	5200	Operations Engr.	6	2884	4396
Iowa	Transp Ctr Engr	6	3936	4981	Transp Mtce Engr	6	3936	4981
Kansas	Dist Engr	6	4395	6187	Dist Mtce Engr	6	3986	5607
Kentucky	Chf District Engr	12	3264	6278	Engr Br Mgr-Oper	12	2955	5174
Louisiana	District Engr Admin	9	4034	6663	Dist Eng Mgr 2	9	3675	5439
Maine	Division Engineer	7	3754	5255	N/A			
Maryland	Metro/Non-Metro Dist Engr	7	5472	6730	Hwy Spv Eng III/Asst Dist Eng Mtce	7	3320	4710
Massachusetts	Dist Hwy Dir	5	4391	5536	Civil Engr VI	5	4301	5213
Michigan	Dist Eng - SDA 17	7	5063	6883	Dist Oper Lem 15	14	4042	5521
Minnesota	District Engineer	7	4768	6762	Dist Mtce Engineer	13	4400	6299
Mississippi	Dist Engr	6	4686	7020	Dist Mtce Engr	4	3839	5750
Missouri	District Engineer	10	4368	7452	Dist Mtce & Traf Engr	10	3448	5226
Montana	District Administrator	5	3947	5799	Chief Field Maintenance	11	3947	4326
Nebraska	Hwy Dist Engr	8	3899	5459	Hwy Dist Mtce Supt	8	3139	4394
Nevada		3	4523	6234		2	4134	5683
New Hampshire	Highway Dist Engr	6	3772	4540				
New Jersey	Executive Director	3	6356	7016	Manager 1 C&M	3	4687	6912
New Mexico	Highway Engineer 5	6	3801	5702	Highway Engineer 4	6	3319	4979
New York	Reg Dir Of Transp	11	7292	9043	Trans Mtce Engr 3	11	5368	6787
North Carolina	Division Engineer	14	4476	7184	Div Mtce Engr	14	3902	6233
North Dakota	District Engineer	8	3249	5189	Hwy Mtce Coord.	4	2691	4305
Ohio								
Oklahoma	Field Div Engineer	8	4217	5591	Asst Div Engr,Mtce	8	3755	4971
Oregon	Region Engr	13	3466	4884				
Pennsylvania	Hwy Dist Engr	11	6250	8252	Asst Dist Engr Mtce	11	4797	7293
Rhode Island	Chief Civil Engr	7	4186	4747	Supv Civil Engr	1	3772	4272
South Carolina	District Engr Admin	7	3956	6507	Dist Mtce Engineer	7	3382	5348
South Dakota								
Tennessee	Transp Regional Dir	4	3511	5624				
Texas	Dist Engr	25	4718	7444	Dir of Mtce	15	3418	5562
Utah	Region Director	4	4527	7377	Region Ops Engr	4	3953	6270
Vermont					District Transp Administrator	9	3464	5523
Virginia	Transp Dist Admin	9	4348	6788	Trans Asst Dist Engr	9	3638	5681
Washington	Regional Admin	6	5833	7842	Regional Oper Engr	7	5047	6127
West Virginia	Dist Engr	10	3248	5281	Asst Dist Engr Mtce	10	2836	4612
Wisconsin	DOT Manager	8	4002	8004	DOT CE Chief	8	4002	8004
Wyoming	Dist Engr	5	3583	5799	Dist Mtce Engr	5	3090	4974
1997 Average			6536					5676
1996 Average			6264					5382
1977 Average			2564					2175
% Increase 1977-1997			154.9%					161.0%
% Increase 1996-1997			4.3%					7.7%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	ASSISTANT DISTRICT MAINTENANCE ENGINEER	(5)			(6)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Asst Div Mtce Engr	9	2949	4496	District Engineer	41	2949	4496
Alaska	Tmm II / Tms II	1/10	4154	4922	Tms II	10	4154	4922
Arizona	N/A				N/A			
Arkansas	Asst Mtce Supt	8	3930	5076	Ct Mtce Mgr I-II	44	4045	5384
California	N/A							
Colorado	Hwy Mtce Supt I	5	3388	4540	Trans General Supv	55	4161	5433
Connecticut	Same As #4							
Delaware								
Florida	Eng, Arch, & Svy Level VI	8	4019	7261	Eng, Arch, & Svy Level VI	26	4019	7261
Georgia	Asst Dist Mtce Engr	7	2877	4895	Asst Area Engr	42	2472	4457
Hawaii	Constr & Mtnce Supt VI	2	3188	4909				
Idaho	Trans Staff Engr Asst	7	2692	3959				
Illinois								
Indiana								
Iowa	Exec Officer	6	2844	3819	Subdistrict Manager	37	2312	3447
Kansas	None				Area/Staff Mtce Engr	23	3418	4326
Kentucky	Dist Maint Engr	38	2684	4692	Area/Metro Engr	25	3614	5607
Louisiana	Dist Eng Mgr 1	9	3550	5083	Dist Maint Engr	38	2684	4692
Maine	Asst Division Engr	7	3047	4251	Hwy Mtce Supt	7	2674	3691
Maryland	N/A				Hwy Spv Eng I/Res Mtce Eng	27	2847	4038
Massachusetts	Civil Engr V	5	3989	5115	Contract Spec III	10	2675	3533
Michigan	Dist Mtce Engr Lem 14	4	3770	5082				
Minnesota								
Mississippi	Asst Dist Mtce Engr	5	3615	5416	Resident Engr	9	3616	5416
Missouri	Asst Dist Mtce Engr	7	2589	3845	Resident Engr	34	3092	4686
Montana								
Nebraska								
Nevada		3	4134	5683	Mtce Superintendent	7	3173	4324
New Hampshire	Asst Dist Engineer	6	3154	3762	Mtce Supervisor	6	2530	3019
New Jersey	Region Mtce Supv	4	3100	4312				
New Mexico								
New York	Civ Eng 2/ Mtce Eng I	11	4363	5529	Trans Mtce Engr 2	63	4848	6414
North Carolina	Dist Engr	38	3405	5420	County Mtce Engr	73	3109	4941
North Dakota								
Ohio								
Oklahoma	Area Manager	16	3348	4425	No Comp Class			
Oregon		5	2588	3642				
Pennsylvania	Sr Civil Engr Mgr	11	4203	6389	Hwy Mtce Mgr 3, 4	54	3681	6389
Rhode Island	Prin Civil Engr	22	3501	3966	Sr Civil Engr	30	3241	3670
South Carolina	Asst Dist Mtce Engr	7	3006	5348	Resident Mtce Engr	47	3006	5348
South Dakota								
Tennessee								
Texas	Dist Mtce Engr I-III/Asst Dir Mtce	6	3209	5210	Hwy Mtce Supt 2	25	2395	3786
Utah					N/A			
Vermont	General Maintenance Sup	9	2390	3797				
Virginia								
Washington					Trans Resident Engr	45	3328	5196
West Virginia	Included In #4							
Wisconsin	CE Tr. Supv 1 & 2	21	3730	5997				
Wyoming								
1997 Average			4857				4770	
1996 Average			4734				4629	
1977 Average			1931				1700	
% Increase 1977-1997			151.5%				180.6%	
% Increase 1996-1997			4.6%				7.1%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	AREA SUPERVISOR	(7)			(8)		
		#	MIN	MAX	#	MIN	MAX
Alabama	Hwy Mtce Supt	29	1512	2300	Included in Title 7		
Alaska	Tms I	3	3636	4310	Trans Mtce Leader II/III	22/21	3579 4499
Arizona	Mtce Supvr	9	2589	3973	Mtce Supervisor	66	2325 3583
Arkansas	Area Mtce Supv	85	3388	4482	Job Supt	31	3388 4482
California	Ct Mtce Area Supt	164	3684	4441	Ct Mtce Supv	427	2789 3357
Colorado	Hwy Mtce Supv II	31	2927	3922	Hwy Mtce Supv I	41	2529 3388
Connecticut	Same As #6				Tr Mtce Crew Leader	109	3528 4518
Delaware							
Florida					Op & Mtce Sup Trd Lvl V	93	1118 4530
Georgia	N/A				Hwy Mtce Frmn	287	1758 3051
Hawaii					Hwy Const & Mtce Supv	10	2873 3016
Idaho					Area Foreman	55	2281 3354
Illinois							
Indiana					Unit Foreman	125	1536 1991
Iowa	Area Mtce Mgr	12	3418	4326	Hwy Mtce Supv 3	1	2972 3756
Kansas	Dist & Area Supt	32	2446	3444	Dist/Area/Sub-Area Supv	144	2115 2972
Kentucky		n/a			Crew formen County & District	344	1427 3175
Louisiana	Parish Maint Spec	16	1917	3165	Hwy Foreman 1	129	1462 2415
Maine	Hwy District Supv	21	2450	3357	Hwy Crew Supv	110	2042 3023
Maryland	Asst Res Mtce Eng	26	2446	3213	Hwy Tech Supv	159	1708 2219
Massachusetts	Hwy Mtce Foreman III	10	2388	3112	Hwy Repair Foreman	45	2125 2759
Michigan	Trans Mtce Supvr 12/13	12	3352	4494	Tras Mtce Supv 10/11	43	2801 3640
Minnesota	Hwy Mtce Supt	17	3160	3712	Hwy Mtce Supv I	69	2725 3917
Mississippi	Area Supt	33	2251	3372	County Supv	121	1844 2762
Missouri	Regional Mtce Supr	66	2746	4080	Special Mtce Supv	34	2300 3347
Montana	Mtce Supt	16	2492	3586	Field Supv B	23	2411 2538
Nebraska	Hwy Mtce Supt	32	2716	3803	Hwy Mtce Supv	91	2034 2847
Nevada	Supervisor II	16	2790	3783	Supervisor I	61	2564 3462
New Hampshire	Mtce Supv	14	2376	2813	Hwy Const Foreman	19	1934 2813
New Jersey	Area Supv High Maint.	15	2687	3735	Crew Sup Hwy Mtce/Const/Brdg	74	2444 3393
New Mexico	Hwy Maint Area Supt	15	2308	3462	Hwy Maint Supv 3	17	2039 3058
New York	Hwy Mtce Supv 2	184	2492	3154	Bridge Rpr Supv I & 2	128	2352 3321
North Carolina	Road Mtce Supv	211	2395	3754	Mtce Crew Ldr III	164	1945 2992
North Dakota	Hwy Mtce Supt	7	2336	3745	Hwy Mtce Foreman	4	1768 2845
Ohio							
Oklahoma	Transp Mtce Supt	90	2218	2925	Sr Trans Mtce Wkr	207	1420 1856
Oregon	Area Mtce Mgr	25	2586	3642	Section Frmn	21	2235 3000
Pennsylvania	Hwy Mtce Mgr 1, 2	181	2829	4903	Hwy Foreman 2, 3	642	2189 3765
Rhode Island	Hwy Mtce Supv	8	2492	2873	Road Mtce Supv	22	2087 2196
South Carolina	Res Mtce Frmn	31	2112	3612	Sr Hwy Mtce Frmn	234	1735 2969
South Dakota							
Tennessee	Hwy Mtce Supt 1	32	1777	2852	Hwy Mtce Co S	95	1635 2583
Texas	Mtce Sec Supv I-III	271	2489	3644	Asst Mtce Sec Supv I-III	304	2195 3209
Utah	Mtce Area Supv	17	2563	4063	Hwy Op Supv & Sta Supv	91	2179 3453
Vermont	Area Maintenance Supv	39	1907	3014			
Virginia	Trans Mtce Supt	259	2132	3328	Trans Maint Supr	327	1784 2785
Washington	Mtce Supt	27	3929	4786	Mtce Supv.	65	2583 3306
West Virginia	County Mtce Supt	54	1887	3517	Trans Crew Supv Mtc	45	1534 2501
Wisconsin					Eng Spec Trans Sr	16	2748 3736
Wyoming	Mtce Crew Supv	32	2074	3103	Mtce Crew Leader	42	1788 2637
1997 Average			3626				3160
1996 Average			3547				3058
1977 Average			1412				1213
% Increase 1977-1997			156.8%				160.5%
% Increase 1996-1997			5.6%				7.0%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	SECTION SUPERVISOR	(9)			(10)			
		#	MIN	MAX	LABORER	#	MIN	MAX
Alabama	Included in Title 7				Laborer	67	947	1273
Alaska	Tml I	54	3387	4035	Laborer	18	2376	2796
Arizona	Hwy Mtce Tech	655	1845	2862	N/A			
Arkansas	Crew Leader	136	2662	3659	Gen Laborer	105	1378	2038
California	Ct Hwy/Lndscp Mtce Wkr	634	2664	3059	Ct Hwy Mtce/Lndscp Wkr	629	2239	2431
Colorado	Hwy Mtce Worker II	297	2185	2927	Hwy Mtce Worker I	929	1982	2655
Connecticut	Same As #8				Dot Maint I	292	2544	3331
Delaware								
Florida	Op & Mtce Sup Trd Lvl III		1287	3271	Op & Mtce Sup Trd Lvl I		941	2062
Georgia	EO III	375	1368	2253	Mtce Laborer Temp	255	1001	1001
Hawaii	Hwy Mtce Supv	11	2328	2604	Gen Laborer	104	1679	1834
Idaho	Leadworker	88	1863	2742	Trans Tech	278	1667	2451
Illinois								
Indiana	Crew Leader	302	1365	1762	Hwy Mtce Worker	1150	1307	1686
Iowa								
Kansas	None				None			
Kentucky	County Crew Frmn	198	1427	2745	Hwy Laborer	29	926	1782
Louisiana	Hwy Foreman 2	66	1674	2765	Laborer	0	824	1228
Maine	N/A				Hwy Worker I	144	1334	1714
Maryland	Hwy Tech III	305	1681	2067	Hwy Tech I, II	455	1305	1808
Massachusetts	Hwy Mtce Foreman I	20	1954	2448	Laborer	7	1656	2026
Michigan	Trans Mtce Wkr 9	86	2459	3004		22	1959	2544
Minnesota	Int. Hwy. Mtce. Supv.		2260	2760	Laborer	190	1750	2213
Mississippi	Included In #17				Gen Serv Emp II	86	922	1381
Missouri	Local Mtce Supv	214	2210	3217	Crew Worker	915	1609	2254
Montana	Field Supv A	95	2345	2469	Laborer	10	1950	2053
Nebraska	Hwy Mtce Crew Chief	116	1637	2292				
Nevada	Mtce Wkr IV	35	2360	3173	Mtce Wkr I	25	1784	2360
New Hampshire	Hwy Patrol Foreman	93	1934	2281	Hwy Maintainer I	279	1332	1498
New Jersey	Asst Crw Sup Hwy Const/Mtce	86	2223	3085	Mtce Worker I,II	183	1456	2209
New Mexico	Hwy Maint Supv 1	55	1802	2703	Laborer	44	907	1351
New York	Hwy Mtce Supv I	439	1977	2426				
North Carolina	Mtce Crew Ld II	672	2204	3426	Hwy Mtce Worker	*TW	1272	1807
North Dakota	Section Supvr	87	1610	2596	Mtce Worker	1	1202	1906
Ohio					No Comp Class			
Oklahoma	Included In #8				Trades/Mtce Wkr 1&2, Lbr 2	9	1422	2329
Oregon	Hwy Mtce Asst Supv	110	1925	2561	Hwy Mtce Wkr	86	1527	2236
Pennsylvania					Laborer	7	1745	1806
Rhode Island	Included in Title #8				Hwy Mtce Wkr I	125	1002	1647
South Carolina	Hwy Mtce Frmn	76	1483	2440				
South Dakota								
Tennessee	Hwy Mtce Worker 2	438	1171	1886	Hwy Mtce Wkr 1	1309	979	1609
Texas	Transportation Mtce Crew Chief	360	2061	2825	Transportation Mtce Tech I	274	1122	1377
Utah								
Vermont	Sr Maintenance Worker	68	1623	2567	Mtce Worker	246	1466	2312
Virginia	Trans Crew Leader	19	1632	2548	Trans Mtce Worker	17	1045	1632
Washington	Mtce Lead Tech	169	2583	2992				
West Virginia	Mtce Crw Chf/Brdge Crw Ldr	22	1418	2501	Tw1 Laborer	75	1160	1889
Wisconsin	Eng Tech Trans 4	21	2080	2968				
Wyoming	Hvy Equip Oper	74	1616	2371	Hwy Worker	32	1171	1676
1997 Average			2730					1951
1996 Average			2670					1941
1977 Average			1074					774
% Increase 1977-1997			154.2%					152.1%
% Increase 1996-1997			4.3%					2.0%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	SKILLED CRAFTSMAN	(11)			(12)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Welder, Carpenter, Electrician	19	1404	4050	Equip Mtce Supt	9	2662	4052
Alaska	Maint Worker II	56	2969	3558	Auto Shop Frmn II	8	3579	4265
Arizona	Bldg Mtce Specialist	33	1989	3079	Region Equip Mgr	4	2589	3973
Arkansas	Brg Rep/Welder	101	2238	3126	Equip Mtce Supv	8	3388	4482
California	Ss Pr/Series, Pb, Cp, Ssw	108	2984	4337	Hwy Equip Supt I-III	26	3684	5369
Colorado	Mtce Mech I	5	2126	2849	Heavy Equip Shop Supv II	8	2991	4009
Connecticut	Qualified Craft Wrkr	41	3056	3957	Trns Gen Supv-Repair	5	4161	5433
Delaware								
Florida	Op & Mtce Sup Trd Lvl III		1287	3271	Op & Mtce Sup Trd Lvl V	33	1119	4530
Georgia	Gen Trd Craft, Skill	19	1627	2766	Mtce Shop Mgr	8	2621	4457
Hawaii	Weld,Elec,Carp,Plum	27	2243	2470	Auto Mech Supv	4	2873	3211
Idaho	Utility Craftsman	15	1863	2742	Shop Superintendent	6	2473	3638
Illinois								
Indiana								
Iowa								
Kansas	Welder/Refrig/AC Tech	12	1739	2569	Dist Shop Supt	6	2446	3444
Kentucky	Carpenter/Welder	25	1233	2607	Dist Equip Supv	12	1820	3500
Louisiana					Mobile Equip Shp Supt	10	1674	2765
Maine	Machinists & Other Trades	15	1658	2199	Equip Superintendent	7	2563	3518
Maryland					Admin Officer II	7	2273	2983
Massachusetts	Laborer II	144	1719	2116	Motor Equip Mech IV	8	2252	2949
Michigan					Auto Mechanic 11	4	2812	3654
Minnesota	Crpnter, Elect, Plumber	21	2841	3285	Hwy Equip Supv	2	3043	4540
Mississippi	Fac Mtce Rep II	15	1542	2320	Equip Mtce Supt	7	2251	3372
Missouri					General Services Mgr	10	309	4686
Montana	Carpenter, Painter	15	2279	2399	Div Shop Supt	11	2283	3272
Nebraska					Hwy Mech Dist Supt	9	2716	3803
Nevada	Skilled Craftsman	12	2360	3173	Equip Mech Supv II	1	3173	4324
New Hampshire	Asst Hwy Patrol Frmn	98	1718	2011	Supt Of Equip	1	2482	2935
New Jersey	Crpntr,Elec,Plmr,Mason	19	2123	2937	Reg Equip Supvr	3	3030	4242
New Mexico	Carpenter 2	7	1372	2059	Veh Ctr Supv 2	5	1802	2703
New York	Sgn Pntr/Brdg Rpr Mech	435	2093	2693	Trans Mtce Equip Mgr	10	3930	4980
North Carolina	Mtce Mechanic III	9	1798	2745	Equip Supt	13	2722	4302
North Dakota					Fleet & Equip Serv Spvr	8	1940	3117
Ohio								
Oklahoma	Mtce Rep Tech, Et Al	8	1487	1918	Auto Shop Supt	8	2119	2794
Oregon	Crpntr,Elect,Mach, Plasterer	35	2329	3249	Shop Supv	4	2586	3642
Pennsylvania	Welder,Plmbr,Pntr,Crptr,Ms	133	1938	2891	Hwy Equip Mgr 2	71	3275	4903
Rhode Island	Carpenter/Mason/Plumber	8	1957	2044	Auto Serv Supv	1	2089	2196
South Carolina	Skilled Trades Wrkr	27	1604	2969				
South Dakota								
Tennessee	Mtce Crpnr 2	8	1386	2220	Equip Mtce Supv 2	4	1853	2971
Texas	Bldg Mtce/Elect	77	1521	2825	Dist Equip Supt I-III	21	2649	3644
Utah	Journey Mtce Spec	5	2007	2782	Equip Operations Mgr	1	3014	4780
Vermont	Bridge Mtce Mech	22	1623	2567	Central Garage Supt	1	2869	4558
Virginia	Carpenter	14	1632	2548	Bldg & Grnds Supt B	4	2548	3978
Washington	Mtce Spec Trans	34	2465	2849	Supr-T	7	2849	3648
West Virginia	Tw Craftsman 1-3	413	1160	2219	Hwy Equip Supv 2	4	2020	3286
Wisconsin	Electrician	26	4200		Eng Tech Trans 3	6	1930	2751
Wyoming					Dist Equip Supv	5	2502	3961
1997 Average			2789					3805
1996 Average			2647					3668
1977 Average			1001					1550
% Increase 1977-1997			178.6%					145.5%
% Increase 1996-1997			7.4%					5.4%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

(13)

(14)

STATES	GARAGE OR SHOP SUPERVISOR				MECHANIC			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Equip Repair Supv	9	2662	4052	Auto Mechanic	22	1404	2084
Alaska	Auto Shop Foreman I	4	3387	4035	Mech,Hvy Duty Mech	15/116	2969	3792
Arizona	Shop Foreman	14	2325	3583	Equip Repar Tech	98	1989	3079
Arkansas	Shop Supv	9	3137	4188	Mechanic	16	1848	2658
California	CT Hwy Mech Supv	41	3200	3513	CT Hvy Equip Mech	411	2916	3513
Colorado	Heavy Equip Shop Supv I	7	2584	3463	Heavy Equip Mech	86	2232	2991
Connecticut	Trns Garage Supv	14	3698	4721	Same As #17 & 18			
Delaware								
Florida	Op & Mtce Sup Lvl V	33	1119	4530	Op & Mtce Sup Trd Lvl III		1287	3271
Georgia	Mech Shop Supv/Frmn	13	1966	4058	Mech,Mech Sr	132	1588	2766
Hawaii	Auto Mech II	2	2470	2470	Auto Mech I	18	2329	2329
Idaho	Shop Foreman	4	2281	3354	Mechanic	49	1863	2742
Illinois								
Indiana	Shop Foremean	39	1805	2347	Equip Mechanic II	100	1536	1991
Iowa	Hwy Mtce Supr 2/3	101	2704	3756	Auto Mechanic	126	2185	2376
Kansas	Equip Mech II & III	31	2014	3123	Equip Mech I & II	59	1825	2832
Kentucky	Garage Supr	17	1651	3175	Auto&Diesel Mechanic	148	1233	2371
Louisiana	Mobile Equip Shop Frm	13	1565	2584	Mobile Equip Mtce Mech	3	1116	1842
Maine	Auto Mech Foreman	13	2209	2956	Auto Mechanic I & II	114	1806	2487
Maryland	Trns Hvy Eq Shop Chief	27	2115	2769	Trns Hvy Eq Mech I/II/III	100	1403	2387
Massachusetts	Motor Equip Mech III	2	2136	2774	Motor Equip Mech II	13	2034	2619
Michigan	Auto Mech 10	9	2534	3292	Auto Mech E9	52	2469	3015
Minnesota	Hvy Equip Mech Supv	15	2935	4380	Hvy Equip Mech	115	2760	3182
Mississippi	Equip Rep Supv	12	1996	2991	Equip Mech Master	58	1694	2538
Missouri	Mechanic Supv	12	2589	3845	Shop Mechanic	50	2124	3032
Montana	Working Shop Foreman	13	2345	2469	Mech/Mach	55	2279	2399
Nebraska								
Nevada	Equip Mech Supv I	8	2911	3955	Auto/Diesel Mech	112	1892	2649
New Hampshire	Garage/Shop Foreman	13	2191	2586	Hwy Equip Mech I-II	12	2564	3462
New Jersey	Crew Supv Mech	16	2444	3393	Hvy Equip/Auto Mech	27	1934	2281
New Mexico	Veh Ctr Supv 1	4	1606	2410	Master Mechanic	1	3030	4242
New York	Motor Equip Mtce Supv 3	10	2950	3663	Veh Mech 2	15	1441	2161
North Carolina	Mechanic Supv II	69	2204	3426	Const Equip Mech/Mtr Eg Mech	315	2221	2840
North Dakota					Mechanic II	435	1872	2864
Ohio					Fleet & Equip Tech	28	1353	2596
Oklahoma	Auto Shop Supv	4	1893	2490	Auto Mechanic II	54	1810	2379
Oregon	Hvy Equip Mech 2	27	2443	2683	Auto/Hvy Equip Mech	50	2122	2329
Pennsylvania	Auto Mech Supv	76	2189	3297	Auto Mech/Dsel Mech	472	1938	2891
Rhode Island	Automotive Serv Spec	1	2043	2261	Automotive Mechanic	5	1957	2044
South Carolina	Trades Supv	48	1952	3612	Auto Mtce Tech II	156	1604	2969
South Dakota								
Tennessee	Equip Mech 2	26	1445	2313	Equip Mech 1	141	1331	2131
Texas	Equp Rpr Shop Supv I&II	25	2649	3644	Equip Mechanic II & III	248	1721	2489
Utah	Shop Supv	10	2120	3097	Jr Mech	47	1901	2782
Vermont	Motor Shop Supv B	2	2016	3190	Motor Equip Mech C	16	1707	2699
Virginia	Equip Repair Supvr	80	1950	3045	Equip Repair Tech	90	1632	2548
Washington	Mech 2-T	37	2713	3146	Equip Mech I-II	107	2583	3146
West Virginia	Tw4 Mechanic	15	1473	2402	Tw1-3 Mechanic	297	1160	2219
Wisconsin	Eng Tech Trans 5	8	2260	3260	Auto Tech-Master	2	2008	2688
Wyoming	Auto Mech Supv	12	2074	3103				
1997 Average			3259					2698
1996 Average			3131					2604
1977 Average			1287					1077
% Increase 1977-1997			153.2%					150.5%
% Increase 1996-1997			7.5%					6.4%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	MECHANIC HELPER	(15)			(16)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Auto Mechanic Asst	16	1211	1713	Hwy Mtce Tech I	890	1153	1637
Alaska	Mechanic Helper	3	2518	2976	Equipment Operator I	13	2518	2976
Arizona	Equip Serv Asst	14	1652	2451	section Man			
Arkansas	Skill Trades Trainee	4	1527	2238	Sngl Axle Truck Dr	356	1527	2238
California	Mechanic Helper	10	2187	2379	Ct Equip Operator	1659	2544	2789
Colorado	Auto Service Tech I	7	1750	2344				
Connecticut	Same As #17				Same As #10			
Delaware								
Florida	Op & Mtce Sup Lvl I		941	2062	Op & Mtce Sup Trd Lvl I		941	2062
Georgia					Equip Oper I	329	1191	1801
Hawaii	Auto Mech Helper	5	1873	1873	LTD,EO I,PMO,TO	53	1729	1799
Idaho	Mechanic Asst	6	1482	2180				
Illinois								
Indiana	Equip Mechanic III	131	1307	1680				
Iowa	Auto Mech Helper	4	2100	2281	Equip Operator I	679	1787	2281
Kansas	Mechanic Helper	22	1236	1738	Eq Oper I/Eq Oper II	207	1433	2014
Kentucky	Auto Mechanic Trainee	3	926	1782	Light Equip Oper	1131	1019	1961
Louisiana	Trades Apprt	16	1116	1842	Mobile Equip Oper I	333	1200	1609
Maine	Laborer I & II	18	1360	1874	Highway Worker II	325	1387	1789
Maryland	Auto Serv Helper	0	1242	1590	Hwy Tech I	83	1305	1590
Massachusetts	Motor Equip Mech I	22	1954	2448	Mtce Eqip Oper I	77	1940	2435
Michigan					Trans Mtce Wrkr 6	69	1959	2934
Minnesota	Hwy Equip Serv Attend	11	2171	2462	Hwy Mtce Wkr	1199	2260	2760
Mississippi					Equip Oper Lt Veh	516	1056	1579
Missouri	Mechanic Helper	19	1708	2393	Crew Worker	915	1609	2254
Montana	Serv/Comb	25	2148	2261	Maint Tech I	220	2082	2191
Nebraska	Auto Mech II	7	1637	2292	Hwy Mtce Worker	85	1318	1845
Nevada	Hwy Equip Mech I	50	2460	3314				
New Hampshire	Trades Hpr/Auto Serv	4	1527	1785	Hwy Maintainer II	147	1413	1654
New Jersey	Mechanic Helper	8	1525	2107	Equip Opr Equip Opr Hwy	105	1755	2427
New Mexico	Veh Mech 1	5	1143	1715	Equip Oper 1	25	1194	1792
New York					Hwy Mtce Wrkr 1	2561	1542	2189
North Carolina	Mechanic I	7	1595	2415	Machine Operator I	*TW	1352	1967
North Dakota	Auto Service Wkr	4	1202	1906	Equip Operator I	19	1202	1906
Ohio								
Oklahoma	Auto Mtce Worker	1	1251	1620	Trans Mtce Wkr I	287	1183	1520
Oregon					Hwy Mtce Spec Entry/HMW	196	1422	2225
Pennsylvania	Tradesman Helper	44	1719	2530	Trans Equip Oper Trn	55	1527	2236
Rhode Island					Motor Equipment Oper	71	1839	1914
South Carolina	Auto Mtce Tech I	61	1268	2005	Hwy Mtce Wkr II	998	1127	2005
South Dakota								
Tennessee	Equip Service Wkr	32	979	1609	Hwy Mtce Wkr 1	1309	979	1609
Texas	Equip Mechanic I	29	1521	1936	Roadway Mtce Tech II-IV	1913	1261	2165
Utah	Auto Ser Wkr III	5	1411	2120	Hwy Oper Spec I	67	1489	2364
Vermont	Motor Equip Mech B	10	1623	2566	Included In #10			
Virginia					Hwy Equip Oper A	11	1249	1950
Washington	Shop Asst T	27	2350	2713	MT 1	48	2045	2350
West Virginia	Included In #14				Tw1-Eqop	18	1160	1889
Wisconsin	Auto Tech-Dev	1	1616	2241				
Wyoming					Same As #10			
1997 Average			2153				2073	
1996 Average			2081				1992	
1977 Average			863				832	
% Increase 1977-1997			149.5%				149.2%	
% Increase 1996-1997			6.4%				5.4%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

(17)

(18)

STATES	EQUIPMENT OPERATOR II	# MIN MAX			EQUIPMENT OPERATOR III			# MIN MAX		
		#	MIN	MAX	#	MIN	MAX	#	MIN	MAX
Alabama	Hwy Mtce Tech II	221	1306	1889	Hwy Mtce Tech III	103	1439	2138		
Alaska	Equipment Operator IV	87	2969	3558	Equipment Operator V	282	3165	3792		
Arizona	Section Man				Section Man					
Arkansas	M Axle Tr, Dr, Bckh Oper	413	1679	2435	Crane/Dozer Oper	130	2238	3126		
California	Ct Hvy Equip Oper	223	2664	2916	Included In #17					
Colorado					Equip Oper III	29	2185	2927		
Connecticut	Dot Maint II & III	787	2661	3787	Dot Maint IV	133	3207	4135		
Delaware										
Florida	Op & Mtce Sup Trd Lvl II		1227	2428	Op & Mtce Sup Trd Lvl III		1287	3271		
Georgia	Equip Oper II, III	987	1261	2253	Mtce Equip Oper	247	1473	2766		
Hawaii	EO III, HTD	45	2029	2243	EO IV,HEO,MGO	13	2329	2417		
Idaho										
Illinois										
Indiana	Equip Operator	108	1536	1991						
Iowa	Equip Operator II	241	1856	2281	Equip Operator III	141	1932	2376		
Kansas	Equip Operator II	761	1577	2220	Equip Operator III	87	1739	2446		
Kentucky	Hvy Equip Oper	592	1233	2371	SEO	101	1355	2607		
Louisiana	Mobile Equip Oper II	424	1400	2765	Mob Eg Op 2/Hvy	19	1800	2415		
Maine	Highway Worker III	215	1521	1972	Highway Worker IV	153	1807	2364		
Maryland	Hwy Tech II	305	1403	1808	Hwy Tech III	316	1681	2067		
Massachusetts	Mtce Equip Oper II	5	2023	2601	Mtce Equip Oper II	5	2023	2407		
Michigan	Trans Mtce Worker 7	40	2027	3053	Trans Mtce Worker 8	296	2185	2699		
Minnesota	Included in #17		2260	2760	Inter Hvy Equip Opr Varies		2260	2760		
Mississippi	Equip Oper Mat Hdl	225	1263	1891	Equip Oper Hwy Mach	81	1459	2185		
Missouri	Int Crew Worker	374	1708	2393	Special Equip Operator	6	2002	2856		
Montana	Maint Tech II	48	2148	2261	Maint Tech III	100	2213	2330		
Nebraska					Hwy Mtce Wkr/Senior	533	1523	2132		
Nevada	Mtce Wkr II	155	2006	2674	Mtce Wkr III	125	2174	2912		
New Hampshire	Hwy Maintainer III A	15	1527	1785	Hwy Maintainer III B	45	1589	1860		
New Jersey	Hvy Equip Opr	25	2123	2937						
New Mexico	Equip Oper 2	99	1305	1957	Equip Oper 3	82	1373	2059		
New York	Hwy Mtce Wrkr 2	324	1866	2436	Crane & Shovel Oper	39	2094	2693		
North Carolina	Machine Operator III	*TW	1478	2223	Machine Operator IV	244	1798	2745		
North Dakota	Equip Oper II	233	1476	2377	Included In #17					
Ohio										
Oklahoma	Trans Mtce Wkr II	391	1330	1736	Included In #8					
Oregon	Hwy Mtce Specialist	764	1843	2443	Included In #17					
Pennsylvania	Trans Equip Oper A	1282	1719	2530	Trans Equip Oper B	2691	1938	2891		
Rhode Island	Utility Motor Equip Oper	3	1872	1957	Heavy Motor Equip Optr	22	1957	2044		
South Carolina	Hwy Mtce Wkr III	608	1268	2005	Hwy Mtce Wkr IV	460	1371	1440		
South Dakota										
Tennessee	Hwy Mtce Worker 2	438	1171	1886	Hwy Mtce Worker 3	85	1277	2045		
Texas	Hvy Equip Op I	30	1261	1564	Hvy Equip Oper II & III	743	1421	2165		
Utah	Hwy Oper Spec II	147	1660	2634	Hwy Oper Spec III	158	1851	2934		
Vermont	Included In #10				Included In #9					
Virginia	Hwy Equip Oper B	25	1365	2132	Hwy Equip Oper C	11	1463	2331		
Washington	Mtce Tech 2	444	2244	2583	Mtce Tech 3	78	2465	2849		
West Virginia	Tw2 Eqop	1104	1257	2048	Tw3 Eqop	383	1361	2219		
Wisconsin										
Wyoming	Maint Equip Operator	246	1391	2025	Same As #9					
1997 Average			2345						2554	
1996 Average			2246						2487	
1977 Average			937						1031	
% Increase 1977-1997			150.3%						147.8%	
% Increase 1996-1997			4.6%						5.1%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

(19)

(20)

**STATES**

**TIMEKEEPER OR CLERK**

**STATE TRAFFIC ENGINEER**

STATES	TIMEKEEPER OR CLERK	#	MIN	MAX	STATE TRAFFIC ENGINEER			
					#	MIN	MAX	
Alabama	Clerk I & Eng Asst II	160	999	1808	State Traffic Engr	1	3333	5082
Alaska								
Arizona	Secretary	24	1355	2023	Ste Traf Engr	1	4052	6156
Arkansas	Personnel Clerk	11	1848	2658	Included In #1			
California	Ct Reg Admin Officer	23	2499	2996	Prog Mgr - Traf Ops	1	6698	7384
Colorado	Mtce Mgmt Sys Coord I	9	2185	2927	Staff Traf Engr	1	5371	7055
Connecticut					Dir of Hwy Oper	1	7500	9619
Delaware								
Florida	Office Support Level II		1119	2428	St Traf Oper Engr	1	3660	7181
Georgia	Clk II/Sec II	40	1185	2508	St Traf Operations Engr	1	4636	7869
Hawaii	Acct Clk , Clk-Typ	6	1575	2947	State Traffic Engr	1	4812	6582
Idaho	Mtce Clerk	4	1482	2180	Traffic Engr	1	3983	5856
Illinois								
Indiana	Clerk	37	1283	1792	Same As #35			
Iowa					State Traffic Engr	1	5219	6597
Kansas	Area Office Manager	26	1739	2446	Chief, Bur Traf Eng	1	4395	6187
Kentucky	Timekeeper	137	1233	2371	Engr Dir ,Traffic	1	3258	5704
Louisiana	Clerk 4	65	1116	1842	DOTD Stf Eng Adm 1	1	3771	6227
Maine	N/A				Traffic Engineer	1	3300	4608
Maryland	Shop Admin Tech I/II/III	80	1321	2219	Dpty Chf Engr Traf	1	5472	6730
Massachusetts					Civil Engr VI	1	4301	5538
Michigan	Secretary 7/8	27	2253	2709	Engr Of Te S SDA 17	1	5063	6883
Minnesota	Payroll Clerk	33	1915	2537	State Traffic Engineer	1	4768	6762
Mississippi	Clerk Typist Senior	11	1120	1677	Traffic Engr	1	4242	6352
Missouri	Dist Mtce Clerk	10	1778	2489	Div Engr & Traf	1	4368	7452
Montana	Acct Tech I	27	1386	1919	Traffic Engineer	1	2725	3938
Nebraska	Office Clerk III	42	1318	1845	Traffic Engineer	1	3899	5459
Nevada						1	4134	5683
New Hampshire	Acct Clrk III/Cirk IV	13	1375	1814	Admin Of Traffic	1	3772	4540
New Jersey	Proj Engr Equip	2	3938	5495	No			
New Mexico	Clerk 3,Clerk Spec	42	1441	2161	Highway Eng 3	1	3134	4701
New York	Keyboard Sp II	240	2094	2693	Dir Traf & Sfty Div	1	7292	9043
North Carolina	Office Asst III	207	1478	2223	State Traffic Engr	1	4910	7898
North Dakota	Clerk	8	1112	1987	Director, Plan Div	1	3249	5189
Ohio								
Oklahoma	Trans Field Clerk	90	1274	1660	State Traffic Engr	1	4217	5591
Oregon	Included In #16				Traffic Engr	1	3830	5389
Pennsylvania	Clerk Typist 2	56	1719	2530	Dir, Bur Hwy Sfty & Traf Eng	1	5475	7827
Rhode Island	Clerk Dispatcher	11	1745	1806	Managing Engineer	1	4660	5411
South Carolina	Exc Sup Spc/Adm Spc C, et al	107	1084	2440	Dir Traf Engr	1	4279	7917
South Dakota								
Tennessee	Account Clerk	28	1171	1886	Civil Engr Mgr 2	1	3216	5152
Texas	Office Tech	367	1437	2649	Dir Traf Oper Div	1	5346	7444
Utah	Dist Mtce Analyst	6	2179	3453	State Traffic Engr	1	3953	6270
Vermont	Store Keeper B	9	1707	2699	Civil Engineer Exec B	1	3464	5523
Virginia	Fiscal Asst.	257	1366	2132	Div Admin Trans	1	3978	6210
Washington	Fical Technician	21	1882	2296	State Traffic Engr	1	5425	6595
West Virginia	Of Asst 1-3	187	989	1910	Chief Engr Develop	1	3476	5651
Wisconsin	Prog Asst 2 & 3	10	1715	2471	DOT Manager	1	4002	8004
Wyoming	Mtce Tech	5	2107	3273	St Traf Eng	1	3583	5799
1997 Average			2408					6359
1996 Average			2296					6059
1977 Average			879					2439
% Increase 1977-1997			173.9%					160.7%
% Increase 1996-1997			10.7%					7.0%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	ASST STATE TRAFFIC ENGINEER	(21)			(22)			
		#	MIN	MAX	STATE TRAFFIC MAINTENANCE ENGINEER	#	MIN	MAX
Alabama	Asst State Traffic Engr	1	2949	4496	Included in Title 20			
Alaska								
Arizona	Asst Ste Traf Engr	2	3394	4287	Traf Oper Engr	1	3709	4633
Arkansas	Included In #2							
California	Chief, Ofc of Tfc Oper	1	5408	5963				
Colorado	Asst Staff Traf Engr (Prof Eng III)	1	5371	7055				
Connecticut	Trns Principal Eng	2	5545	7273	Same As #20			
Delaware								
Florida	Eng, Arch, & Svy Level VI	1	4019	5641				
Georgia	Asst St Traf Ops Engr	1	3484	5935				
Hawaii								
Idaho	Asst Traf Engr	1	3683	5416				
Illinois								
Indiana	Same As #2							
Iowa								
Kansas	None				None			
Kentucky	Engr Br Mgr Traff	3	2955	5174				
Louisiana	DOTD Eng Prog Mgr	1	3550	5083	DOTD Stf Eng Supv	1	3317	4440
Maine	Asst Traffic Engr	2	3047	4251	N/A			
Maryland	Hwy Supv Engr III	1	3586	4710	Hwy Supv Engr III	1	3586	4710
Massachusetts	Civil Engr V	1	3989	5115	Civil Engr VI	1	4301	5538
Michigan	Asst Engr Traf & Safe Lem 16	2	4332	5956				
Minnesota	Asst State Traffic Eng	3	4440	6299				
Mississippi	Asst Traf Engr	1	3839	5750				
Missouri	Asst Div Engr, Traff Engr	2	3845	5829				
Montana	Asst Traffic Engr	1	2492	3586				
Nebraska								
Nevada		1	3783	5185				
New Hampshire	Traf Systems Engr		3445	4110				
New Jersey	No				No			
New Mexico	Highway Eng 2	1	2961	4442	Highway Eng 4	6	3319	4979
New York	Dir Traf Opr Bureau	1	5965	7551	Civil Eng 3	1	4495	5492
North Carolina	Tran Eng Mgr II	4	3902	6233		1	3109	4942
North Dakota	Asst Dir Plan Div	1	2820	4511				
Ohio								
Oklahoma	Asst St Traf Engr	0	3755	4971	No Comp Class			
Oregon	Traf Control Engr	1	3466	4884				
Pennsylvania					Sr Civil Engr Mgr	1	4203	6389
Rhode Island					Chief Hwy Mtce Fld Oper	1	3772	4272
South Carolina	Asst State Traf Engr	2	3956	6507				
South Dakota								
Tennessee	Operations Sp 2	1	2591	4134	Operations Sp 3	1	2801	4516
Texas	Dep Dir Traf Oper Div	1	4422	5935	Traffic Eng Sec Dir	1	4146	5562
Utah	Traf & Saf Studies Engr	1	3745	5938				
Vermont					Included In #20			
Virginia	Asst Div Admin Trans	1	3328	5196				
Washington	Asst St Traf Engr	1	4797	5833				
West Virginia					Dir Traf Engr Div	1	3248	5281
Wisconsin	DOT CE Chief	2	4002	8004				
Wyoming	Asst St Traf Eng	1	3090	4974				
<b>1997 Average</b>			5477				5063	
<b>1996 Average</b>			5302				5041	
<b>1977 Average</b>			2125				1972	
<b>% Increase 1977-1997</b>			157.8%				156.7%	
<b>% Increase 1996-1997</b>			4.2%				0.9%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

(23)

(24)

STATES	DISTRICT TRAFFIC ENGINEER	#			ASSISTANT DISTRICT TRAFFIC ENGINEER		
		MIN	MAX	#	MIN	MAX	
Alabama	Div Traf Eng	9	2949	4496			
Alaska							
Arizona	Region Traf Engr	4	3394	5161			
Arkansas							
California	Dep Dist Dir, Tfc Oper	12	5408	5963	N/A		
Colorado	P.E. II	5	4419	5922	Prof Eng II (Denver)	1	4419
Connecticut	Trns Eng III-Traf	9	4427	5780	Trans Eng II	1	3664
Delaware							
Florida	Dist Traf Oper Engr	8	3660	7181			
Georgia	Dist Traf Engr	7	3484	5935	Asst Dist Traf Engr	7	2877
Hawaii							
Idaho	Dist Traf Engr	6	2943	4328	Trans Staff Engr Asst	1	2692
Illinois							
Indiana	Traffic Engr	6	2884	4396			
Iowa							
Kansas	None				None		
Kentucky	Br Mgr Traffic	12	2955	5174	Dist Traf Engr	12	2684
Louisiana	Dist Engr Mgr 1	7	3550	5083	Dist Eng Supv 1	3	3317
Maine	Div Traf Engr	6	2667	3662			
Maryland	HSE III/Hwy Asst DE Traf	7	3320	4710	Traf Engr III/IV	11	2636
Massachusetts	Civil Engr IV	5	3696	4736	Civil Engr III	5	3398
Michigan	Dist Tes Eng Lte 14	7	3785	5102	Asst Dist Traf Eng Te12	5	3250
Minnesota	District Traf Engr	9	3715	5357	Asst Dist Traf Engr	6	3450
Mississippi							
Missouri	Dist Mtce & Traff Engr	10	3448	5226	Dist Traff Engr	3	3249
Montana	Traffic Engr II	5	2096	2991			
Nebraska							
Nevada		2	3783	5185			
New Hampshire							
New Jersey	No				No		
New Mexico	Highway Eng 3	6	3134	4701	Hwy Mtce Supv 1	6	1802
New York	Reg Traff Eng	11	4848	6140			
North Carolina	Div Traf Engr	14	3109	4942	Asst Div Traff Engr	14	2611
North Dakota	Included In #3				Asst Dist Engr	7	2820
Ohio							
Oklahoma	Div Traff Engr	8	3348	4425	No Comp Class		
Oregon	Reg Traf Oper Supv	1	3146	4430			
Pennsylvania	Sr CE Mgr/CE Mgr	11	3681	6389			
Rhode Island							
South Carolina	Dist Traf Engr	7	3382	5348	Asst Dist Traf Engr	4	3006
South Dakota							
Tennessee	Operations Sp 3	4	2801	4516	Operations Sp 2	4	2591
Texas	Dir Trans Plan/Ops	22	3209	5935	Traf Eng I-IV	13	2825
Utah	Dist Traf Engr	4	3745	5938			
Vermont							
Virginia	Trans Eng Prog Supv	9	3045	4753	Transp Engr Sr	9	2785
Washington	Region Traf Engr	6	4797	5833	Asst Region Traf Engr	6	3069
West Virginia	Included In #3				Included In #4		
Wisconsin	DOT CE Chief	8	4002	8004	CE Trans Supv 2	8	4010
Wyoming	Dist Traf Engr	5	2682	4258			
1997 Average			5212				4525
1996 Average			4919				4332
1977 Average			1973				1765
% Increase 1977-1997			164.2%				156.4%
% Increase 1996-1997			8.3%				7.9%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	TRAFFIC SUPERVISOR	(25)			(26)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Included in Title 23	9						
Alaska								
Arizona	Reg Sign & Lght Supv	5	2589	3973	Reg Sign & Strp Supv	5	2325	3583
Arkansas					Staff Traf Engr	1	5015	5882
California	Included In #23				Contracted			
Colorado	Prof Eng II (Denver)	1	4419	5922				
Connecticut								
Delaware								
Florida								
Georgia	Traf Operations Engr	1	1966	3250	Hwy Mtce Supt	7	1499	4895
Hawaii					Trf Sign & Mkg Supv	3	2764	2900
Idaho								
Illinois								
Indiana								
Iowa	Transp Center Traff Tech	6	2724	3409	Sign Supv	6	1805	2347
Kansas	None							
Kentucky	Hwy Dist Frm	12	1651	3175	None			
Louisiana	Traffic Plan Supv	14	2051	3387	Hwy Dist Crew Frm	17	1427	2745
Maine					Dist Traf Oper Spec	7	2051	3387
Maryland								
Massachusetts	Traf Sect Fore II	6	2388	3112	Traf Sign Shop Supv	1	1969	2571
Michigan					Manager IV	1	2937	3659
Minnesota	Traffic Oper Supv	5	2965	4280	Traffic Svcs Mgr Tmw 9	1	2469	3015
Mississippi					Signing Supv	11	2456	3372
Missouri	Sr Traff Studies Engr	18	2746	4080	Included In Title #7			
Montana					Sign Shop Supv	1	2589	3845
Nebraska								
Nevada					Sign Shop Supt	1	2527	3537
New Hampshire	Traf Mtce Supv	1	2530	3019	Supervisor I	6	2564	3462
New Jersey	Manager 1 DOT (Traf)	1	4687	6912	Traf Oper Tech	2	2281	2699
New Mexico	Included In #9				Supvr, Hwy Marking	1	2818	3918
New York	Civil Eng 2	9	3831	4705	Highway Engr 2	1	2961	4442
North Carolina	Traf Serv Supv	14	2395	3754	Sign Shop Supv 2	1	2949	3695
North Dakota					Traf Serv Crew Ldr	28	2026	3131
Ohio								
Oklahoma	Included In #23				Sign Shop Supt	1	2167	2858
Oregon								
Pennsylvania	Sr Civil Eng Supv	11	3225	4903	Sign Shop Mgr	1	2829	4297
Rhode Island					Traffic Sign Tech	2	1998	2189
South Carolina								
South Dakota								
Tennessee	Trans Tech 3	4	1853	2971	Hwy M F Supv 2	4	1853	2971
Texas	Traffic Syst Mgr	13	2649	4030	N/A			
Utah					Shop Supv II	1	2428	3645
Vermont	Traffic Oper Supv	1	2131	3372				
Virginia	Trans Res Mtce Op Mgr	60	2548	3978	Trans Mtce Supv	327	1784	2786
Washington								
West Virginia	Included In #3				Sign Shop Supv	10	1763	2870
Wisconsin					Engr Spec Trans Supv 1 - 3	4	2985	4604
Wyoming	Crew Supv	5	2074	3103				
1997 Average			3965					3456
1996 Average			3941					3318
1977 Average			1479					1308
% Increase 1977-1997			168.1%					164.2%
% Increase 1996-1997			2.7%					6.3%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

(27)

**STATES SIGN SHOP SUPERVISOR**

(28)

**TRAFFIC SIGNAL & LIGHTING SUPERVISOR**

STATES	SIGN SHOP SUPERVISOR	#	MIN	MAX	TRAFFIC SIGNAL & LIGHTING SUPERVISOR			
					#	MIN	MAX	
Alabama	Traf Sign Shop Supv	1	1755	2662	Traffic Signal Shop Supv	1	2662	4052
Alaska					Ste Sign & Strp Supv	13	2148	3320
Arizona	Sign Shop Supv	1	2325	3583	Ct Elect Supv	39	3275	3949
Arkansas	Sign Shop Supv	1	3388	4482	Traf Signal Elec II	8	2991	4009
California	Contracted				Same As #6			
Colorado	Sign Fabricator IV	1	2927	3922				
Connecticut	Supv-Sign Shop	1	3698	4721				
Delaware								
Florida	Op & Mtce Supt V		1119	4530				
Georgia	Sign Shop Production Mgr	1	1388	3350	Traf Sig Tech Supv	7	1966	3350
Hawaii	Included in # 26				Trf Sgn & Hwy Lt Supv	1	3310	3475
Idaho	Sign Shop Supv	1	2096	3082	Traf Sig & Elec Frmn	4	2281	3354
Illinois								
Indiana	Same As #26				Signal/Lighting Supv	6	1805	2347
Iowa	Sign Shop Mgr	1	2704	3418	Elec Mtce Supv	1	3404	3646
Kansas	Sign Shop Wkr Supv	1	2115	2972	None			
Kentucky	Trn Br Mgr	1	2440	4692	Hwy Sig Crew Ldr Frm	18	1355	2879
Louisiana	Sign Fabr Supv	2	1367	2257	Elec Spec Foreman	18	1674	2765
Maine	Sign Shop Supv	1	2042	2718	Elec Supv	1	2209	2956
Maryland	Traf Sign Shop Asst Supv	1	1708	2219	Traf Control Tech Supv	2	1708	2219
Massachusetts	Sign Pnt & Letter II	1	2240	2934	Electrician II	5	2240	2934
Michigan	Sign Shop Tms 11	1	2812	3654	Signal Shop Shop Elec Supvr 11	1	2812	3654
Minnesota	Sign Shop Supv	2	2725	3917	Elect Mtce Supv	3	2725	4063
Mississippi	Included In Title #8				Traf Signal Tech Sr	3	1661	2487
Missouri	Sign Production Supv	1	2210	3217	Signal & Light Supv	9	2589	3845
Montana	Sign Shop Frmn	1	2345	2467	Traf Engr III	1	2283	3272
Nebraska					Electronics Mgr	1	2527	3537
Nevada		1	2790	3783				
New Hampshire	Sign Shop Foreman	1	1934	2281	Signal Reprmn II, III	7	1717	2281
New Jersey	Crew Supv Sig Shop	1	2444	3393	Crew Supv,Elect Oper	21	2444	3393
New Mexico	Sign Shop Foreman	1	1700	2550	Hwy Elec Tech Supv	1	1963	2944
New York	Sign Shop Supv 1	1	2352	2993	Supv Traf Sign Mech	11	2352	2993
North Carolina					Traf Ctrl Tech Supv	14	2204	3426
North Dakota	Hwy Traff Cntrl Supv	8	1768	2845				
Ohio								
Oklahoma	No Comp Class				No Comp Class			
Oregon	Sign Shop Supv	1	2586	3642	Trades/Maint Supv II	2	2586	3466
Pennsylvania	Sign Tech Supv	1	2189	3297	Trfc Contr Spec Supv	15	3225	4903
Rhode Island					Hwy Mtce Supv - Traf	2	2492	2873
South Carolina	Trades Supv	3	1952	3612	Trades Supv I-II	7	1952	3612
South Dakota								
Tennessee	Hwy M F Supv 1	8	1635	2583				
Texas	Dist Sign Shop Supv	9	2336	3011	Traf Sign Supv I-III	20	2336	3644
Utah					Safety Oper Engr	1	2856	4288
Vermont	Traffic Shop Coord	3	1707	2700	Elec Mtce Spec III	3	1907	3014
Virginia	Trans Mtce Supt	259	2132	3328	Traffic Signal Tech Supv	11	2132	3328
Washington	Sign Shop Mgr T	1	2583	3306	Traf Sign Supv/Elec Supv	6	2849	3306
West Virginia	Traf Sign Mtce Supv	10	1418	2310	Included In #9			
Wisconsin	Engr Tech Trans 3	3	1930	2736	See #11			
Wyoming	Sign Shop Supv	1	2181	3275	See #25			
1997 Average			3235				3341	
1996 Average			3068				3217	
1977 Average			1176				1396	
% Increase 1977-1997			175.0%				139.3%	
% Increase 1996-1997			5.4%				3.2%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	STRIPER SUPERVISOR	(29)			(30)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Included in Title 18	9			Included in Title 18	54		
Alaska								
Arizona	Striping Lead	5	2325	3583	Sign Lead	5	2148	3320
Arkansas	Striping Supt	1	3661	4784	Signing Supt	1	3661	4784
California	Included In #8				Included In #8			
Colorado								
Connecticut	Same As #6				Same As #8			
Delaware								
Florida	Op & Mtce Supt IV		1119	4530	Op & Mtce Supt Trd Lvl III		1287	3271
Georgia	Hwy Mtce Frmn	4	1758	3051	Hwy Mtce Frmn	8	1758	3051
Hawaii	Included in #26				Included in #26			
Idaho	Striping Foreman	4	2281	3354	Sign Foreman	4	2281	3354
Illinois								
Indiana	Crew Leader	21	1536	1991	Sign Crew Leader	38	1536	1991
Iowa	Hwy Mtce	4	2704	3418				
Kansas	Included in #8				None			
Kentucky	Engr Supervisor	12	2684	4692	Hwy Dist Frmn	17	1497	2879
Louisiana	Sign/Striping Coord	3	1791	2958	Hwy Foreman 2	9	1674	2764
Maine	Highway Crew Supv	4	2040	2106	Hwy Worker III	9	1521	1972
Maryland	Spv Rd Mkg/Hwy Tec Spv	7	1708	2219	Hwy Tech Supv	5	1708	2219
Massachusetts	Traffic Section Foreman I	10	2136	2774	Trf Sect Foreman I	10	2136	2774
Michigan					Oh Sign Crew Sup Tms 11	2	2812	3654
Minnesota	Hwy Maint Supv I	2	2725	3917	Hwy Maint Supv I	2	2725	3917
Mississippi	Included In Title #8				Included In Title #8			
Missouri	Spec Mtce Supv	34	2300	3347	Sign & Strip Supv	6	2300	3347
Montana	Painter, Foreman	6	2279	2399				
Nebraska	Included In #8							
Nevada	Supervisor I	6	2564	3462	Supervisor	6	2564	3462
New Hampshire	Pavement Mark Foreman	8	1785	2094	Hwy/Dist Sign Foreman	12	1785	2281
New Jersey	Crew Supv Hwy. Marking	6	2444	3393	Included In #27			
New Mexico	Included In #9				Included In #9			
New York	Pavement Mark Supv	13	1866	2426	Sign Crew Supv	36	1866	2426
North Carolina	Machine Operator IV	26	1872	2864	Traff Sign Erector	*TW	1360	2038
North Dakota	Included In #27				Included In #27			
Ohio								
Oklahoma	Centerline Supv	8	1893	2483	Sign Crew Supv	8	1893	2483
Oregon	Reg Traf Line Supv	21	2235	3000	Dist Sign Crew Supv	1	1925	2586
Pennsylvania	Highway Foreman 2	13	2189	3297	Highway Foreman 2	67	2189	3297
Rhode Island	Road Mtce Supv	2	2087	2196	Road Mtce Supv	2	2087	2196
South Carolina	Included In #9				Included In #8 & 9			
South Dakota								
Tennessee	Hwy Mtce Wkr 2	9	1171	1886	Hwy Mtce Wkr 2	10	1171	1822
Texas	Striping Supv I-II	15	2195	3011	N/A			
Utah	Included In # 8				Included In # 8			
Vermont	Marking Crew Ldr	3	1543	2433	Sign Crew Ldr	3	1466	2312
Virginia	Trans Crew Ldr	19	1632	2548	Trans Crew Ldr	19	1632	2548
Washington	Mtce Tech 3/Region	6	2849	3306				
West Virginia	Included In # 9				Included In # 9			
Wisconsin	Engr Tech Trans 3	13	1930	2736	Engr Tech Trans 3	14	1930	2736
Wyoming	Striping Crew Ldr	10	1788	2637				
1997 Average			2997				2826	
1996 Average			2817				2652	
1977 Average			1120				1097	
% Increase 1977-1997			167.6%				157.6%	
% Increase 1996-1997			7.8%				8.5%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	SIGN FABRICATOR	(31)			(32)			
		#	MIN	MAX	SIGN TECHNICIAN	#	MIN	MAX
Alabama	Traf Sign Painter II	3	1404	2084	Traf Sign Painter I	6	1337	1984
Alaska								
Arizona	Sign Fabricator	10	1652	2451	Sign Tech	38	1652	2451
Arkansas	Sign Maker I & II	8	1378	2435	Sign Crew Supv	16	2662	3659
California	Contracted				Contracted			
Colorado	Sign Fabricator II	5	2185	2927				
Connecticut	Same As #17 & #18				Same As #8			
Delaware								
Florida	Op & Mtce Supt Trd Lvl II	9	1119	2428				
Georgia	Sign Shop Printer	4	1368	2253		7	1250	2025
Hawaii	Sign Painter	2	2243	2243				
Idaho	Sign Fabricator	4	1667	2451	Lead Worker	5	1863	2742
Illinois								
Indiana					Crew Member W.L.	34	1365	1762
Iowa	Silk Scrn/Sign Shop Wkr	6	1639	2007				
Kansas	Sign Shop Wkr	4	1655	2331	None			
Kentucky	Sign Maker	10	1121	2745	District Crew Foreman	22	1651	3175
Louisiana	Sign Fabr 2	4	1116	1842	Dist Sign Spec 2	52	1194	1971
Maine	N/A				Sign Shop Tech I	1	1758	2315
Maryland	Sign Fabr II	5	1321	1698	Sign Fabr III	1	1491	1929
Massachusetts	Sign Pnt & Letter I	3	2023	2605	Signal Mtce Frmn	1	2252	2949
Michigan	Fabr Shop Sup Tmw 9	1	2469	3015	Trans Mtc Wkr 9	7	2469	3015
Minnesota	Sign Fabricator	6	2394	2760	Hwy Maint Wkr	50	2260	2760
Mississippi	Silk Screen Printer	5	1301	1948	Included In #18			
Missouri	Sign Layout Spec	4	1708	2393				
Montana	Painter	3	2279	2399				
Nebraska	Sign Printer II	7	1637	2292	Included In #18			
Nevada	Sign Fabricator	2	2087	2790				
New Hampshire	Sign Fab & Sign Let	4	1653	2094	Hwy Maintainer II	12	1413	1654
New Jersey	Sign Fabricator 1 & 2	9	1755	2670	N/A			
New Mexico	Sign Tech 2	6	1249	1874	Included in #31			
New York	Sign Shop Wrkr	8	1763	2304				
North Carolina	Traff Sign Painter	*TW	1360	2038	Trans Super Crew Ldr	29	2026	3131
North Dakota	Hwy Traff Cntl Spec	13	1301	2480	Included In #27			
Ohio								
Oklahoma	Sr Sign Shop Wkr	6	1329	1731	No Comp Class			
Oregon	Sign Tech 3	5	1692	2555	Included in #31			
Pennsylvania	Hwy Mtce/Sign Wkr	34	1719	2530	Sign Tech	8	1719	2530
Rhode Island								
South Carolina	Skld Trds Wkr/Trds Wkr I	16	1268	2669				
South Dakota								
Tennessee	Hwy Mtce Wkr 1	20	979	1609	Hwy Mtce Wkr 1	20	979	1609
Texas	Sign Shop Tech II-IV	70	1521	2649	N/A			
Utah	Jr Hwy Sign Spec	3	1530	2652	Included In #31			
Vermont								
Virginia	Trans Sign Fabricator	10	1366	2132	Trans Crew Ldr	19	1632	2548
Washington	Sign Inst Spec I/Sign Fabrtr	15	2350	2992	Sgn Fab Ld/Sgn Inst Spc 2	23	2583	2992
West Virginia	Included # 11				Included # 11			
Wisconsin	Engr Tech Trans 2	5	1784	2524	Engr Tech Trans 2	19	1784	2524
Wyoming	Eng Tech-Sr	4	1535	2246	Sign Tech	10	1284	1932
1997 Average			2364					2460
1996 Average			2322					2316
1977 Average			967					899
% Increase 1977-1997			144.5%					173.6%
% Increase 1996-1997			3.2%					6.7%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	TRAFFIC SIGNAL & LIGHTING TECHNICIAN	(33)			(34)		
		#	MIN	MAX	#	MIN	MAX
Alabama	Traf Sign Tech I, II, III	19	1337	2300	Included in Title 17	9	
Alaska	Traffic Ctrl Equip Tech	3	3387	4035			
Arizona	S/L Technician	51	1989	3079	Striper Tech	36	1652
Arkansas					Striping Crew Supv	5	2662
California	Ct Electrician I	65	2984	3275	Included In #9		
Colorado	Traf Signal Tech	8	2344	3141			
Connecticut	Same As #11				Same As #8		
Delaware							
Florida							
Georgia	Traf Sig Tech & Trainee	35	1627	3350	Mtce Eui Oper	4	1478
Hawaii	Hwy Ltg Wkr,ETST	13	2509	2806	Trf Strip Mach Oper	4	1949
Idaho	Traf Sig Electric	5	1863	2742	Lead Worker	5	1863
Illinois							
Indiana	Signal Technician	33	1536	1991	Crew Member W.L.	35	1365
Iowa	Electrician II	2	2456	2667	Equip Oper II-III	18	1856
Kansas	None				None		
Kentucky	Hwy Sig Installer/Rprmn	25	1233	2371	Included In #18		
Louisiana	Electrician Spec	39	1367	2257	Mobile Equip Oper 2	18	1400
Maine	N/A						
Maryland	Trf Const Tech I/II	28	1708	2387	Hwy Tech III	7	1594
Massachusetts	Electrician I	5	2023	2605	Spray Pnt Wkr Frmn	5	2023
Michigan	Lic Elec 10	13	2513	3240			
Minnesota	Traf Sig & Light Tech	9	2437	3427	Hwy Maint Wkr	25	2260
Mississippi	Traf Signal Tech	7	1534	2296	Included In Title #18		
Missouri	Sign & Lighting Elec	68	2210	3217	Sr Crew Worker	710	1778
Montana							
Nebraska	Electronics Tech Senior	9	1892	2649	Included In #18		
Nevada						1	2564
New Hampshire	Traf Signal Tech I	1	2191	2586	Carriage Oper	6	1589
New Jersey	Elec Mech	78	2123	2937	Highway Marker	17	1674
New Mexico	Hwy Traffic Tech 2	9	1700	2550	Included In #18		
New York	Traff Sign Mech	60	2093	2693			
North Carolina	Traf Control Tech	46	1947	2992	Machine Operator III	*TW	1413
North Dakota					Included In #31		
Ohio							
Oklahoma	No Comp Class				Sr Trans Mtce Worker	8	1420
Oregon	Traf Sgnl Tech/Electr	26	3249	3575			
Pennsylvania	Trfc Control Spec	41	2829	4297	Trans Equip Oper B	55	1938
Rhode Island	Elec Insp	13	2340	2676			
South Carolina	Skld Trds Wkr/Trf Sgn Tech	38	1604	2696	Included In #18		
South Dakota							
Tennessee					Hwy M Fit Supv 1	8	1635
Texas	Traf Syst Tech I-V	145	1712	3209	Same As #9		
Utah	Jr Sgnl Mtce Spec	9	2120	2652	Included In #17		
Vermont	Elec Mtce Spec II	1	1803	2854			
Virginia	Traffic Signal Tech	41	1784	2785	Hvy Equip Opr C	10	1493
Washington	Traf Sgnl Elec Tech 1-3	66	2140	3306	Mtce Tech III	78	2465
West Virginia	Included #11				Included #11		
Wisconsin	Traf Sig Mech - Jour	6	2008	2688			
Wyoming	Traf Ctrl Sys Spec	3	1878	2798	Striping Tech II	13	1391
1997 Average			2889				2444
1996 Average			2863				2313
1977 Average			1182				966
% Increase 1977-1997			144.5%				153.0%
% Increase 1996-1997			4.1%				6.4%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

STATES	CHIEF ENGINEER	(35)			(36)			
		#	MIN	MAX	PROJECT ENGINEER	#	MIN	MAX
Alabama	Chief Engineer Transportation	1	5208	7940	Civil Engr I, II, III	413	1800	3486
Alaska	State Chief Eng	1	6216	7441	Engineer II/III	26/23	4159	5624
Arizona	State Engr	1	5298	8043	Resident Engr	18	3100	4728
Arkansas	Deputy Dir/Chief Engr	1		8411	Resident Engr	31	5015	5882
California	Dir Eng Svc Center	1	7027	7747	Dist Const Engr	82	4454	5413
Colorado	Chief Eng - Sr Exec Svc	2	5879	8818	Prof Engr I	139	3735	5005
Connecticut	Chief Engr	1	9476	12172	Trans Eng III	60	4427	5780
Delaware								
Florida	State Hwy Engr	1	4465	8842	Eng, Arch, & Svy IV		2569	6789
Georgia	Chief Engr	1	5620	9549	Constr Project Mgr II	105	2167	3678
Hawaii	Included in #1				Area Engr	3	3376	4805
Idaho	Chief Engr	1	5798	8524	Dist Reg Engr	2	3683	5416
Illinois								
Indiana	Chief Hwy Engr	1	4050	6283	Project Engr	171	2478	3644
Iowa	Chief Engr	1	5219	6597	Resident Const Engr	20	3418	4326
Kansas	Asst Sec/St Trans Eng	1	7770	7770	Const Engr	32	3123	4394
Kentucky	State Hwy Engr	1	3949	6663	Trans Eng Supr	78	2684	4692
Louisiana	DOTD Chf Eng Adm	1	4942	8162	Dist Eng Supv 1	40	3317	4440
Maine	Chief Engr	1	4558	6378	Res Engr/Inspectors	68	2195	3662
Maryland	SHA Chief Engr	1	5909	7268	Hwy Engr III	14	2636	3462
Massachusetts	Chief Engr M-X	1	4774	6039	Civil Engr III	170	3398	4330
Michigan	Bureau Of Hwy Sen Exec 20	1	6431	8114	Resident Eng Lte 14	52	3785	5102
Minnesota	Deputy Comm/Chief Engr	1	5497	7783	Project Engr	60	3450	4794
Mississippi	Chief Engr	1	5362	8030	Project Engr	35	3113	5001
Missouri	Chief Engr	1	5237	8941	Resident Engr	34	3093	4686
Montana	Chief Engr	1	4793	7104	Engr Proj Mgr	45	2492	3586
Nebraska	Dir State Engr	1	7220	12500	Project Engr	14	2920	4088
Nevada	Asst Trans Dir	2	4953	6844	Resident Engr	22	3784	5185
New Hampshire	Asst Commissioner	1	4962	6245	Civil Engr I-IV	55	1971	3445
New Jersey	Asst Comm CPM	1	7416	7476	Project Engr	155	3938	5495
New Mexico	Cabinet Secretary	1	6279	6279	Hwy Proj Supv 2	2	2666	3999
New York	Asst Comm for Eng	1	6140	6140				
North Carolina	Hwy Administrator	1	5913	9551	Resident Engr	48	3405	5420
North Dakota	Chief Engr	1	4324	6894	Hwy Const Coord	2	2691	4305
Ohio								
Oklahoma	Chief Engr	1	6777	6777	Engr Manager	25	3348	4425
Oregon	Deputy Dir	1	5134	7218	Project Mgr	26	3146	4430
Pennsylvania	Chief Eng Hwy Admn	1	6250	8262	Civil Eng Supv	104	2829	4297
Rhode Island	Chief Engr	1	6663	7414	Chief Spec Proj Engr	2	4492	5161
South Carolina	Dir Of Const, Eng, & Plan	1	6131	9510	Project Engr	41	3006	5648
South Dakota								
Tennessee	Asst Comm 2	1	3834	6143	Operations Spec Supv 1	42	2693	4321
Texas	Exec Dir	1	9584	9584	Const & Mtce Field Eng	1	2825	3644
Utah	Deputy Dir, DOT	1	5328	8002	Project Engr	19	3745	5940
Vermont					Project Engr	15	2454	3767
Virginia	Chief Engr Transp	1	5681	8869	Trans Const Proj Engr	59	2548	3978
Washington	Deputy Sec	1	7284	9325	Project Engr	50	3929	4786
West Virginia	State Hwy Engr	1	3720	6047	Major Proj Engr	10	2836	4612
Wisconsin	DOT Manager	2	4002	8004	CE Trans Supv 2	28	4010	5997
Wyoming	Director	1	4583	7500	Resident Engr	61	2682	4258
1997 Average			7891					4665
1996 Average			7500					4542
1977 Average			3017					1841
% Increase 1977-1997			161.6%					153.4%
% Increase 1996-1997			7.5%					5.7%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

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(38)

STATES	STATE CONSTRUCTION ENGINEER	#			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	6027	7168
Arizona	St Const Engr	1	4052	6156	Senior Resident	10	3394	5161
Arkansas	State Const Engr	1		6582	Dist Const Eng	9	5375	6014
California	Prog Mgr - Const	1	6698	7384	Dep Dist Dir - Constr	12	5408	5963
Colorado	Stf Cnst Eng - Mgt Gpp Prof 13	1	5371	7055	Dist Cnst Eng - PE III	21	5371	7055
Connecticut	Trans Constr Admin	1	8112	10405	Dist Engr	4	7211	9250
Delaware								
Florida	Dir of Ofc of Const	1	3750	7405	Dist Const Engr	8	3660	7181
Georgia	St Const Engr	1	4636	7869	Dist Const Engr	7	3484	5935
Hawaii	Included in #1				Dist Const Engr	4	3797	5404
Idaho	Const Engr	1	4328	6364	Asst Dist Engr	6	3983	5857
Illinois								
Indiana	Same As #35				Const Engr	6	2884	4396
Iowa	Development Div Director	1	5728	7245	Transp Const Engr	6	3936	4981
Kansas	Same as Title #1				Dist Const Engr	6	3986	5607
Kentucky	Trans Eng Const	1	3258	5704	T.E.B.M. Const	12	2955	5174
Louisiana	DOTD Stf Eng Adm 3	1	4619	7628	Dist Eng Mgr 2	9	3675	5439
Maine	Hwy/Bridge Const Engr	3	3300	4611	Area H/B Const Engr	7	3047	4251
Maryland	Deputy Chf Engr Const	1	5472	6730	HSE III/Hwy Asst DE Cnst	7	3320	4710
Massachusetts	Manager VII M-IX	1	4391	5536	Civil Engr VI	5	4301	5538
Michigan	Const Eng SDA 17	1	5063	6883	Dist Const Eng Lte 15	7	4042	5521
Minnesota	State Const Engr	1	4768	6782	Dist Const Adm Engr	9	4440	6299
Mississippi	Const Engr	1	4242	6352	Dist Const Engr	6	3839	5750
Missouri	Div Engr Const	1	4368	7452	Dist Const Engr	9	3448	5226
Montana	Const Eng	1	3269	4764	Dist Const Engr	5	3269	4769
Nebraska	Const Engr	1	3899	5459	Dist Const Engr	8	3899	5459
Nevada	Chief, Const Engr	1	4522	6234		3	4134	5683
New Hampshire	Admin Bureau Const	1	3952	4755	Civil Engr VI	6	3599	4334
New Jersey	Director, C&M	1	6301	6301	Mgr 1 Dot (C&M Engr)	11	4687	6912
New Mexico	Highway Eng 5	1	3801	5702	Highway Eng 4	6	3319	4979
New York	Const Div Dir	1	7292	9043	Reg Const Eng	11	5368	6787
North Carolina	State Hwy Const & Mat Engr	1	4910	7898	Division Constr Engr	14	3902	6233
North Dakota	Director, Const Div	1	3249	5189	Included In #3			
Ohio								
Oklahoma	State Const Engr	1	4217	5591	Div Const Engr	7	3348	4425
Oregon	Tech Svcs Mgr	1	4654	6552	Region Cost Engr	5	3830	5389
Pennsylvania	Dir, Bur of Const & Matrls	1	5475	7827	Asst Hwy Dist Engr	11	4797	7293
Rhode Island	Chf Hwy & Brdge Cnst Opr	1	4492	5161	Asst Chf Hwy & Brdge Cnst Opr	9	3501	3966
South Carolina	Director Of Const	1	4279	7917	Dist Const Engr	7	3382	5348
South Dakota								
Tennessee	Asst Comm 2	1	3834	6143	Trans Regional Dir	4	3511	5624
Texas	Same as #1				Dir Of Const	11	3885	5562
Utah	Engr For Const	1	4174	6617	Dist Const Engr	6	3953	6269
Vermont	Construction Engr	1	3962	6309	Regional Const Engr	4	3464	5523
Virginia	Div Admin Trans	1	3976	6210	Trans Asst Div Engr	9	3638	5681
Washington	State Const Engr	1	5981	7105		7	5047	6127
West Virginia	Included #1 & #20				Asst Dist Engr Const	10	2836	4612
Wisconsin	DOT Manager	1	4002	8004	DOT CE Chief	8	4002	8004
Wyoming	See #1				Dist Const Engr	5	3090	4974
1997 Average			6661					5709
1996 Average			6420					5488
1977 Average			0					0
% Increase 1977-1997			0.0%					0.0%
% Increase 1996-1997			6.4%					6.2%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

**(39)**

**(40)**

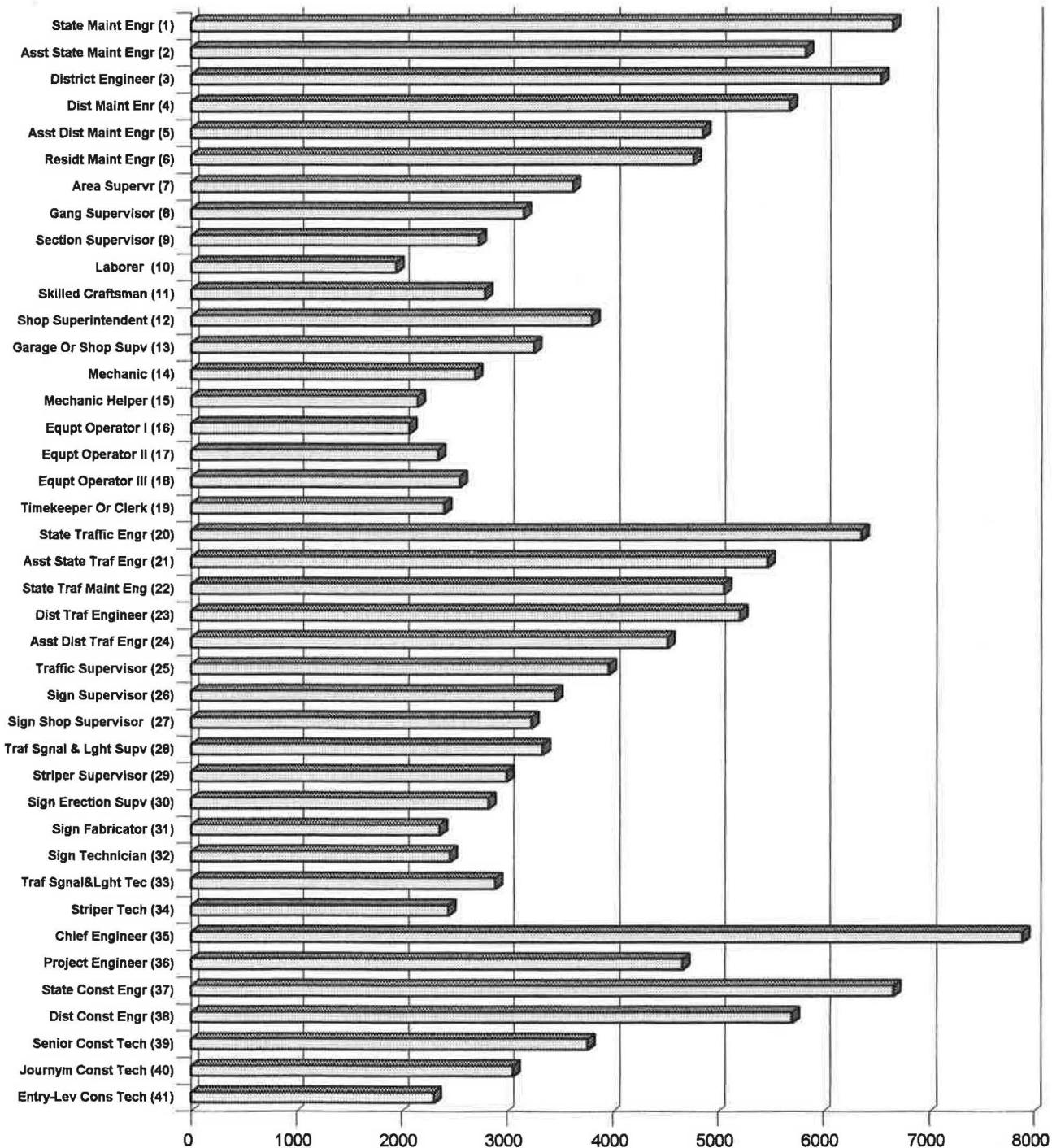
STATES	SENIOR CONSTRUCTION TECHNICIAN	#			JOURNEYMAN CONSTRUCTION TECHNICIAN			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Engr Asst III	548	1475	2190	Engr Asst II	166	1241	1800
Alaska	Het IV	34	2969	3558	Het II	36	2518	2976
Arizona	Tr Engr Spec	62	2589	3973	Const Tech Supv	121	1989	3079
Arkansas	Const Proj Coord	22	3661	4784	Inspector	67	2662	3659
California	Resident Engr	710	3283	4700	Trans Engr Tech	113	2479	3609
Colorado	Civ Eng Proj Mgr II	70	3298	4419	Civ Eng Proj Mgr I	53	2991	4009
Connecticut	Trns Egr2/Tr Const Insp3	180	4427	5780	Trns Egr/Tr Const Insp	196	3399	4814
Delaware								
Florida	Eng, Arch, & Svy Lvl III		2265	6207	Eng, Arch, & Svy Lvl II		1591	3126
Georgia	Constr Proj Mgr II	48	1966	3350	Constr Inspector Sr	47	1792	3051
Hawaii	Engr IV	28	3122	4444	Engr Tech, HCl III-V	44	2071	4036
Idaho	Trans Tech Princp	106	2281	3354	Trans Tech Sr	123	1863	2742
Illinois								
Indiana	Project Supv	195	1863	2758	Engr Asst	309	1415	2275
Iowa								
Kansas	Engr Tech Sr	91	2220	3123	Engr Tech	264	1825	2569
Kentucky	Dist Constr Engr	12	2684	4692	Trns Eng Tech I	211	1651	3175
Louisiana	Engr Tech 4/Supv 1	128	1674	2958	Engr Tech 3	161	1462	2415
Maine	Asst H/B Resident Engr	27	2103	2865	Hwy Bridge Insp	31	1658	2395
Maryland	Engr Tech VI Const	68	2273	2983	Engr Tech IV, V	157	1833	2571
Massachusetts	Civil Engr IV	12	3693	4738	Civil Engr 1	237	2679	3389
Michigan	Constr Tech 11/12	90	2449	3659	Const Tech E10	127	2283	3022
Minnesota	Chief Inspector	100	2437	3427	Inspector	MANY	2115	2984
Mississippi	Sr Cert Engr Tech	130	2263	3388	Engr Tech II	97	1720	2576
Missouri	Const Inspector	123	2300	3347	Inspector	136	2124	3032
Montana	Engr Proj Tech III	86	2096	2991	Egr Proj Tech II	31	1631	1965
Nebraska	Project Mgr	60	2920	4088	Const Tech III	123	2034	2847
Nevada	Assistant Resident	25	3314	4523	Engr Tech III & IV	137	2360	3619
New Hampshire	Engr Tech V	10	2327	2751	Engr Tech III	14	1814	2139
New Jersey	C&M Eng Tech 1,2	164	2444	3918	C&M Eng Tech 3	156	2220	3918
New Mexico	Included In #36				Hwy Eng Tc3/Hwy Svy Tc3	117	1700	2550
New York	Eng in Charge	390	3104	3847	Const Insp	629	1589	3847
North Carolina	Transp Tech III	285	2204	3426	Transp Tech II	352	2026	3131
North Dakota	Project Mgr	9	2031	3263	Tech IV	40	1852	2978
Ohio								
Oklahoma	Trans Spec II	62	2268	2992	Sr Inspec Tech	95	1770	2326
Oregon	Trans Engr II	176	3251	4444	Engr Spec 2&3,Asst Trn Engr	382	2093	3477
Pennsylvania	Trans Constr Insp Supv	205	2477	3765	Trans Const Inspec	440	2189	3297
Rhode Island	Engr Tech IV	32	2782	3134	Engr Tech III	24	2340	2680
South Carolina	Engr Tech I V	72	1877	2969	Engr Tech IV	118	1669	2969
South Dakota								
Tennessee	Operations Spec Supv 2	12	2944	4718	Trans Tech 1	487	1386	2220
Texas	Const Insp VII-IX	89	2649	4030	Const Insp III-VI	725	1712	3209
Utah	Const Tech IV	81	2563	4063	Const Tech III	83	2179	3453
Vermont	Technician Proj Supv	8	2257	3580	Technician IV	42	2016	3190
Virginia	Transp Const Insp Sr.	281	2132	3328	Trans Const Insp	211	1784	2785
Washington	Trans Engr II	589	2781	3559	Trans Tech III	323	2522	3225
West Virginia	Sr Engr Tech Const	81	2314	3764	Eng Tc Cr/HE 1,2/Eng Trn	223	1887	4028
Wisconsin	Eng Spec Trans Adv 2	44	3199	4350	Eng Spec Trans Sr	46	2748	3736
Wyoming	Eng Tech Supv	61	2181	3273	Engr Tech Spec	93	1788	2637
1997 Average			3761					3056
1996 Average			3636					2906
1977 Average			0					0
% Increase 1977-1997			0.0%					0.0%
% Increase 1996-1997			8.1%					7.1%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1997**

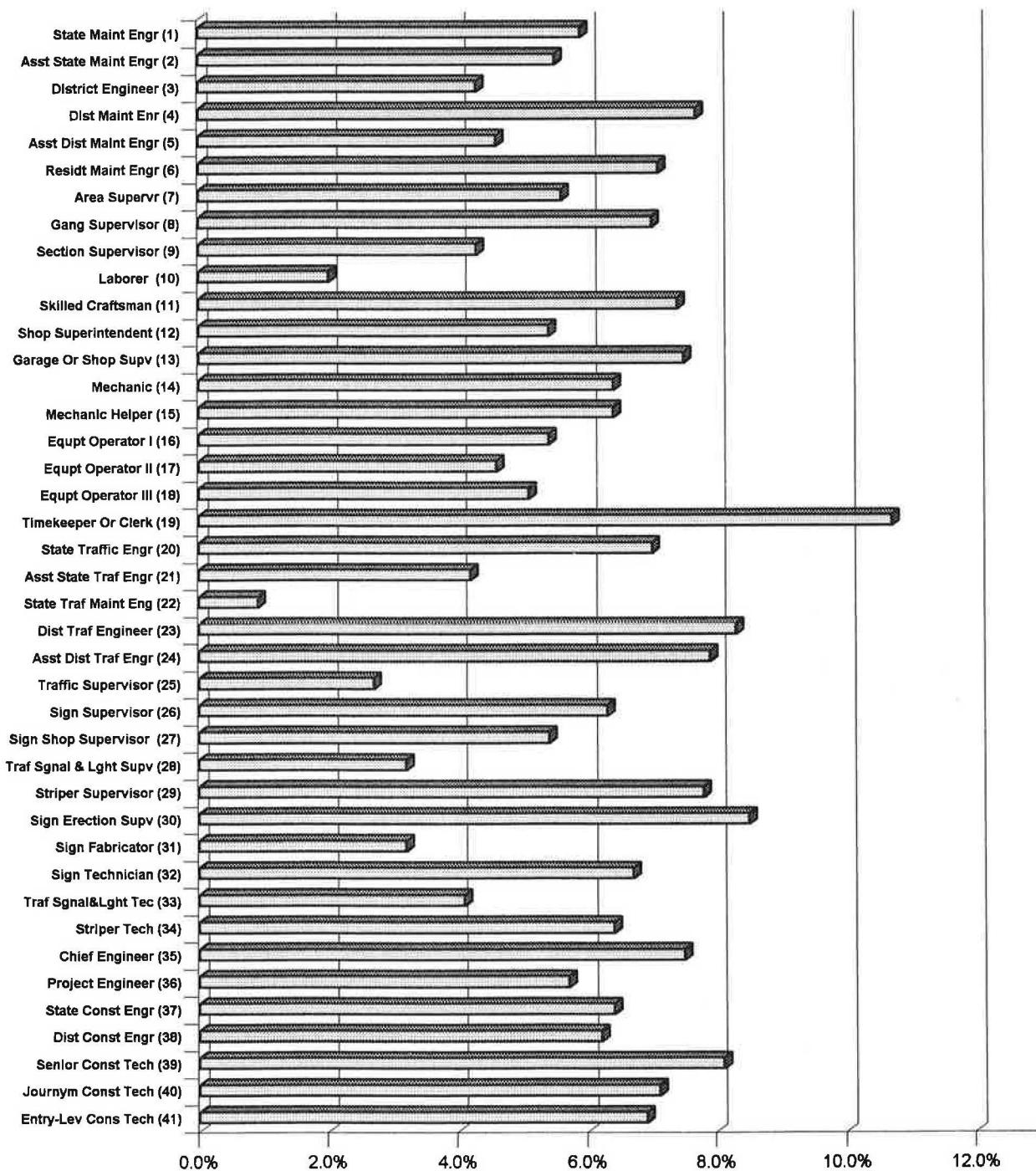
(41)

STATES	ENTRY-LEVEL CONSTRUCTION TECHNICIAN	#	MIN	MAX
Alabama	Engr Asst I	324	1153	1629
Alaska	Het I	12	2243	2654
Arizona	Const Tech	78	1360	2326
Arkansas	Const Aide I	44	1848	2658
California	Jr Eng Tech	15	1721	2528
Colorado	Engr/Phy Scl Tech I	110	2529	3388
Connecticut	Trns Eng In Train	54	2430	3651
Delaware				
Florida	Eng, Arch, & Svy Lvl I		1172	2297
Georgia	Engr Tech	105	1297	2766
Hawaii	EA I/II, HCl I	9	1513	2834
Idaho	Trans Tech	60	1667	2451
Illinois				
Indiana	Hwy Engr Asst	51	1161	1791
Iowa				
Kansas	Engr Tech Assoc	76	1433	2014
Kentucky				
Louisiana	Engr Tech 1/2	468	1116	2109
Maine	Hwy/Bridge Insp	22	1300	1866
Maryland	Engr Tech I, II, III	72	1242	2067
Massachusetts	Gen Const Insp I	51	2331	2949
Michigan	Const Tech 8	27	1901	2394
Minnesota	Inspector	20	1863	2577
Mississippi	Engr I	109	1557	2331
Missouri	Inspection Asst	70	1708	2393
Montana	Engr Proj Aide	41	1280	1782
Nebraska	Const Tech I	33	1318	1845
Nevada	Engr Tech I & II	47	1784	2790
New Hampshire	Engr Tcoh II	13	1610	1885
New Jersey	C&M Tech 4&5	235	1674	2799
New Mexico	Hwy Eng Tc1/Hwy Svy Tc1	55	1305	1916
New York	Temp Const Insp	300	1174	1641
North Carolina	Transp Tech I	339	1872	2864
North Dakota	Tech I	0	1202	1906
Ohio				
Oklahoma	Tech I	35	1389	1815
Oregon	Engr Spec Entry	49	1378	2243
Pennsylvania	Engr Tech	18	1938	2891
Rhode Island	Engr Tech I	41	1837	1988
South Carolina	Engr Tech I	20	1172	2005
South Dakota				
Tennessee	Trans Asst 1	430	979	1609
Texas	Const Insp I & II	61	1361	1936
Utah	Const Tech I	20	1489	2364
Vermont				
Virginia	Trans Const Insp Trn	10	1427	1824
Washington	Trans Tech I	16	1952	2465
West Virginia	Tit Const/Aet Const	165	1255	2506
Wisconsin	Eng Tech Trans 3	28	1930	2736
Wyoming	Hwy Worker	18	1171	1676
1997 Average			2306	
1996 Average			2182	
1977 Average			0	
% Increase 1977-1997			0.0%	
% Increase 1996-1997			6.9%	

United States  
Average Monthly Salaries for 1997



**United States**  
**Percent Change in Salaries from 1996 to 1997**



## **POLICIES AFFECTING MAINTENANCE PERSONNEL AS OF JULY 1997**

### **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 <u>      </u> | Hourly <u>      </u> |
| b. Permanent field employees | Salaried <u>      </u> | Hourly <u>      </u> |
| c. Supervisory               | Salaried <u>      </u> | Hourly <u>      </u> |
| d. Temporary                 | Salaried <u>      </u> | Hourly <u>      </u> |
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						VACATION				
			State Plan	Fed Soc Sec	Retirement			Vol Retirement		Minimum Hrs/Yrs of					
	(1a)	(1b)	(1c)	(1d)	(2)	(3)	(4)	(4a)	(4b)	(5)	(5a)	(5b)	(6)	(7)	
Alabama	X		Yes	Yes	No	Statute	N/A	Yes	10	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	1-2yrs 8hi 3-6yrs 10hr			
Arkansas		X	Yes	Yes	No			Yes	10	55	Yes	96	1-3		
California	X		Yes	Yes	No			Yes	5 or 10	50	Yes	84	3		
Colorado		X	Yes	No	No	N/A	N/A	Yes	20	55	Yes	96	1-5		
Connecticut			Yes	Yes	No			Yes	10	55	Yes	84	0 - 5		
Delaware															
Florida		X	Yes	Yes	No			Yes	10		Yes	104	5 to 10		
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	5 if age >= 55	55	Yes	96.2	1-5		
Illinois															
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		Any Age	96	0-5		
Kentucky		X	Yes	Yes	No	Statute		Yes	27	N/A	Yes	96hrs 0-4120hrs 5-9y			
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		60 Yes		0-1		
Minnesota		X	Yes	Yes	No	Statute		Yes	VAR	VAR	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		
Nebraska	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		96 1-4		
New Mexico	X		Yes	Yes	No	N/A	N/A	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	No			Yes	30	50	Yes	94	0-2		
North Dakota		X	Yes	Yes	No			Yes	None	None	Yes	96	0-3		
Ohio															
Oklahoma		X	Yes	Yes	No	Statute	None	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	0-2		
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															
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 o Yes	96	1		
West Virginia	X		Yes	Yes	No			Yes	5	60	Yes	120	0-5		
Wisconsin		X	Yes	No	No	na	na	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 Hrs/Yrs of		Cumulative Maximum		Minimum Hrs/Yrs of		Maximum Hrs/Yrs of		Cumulative Maximum			
	Yr (7 Cont'd)	Service	Yr (8)	Service	Yr (9)	Service	Yr (10)	Service	Yr (10)	Service	(11)	(11)
Alabama	234	25	Yes	480	Yes	104	1-25	25	1+	Yes	1200	
Alaska	270	10 +	Yes	b)No Limit								
Arizona	7-14yrs 12hrs	15yrs+ 1	Yes	240	Yes			96	96	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												
Florida	156	10 +	Yes	360	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	1	96.2	1	Yes	Unlimited	
Illinois												
Indiana	200	20	Yes	All	Yes	72	1	72	5	Yes	All	
Iowa	216	5+	Yes	2/Annual	Yes	144		144		Yes	Unlimited	
Kansas	168	15	Yes	240	Yes	96				Yes	No Limit	
Kentucky	144hrs 10-14yrs	168hr 1	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	400	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	No Limit	
Missouri	180	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	200	20	Yes	1 Year	Yes	96	0-1	120	1+	Yes	No Limit	
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												
Oklahoma	200	20	Yes	640	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												
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	130		130		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	Partially	Optional	Yes	Wholly					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	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												
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	Partially	Optional	Yes	Wholly	Mandatory	X				No	No
Illinois												
Indiana	Yes	Partially	Optional	Yes	Partially	Optional	X				No	Yes
Iowa	Yes	Partially	Optional	Yes	Wholly/Par	Optional	X				No	Yes
Kansas	Yes	Wholly	Optional	Yes	Wholly						No	No
Kentucky	Yes	Wholly	Optional	Yes	Wholly	Optional			X		No	No
Louisiana	Yes	Part 40-50%	Optional	Yes	Partially	Optional					No	No
Maine	Yes	Wholly	Optional	Yes	Wholly	Optional	X				Yes	Yes
Maryland	Yes	Partially	Optional	Yes	Partially	Optional	X				No	Yes
Massachusetts	Yes	Partially	Optional	Yes	Partially	Optional	X				Yes	Yes
Michigan	Yes	Partially	Optional	Yes	Wholly	Optional	X				No	Yes
Minnesota	Yes	Partially	Mandatory	Yes	Wholly	Mandatory	X				Yes	Yes
Mississippi	Yes	Wholly	Mandatory	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												
Oklahoma	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	X				No	No
Oregon	Yes	Partially	Mandatory	No			X				No	Yes
Pennsylvania	Yes	Wholly	Optional	Yes	Wholly	Optional	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												
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	Mandatory	X				No	No
Washington	Yes	Partially	Mandatory	Yes	Wholly	Optional					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	Salary Basis			Working Hours			Per Day	Per Wk		
	(16a)	(16b)	(16a)	(16b)	(17)	(18a)	(18b)	(18c)	(18d)	(19)				
Alabama	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	H	8	40		
Alaska		Yes	Mandatory		Yes	Mandatory	Yes	H	H	H	7.5	37.5		
Arizona	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	S	S	H	8	40		
Arkansas	No	No	No	No	No	Yes	S				8	40		
California	No N/A	Yes	Voluntary	No N/A	Yes	Voluntary	Yes	S			8	40		
Colorado	No N/A	Yes	Voluntary	No N/A	Yes	Voluntary	Yes	S	S	H	8	40		
Connecticut	No	Yes	Voluntary	Yes	Yes	Voluntary	Yes		H	S	7.5	37.5		
Delaware														
Florida	No	No	Yes	Voluntary			Yes		S	S	S/H	8-10	40	
Georgia	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	S	8	40		
Hawaii	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	H	8	40		
Idaho	No	No	No	No	No	Yes	H	H	H	H	8-10	40		
Illinois														
Indiana	No	No	Yes	Voluntary			Yes	S	S	S	8	40		
Iowa	No N/A	No N/A	Yes	Voluntary	Yes	Voluntary	Yes	H	H	S	8	40		
Kansas	No	No	Yes	Voluntary			Yes		H	S	8	40		
Kentucky	No	Yes	Voluntary	No	Yes	Voluntary	Yes		H	S/H	S/H	8	40	
Louisiana		Yes	Voluntary			Yes Voluntary	Yes	S			10	40		
Maine	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	H	H	S	8	40		
Maryland	No	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	S	S	S	8	40	
Massachusetts	Yes	Voluntary						No	H	H	H	8	40	
Michigan	No	No	No	Yes	Mandatory	Yes	H	H	H	H	8	40		
Minnesota	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary		H	H	H	8	40		
Mississippi	No	No	No	No	No	Yes	S				8	40		
Missouri	No N/A	Yes	Voluntary	No N/A	Yes	Voluntary	Yes		S	S	H	8	40	
Montana	No	No	No	Yes	Mandatory	Yes	H	H	H	H	8	40		
Nebraska	No	No	Yes	Voluntary			Yes	H	H	H	8	40		
Nevada	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	H	H	H	8	40		
New Hampshire	Yes	Mandatory	Yes	Voluntary	Yes	Mandatory	Yes	Voluntary	Yes	H	H	8	40	
New Jersey	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	S	S	8	40	
New Mexico	No	Voluntary	No	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	H	H	8	40	
New York	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Yes	S	S	S/H	8	40
North Carolina	No	No	No	No	No	No	Yes	S	S	S	H	8	40	
North Dakota	No	No	No	No	No	No	Yes		S	S	H	8	40	
Ohio														
Oklahoma	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	S	H	8	40	
Oregon	No	No	Yes	Voluntary	Yes	Voluntary	Yes		S	S	H	8	40	
Pennsylvania	Yes	Mandatory	Yes	Mandatory	Yes	Mandatory	Yes	Mandatory	Yes	S	S	H	7.5	37.5
Rhode Island	Yes	Yes	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														
Tennessee	No	Yes	Voluntary	No	Yes	Voluntary	Yes	S	S	S	S	7.5	37.5	
Texas	No	No	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	H	H	H	8	40	
Virginia	No	No	No	No	No	No	Yes		S	S	H	8	40	
Washington	Yes	Mandatory	Yes	Mandatory	Yes	Mandatory	Yes		S	S	H	8	40	
West Virginia	No	No	Yes	Voluntary	Yes	Voluntary	No		H	S	H	8	40	
Wisconsin	No	No	No	No	No	Yes	Mandatory	Yes	H	S	H	8	40	
Wyoming								Yes	S	S	H	8	40	

**WORKING CONDITIONS CONT'D**

STATES	Adjustment for Overtime					Travel							
	(20)	(20a)	(20b)	(20c)	(21)	(21a)	(22a)	(22b)	(22c)	(22d)	(23)	(24)	(25)
Alabama	Yes	1 1/2	None	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Alaska	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Arizona	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Arkansas	Yes	1 1/2		1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
California	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Colorado	Yes	1 1/2	Comp	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Connecticut	Yes		1 1/2		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Delaware													
Florida	Yes	f) 1 1/2	f) 1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	
Georgia	Yes	1 1/2	Comp	1 1/2	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hawaii	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Idaho	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Illinois													
Indiana	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	
Iowa	Yes	1 1/2	No	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Kansas	Yes	1 1/2	None	1 1/2	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	No	Yes	Yes	
Louisiana	Yes	Comp	Comp			Yes	Yes	Yes	Yes	Yes	No	Yes	No
Maine	Yes	1 1/2	1 1/2	1 1/2	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
Massachusetts	Yes	1 1/2	1 1/2		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Michigan	Yes	1-1/2	Straight	1-1/2	No		Yes	Yes	Yes	Yes	Yes	Yes	No
Minnesota	Yes	1 1/2	1 1/2	Possible	Usually	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Mississippi	Yes	1 1/2	1 1/2			Yes	Yes	Yes	Yes	N/A	Yes	No	Yes
Missouri	Yes	1 1/2	Strght/None	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Montana	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes
Nebraska	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes
Nevada	Yes	1.5	1.5	1.5	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
New Hampshire	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
New Jersey	Yes	1 1/2	Straight	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
New Mexico	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes
New York	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
North Carolina	Yes	All	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
North Dakota	Yes	1.5	1.0	1.5	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Ohio													
Oklahoma	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
Oregon	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
Pennsylvania	Yes	1.5	1.5	1.5	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Rhode Island	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
South Carolina	Yes	1 1/2	Comp	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
South Dakota													
Tennessee	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Texas	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Utah	Yes	1 1/2	Depends	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Vermont	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Virginia	Yes	1 1/2	Straight	1 1/2	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	No
West Virginia	Yes	1-1/2	1-1/2	1-1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Wisconsin	Yes	1-1/2	None	1-1/2	No		Yes	Yes	Yes	Yes	Yes	Yes	Yes
Wyoming	Yes	1 1/2	No	1 1/2	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No

a/Civil Service  
General  
Schedule

## WORKING CONDITIONS CONT'D

## MAINTENANCE RESPONSIBILITY

STATES	Travel Expenses								Signing & Marking Responsibility				Vehicle Maintenance	
	Meals			Lodging		Moving Expense			(28a)	(28b)	(28c)	(29)(29a)	(29b)(29c)	
	(26)(26a)	(26b)	(26c)	(26a)	(26b)	(26c)	(27a)	(27b)	(27c)					
Alabama	Yes		X			X		X		No	Yes	Yes	Yes	X
Alaska	Yes		X			X	X			Yes	Yes	Yes	Yes	
Arizona	Yes	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														
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	Yes	Yes	Yes	
Illinois														
Indiana	Yes		X			X			X	No	No	No	Yes	X
Iowa	Yes	X				X			X	Yes	Yes	Yes	Yes	
Kansas	Yes		X			X			X	No	Yes	Yes	Yes	X
Kentucky	Yes		X	yes				X		No	No	No	Yes	X
Louisiana	Yes	X			X				X	Yes	Yes	Yes	Yes	X
Maine	Yes		X		X			X		Yes	Yes	Yes	Yes	
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	
Mississippi	Yes		\$20	X				X		No		Yes	Yes	X
Missouri	Yes	X			X				X	Yes	Yes	Yes	Yes	X
Montana	Yes		X			X			X	No	Yes	Yes	Yes	X
Nebraska	Yes	X		X				X		No	No	No	Yes	X
Nevada	Yes		X			X		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	
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	
Ohio														
Oklahoma	Yes		X			X			X	No	Yes	Yes	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	
South Dakota														
Tennessee	Yes		X			X			X	No	Yes	Yes	Yes	
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	
Washington	Yes		X		X				X	Yes	Yes	Yes	Yes	X
West Virginia	Yes	X			X				X	Yes	Yes	Yes	Yes	
Wisconsin	Yes	X			X				X	No	Yes	No	Yes	X
Wyoming	Yes	X		X					X	No	Yes	Yes	Yes	X

STATES	Relationship Miles to Number of Employees								Lane Miles Per Crew		
	Lane Miles			Average Number of Employees				(32)	(33a)	(33b)	
	(30a)	(30b)	(30c)	(30d)	(31a)	(31b)	(31c)	(32)	(33a)	(33b)	
Alabama	6388	39638		46025	1500	150	1650	1122	No	1122	Yes
Alaska											1122
Arizona	18684	18684		25163	951	19	970	400	Yes	6240	
Arkansas	2308	32688	606	35602	1751	32	1783	500	No	1750	Yes
California	15213	41289		56502	4503	430	4906	217	Yes	3503	Yes
Colorado	3989	17196		21185	1331	65	1396	54	Yes	3800	
Connecticut	6000	5000		11000	1454		1454	220	Yes	2750	
Delaware											
Florida	6694	30861	207137	244691				709	No		587
Georgia	7114	38251		45365	2668	100	2768	200	No		Yes
Hawaii	335	2235		2570	292	2	294		No		Yes
Idaho	2451	9317	0	11768	538	21	559	150	No		Yes
Illinois											
Indiana	5009	23506		28515	1895	162	2037	20 Ln/Em	No	N/A	Yes
Iowa	3850	21618	NA	25468	1516	130	1646	181	No		No
Kansas	3088	19535		22623	1274	30	1304	215	No		No
Kentucky	5897	26171	29005	61073	2328	278	20606	431	No		
Louisiana	3961	34341		38302	1998		1998	617.77			
Maine	1168	7030	7403	15601	1261	15	1276	220	No		Yes
Maryland	2829	13488		16317	1182		1182	117			408
Massachusetts				515				300	Yes		600
Michigan	Yes			9600	599	213	812	32	Yes	No	No
Minnesota	4404	24433						424	No		3204
Mississippi	3227	22865		26092	1088		1088	286	No		Yes
Missouri	6427	65030		71457	3182	128		15	Yes	N/A	Yes
Montana	5069	11835	2542	19447	594	32	626	147	No		No
Nebraska	3772	18235		22007	868	22	890	200	No		No
Nevada	2604	9984	708	13296	482	42	526	242	Yes	1584	Yes
New Hampshire	856	7809		8665	833	48	881	93	No		Yes
New Jersey	2565	8170	N/A	10735	1707		1707	156			Yes
New Mexico	4099	16624	6243	26966	1042	48	1090	300	No		Yes
New York	9800	32400		42200	4800	30	4830	190	No/Yes	Y	190
North Carolina	3314	144557	18013	165884	5299	31	5330	372	No		Yes
North Dakota	2284	14662		16946	380	16	396	200	No		No
Ohio											
Oklahoma	2858	22547	3540	28945	1153	57	1210	322	No		Yes
Oregon	3211	14908	2341	20460	1130	37	1167	240.7	No		Yes
Pennsylvania	7144	53111		60253	5126	707	5933	119	No		Yes
Rhode Island				252			252				Yes
South Carolina	3503	85527		89130	2730	64	2794	262	Yes	4200	Yes
South Dakota											
Tennessee	5099	30446		35545	1695		1695	374	Yes	8886	
Texas	23601	160528		184129	4791	131	4922	653	Yes		No
Utah	4700	11400	57600	73700	590	75	665	198			0
Vermont	1339	4802		6142	454	5	459	100	No		Yes
Virginia	5169	114716	674	141454	3884	238	4122		No		Yes
Washington	3771	5625		17588	1352	172	1524	363	Yes	1000	Yes
West Virginia	2926	10761	56748	70435	2521	187	2708	1247	No		
Wisconsin	N/A	N/A	N/A	30000	340	100	440	400	No		Yes
Wyoming	3654	10916	1518	16088	554		554	37.4			Yes
											265

STATES	Lane Miles Per Crew												Contract Maintenance Work			
	Continued Equipment Management															
	(33c)	(34)(35)	(36a)(36b)	(36c)(36d)	(36e)(36f)	(37a)(37b)	(37c)(37d)	(37e)(37f)	(38)	(39)						
Alabama	Yes	5114	Yes	Yes	Yes	No	No	Yes	No	No	No	No	No	No	Yes	10%
Alaska																
Arizona			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	13%
Arkansas	Yes	6800	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	7%
California	Yes	3828	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	10%
Colorado			Yes	N/A	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	No	Yes	N/A
Connecticut			No	Yes											Yes	40%
Delaware																
Florida		854	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	20%
Georgia	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	N/A	
Hawaii	Yes	680	No	Yes	Yes	Yes	Yes	Yes	No	No				Yes	5%	
Idaho	Yes	2340	Yes	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	33%
Illinois																
Indiana	Yes	2008	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	Yes	30%
Iowa	Yes	4232	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	14%
Kansas	Yes	4606	Yes	Yes	No	No	No	No	No	Some	No	Some	No	Yes	No	57%
Kentucky			Yes	Yes	No	No	Yes	Yes	Yes	No				Yes	21%	
Louisiana			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	18%
Maine	Yes	2650	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	N/A	Yes	20%
Maryland		2331	Yes	Yes	Yes	No	Yes	Yes	No	No	No	No	No		Yes	35%
Massachusetts	Yes	1800	No												Yes	25%
Michigan	0	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	70%
Minnesota	Yes	2621	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	11-12%
Mississippi	Yes	4348	No	Yes					Yes	Yes	Yes	Yes	Yes	Yes	Yes	4%
Missouri	Yes	3000	Yes	N/A	Yes	Yes	Yes	Yes	Yes					Yes	Yes	no data
Montana	Yes	1768	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	No	Yes	Yes	35%
Nebraska	Yes	4650	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes	No	Yes	No	3%
Nevada	Yes	3521	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	15%
New Hampshire	Yes	1733	Yes	Yes	Yes	Yes	No	Yes		No					Yes	10%
New Jersey			Yes	Yes	Yes	Yes	Yes	Yes	Yes					Yes	Yes	60%
New Mexico	Yes	11500	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	30%
New York	Yes	2215	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	45%
North Carolina	Yes	11808	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	32%
North Dakota	No		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	40%
Ohio																
Oklahoma	Yes	3618	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	No	35%
Oregon			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	19%
Pennsylvania	Yes	3347	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	33%
Rhode Island	Yes														Yes	
South Carolina	Yes	3000	No	Yes						Yes	Yes	Yes	No	Yes	No	21%
South Dakota																
Tennessee			Yes	Yes	Yes	No	No	Yes	Yes	No				Yes	30%	
Texas	Yes	3700	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	No	Yes	50.5%
Utah	Yes	2570	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	25%
Vermont	Yes	1228	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	< 1%
Virginia	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	Yes	53%
Washington	Yes	3000	Yes	Yes	Yes	Yes			Yes	Yes	Yes	Yes	Yes	Yes	Yes	10%
West Virginia			Yes	Yes	Yes	Yes	No	Yes	Yes		Yes	Yes	Yes	Yes	No	
Wisconsin	Yes	600	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No				Yes	90%
Wyoming	Yes	265	Yes						Yes	X		X			Yes	33%