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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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## **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 52nd in a series that began in 1944.

As with last year's report, 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 (1977-1998) and short-term (1997-1998) percentages. The salary increases from 1997 to 1998 ranged from -0.3 percent to 10.6 percent. The -0.3 percent figure is for Skilled Craftsman (#11), and the 10.6 percent figure is for Sign Technician (#32).

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.

## 1998 Average Maximum Monthly Salary (\$)

state class titles	U.S. Regions				
	North Atlantic	South- Eastern	Mississippi Valley	Western	All
State Maintenance Engineer	6,949	7,019	6,731	6,719	6,719
District Engineer	6,590	7,069	6,655	6,483	6,684
Area Supervisor	3,680	3,867	4,240	3,785	3,877
Laborer	2,114	1,656	2,120	2,202	2,003
Mechanic	2,871	2,675	2,717	2,825	2,775
Equipment Operator II	2,412	2,178	2,522	2,436	2,387
Traffic Signing and Lighting Supervisor	3,459	3,227	3,604	3,675	3,513
Traffic Signing and Lighting Technician	3,022	2,826	2,850	3,209	3,004

## **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 a condition as originally constructed or subsequently improved.

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 and 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 and 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 1998**

STATES	STATE MAINTENANCE ENGINEER	(1)			(2)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	State Mtce Engr	1	5237	7972	Asst State Mtce Engr	5	3886	5926
Alaska	N/A				N/A			
Arizona	State Engr Maint	1	4052	6156		1	1 YES	5161
Arkansas	State Mtce Engr	1		6923	Asst State Mtce Engr	1	5655	6327
California	Program Mgr - Mtce	1	6698	7384	Chief, Ofc of Hwy Mtce	1	5408	5963
Colorado	Same As #35				Staff Mtce Supv	1	4872	6529
Connecticut	Trns Mtce Admnstr	1	7188	9220	Trns Mtce Dir	1	6646	8524
Delaware								
Florida	State Mtce Engr		3652	7381	Eng, Arch, & Sv Level VI	3	4132	7463
Georgia	State Mtce Engr	1	4752	8067	Asst St Mtce Engr	1	3940	6683
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	Operations Engr	1	4630	7650				
Indiana	Same As #35				Asst. Dep Comm. Oper	1	3755	5965
Iowa	Mtce Div Director	1	5899	7462	Dep Mtce Div Director	1	5130	6486
Kansas	Chf,Bur Const/Mtce	1	4683	6594	A-Chf,Bur Const/Mtce	1	4047	5692
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	4209	5885	Hwy Mtce Engineer	1	3366	4700
Maryland	Dep Chief Engr Mtce	1	5710	6805	Administrator VI	1	3448	5162
Massachusetts	M-9	1	4391	6111	Civil Engr VI	1	4301	5535
Michigan	Eng Of Mtc - SDA17	1	5063	6883	Lem16	1	4332	5956
Minnesota	State Mtce Engineer	1	4891	6938	Asst St Mtce Engr	1	4557	6463
Mississippi	Mtce Engr	1	4327	6481	Asst Mtce Engr	1	3917	5865
Missouri	Div Engr Mtce	1	4422	7537	Asst Div Engr Mtce	1	4383	6382
Montana	Maint Administrator	1	3987	5857				
Nebraska	Hwy Mtce Mgr	1	3878	5569	Hwy Mtce Oper Mgr	1	3442	4819
Nevada	Chief Mtce Engr	1	4658	6421	Asst Chief Mtce Engr	1	3896	5341
New Hampshire	State Mtce Engineer	1	4150	4992	Asst Mtce Engineer	1	3617	4314
New Jersey	Asst Commissioner for Oper	1	7183	7183	N/A			
New Mexico	Highway Engineer 4	1	3319	4979	Highway Engineer 3	1	3134	4701
New York	Dir Hwy Mtce	1	7547	9360	Asst Dir Hwy Mtce	2	5556	7025
North Carolina	State Road Maint. Engr.	1	4270	6847	Asst. State Road Mtce Engr	1	3902	6233
North Dakota	Dir, Mtce & Eng Support	1	3279	5345	Asst Dir Mtce & Eng Support	0	2850	4646
Ohio	Deputy Director 6	1	4860	7119	Trans Engr 5	1	4475	5867
Oklahoma	State Mtce Engr	1	4692	4704	Asst State Mtce Engr	1	4194	4200
Oregon	Operations Mgr	1	4563	6427	Field Operations Engr	1	4563	6427
Pennsylvania	Dir, Bur Of Mtce & Oper	1	5304	7858	Sr Civil Engr Mgr	1	4072	6189
Rhode Island	Admn, Hwy & Brdg Mtce Op	1	5860	6637	Managing Engr	1	4823	5601
South Carolina	State Mtce Engr	1	4496	8313	Asst Director Mtce	2	3695	6836
South Dakota	Tech Admin	1	3815	5721				
Tennessee	Transp Dir	1	3427	5492	Transp Mgr	1	3138	5029
Texas	Dir Maint Div	1	6341	6916				
Utah	Engr Mtce	1	3969	6294				
Vermont	Maintenance Director	1	3626	5435	Civil Engr Executive B	6	4120	5817
Virginia	Division Admin Trans	1	4137	6458	Asst Div Admin Trans	2	3461	5404
Washington	Chief Mtce Engr	1	5750	7998	Asst Maint Engr	1	4650	6875
West Virginia	Chief Engr Mtce	1	2476	5651	Dir Mtce Div	1	3248	5281
Wisconsin	DOT Manager	1	4124	8248	DOT Manager	2	4124	8248
Wyoming	St Const & Mtce Engr	1	4850	5200				
1998 Average			6719				5934	
1997 Average			6644				5830	
1977 Average			2624				2556	
% Increase 1977-1998			156.1%				132.1%	
% Increase 1997-1998			1.1%				1.8%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES	DISTRICT ENGINEER	(3)			(4)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Division Engineer	9	5237	7972	Division Mtce Engr	9	3886	5926
Alaska	Reg Director	3	6048	7234	Eng IV/Div Director	1/3	5509	6969
Arizona	District Engineer	10	4052	6156	Dist Maint Engr	9	394	5161
Arkansas	Dist Engr	10		6708	Dist Mtce Eng	4	5655	6327
California	District Director	12	6090	7747	Dep Dist Dir Mtec	12	5408	6553
Colorado	Regional Trans Director	6	5518	7288	Hwy Mtce Supt II	8	4009	5371
Connecticut					Trns Mtce Mgr	4	6646	8524
Delaware	District Engineer	3	4792	7191	CE Program Manager II	3	4188	6281
Florida	District Secretary	8	4455	9088	Dist Mtce Engr	8	3652	7381
Georgia	District Engr	7	4752	8067	Dist Mtce Engr	7	3571	6083
Hawaii	Dist Engr	4	4812	6582	Dist Mt Eng	3	3376	5404
Idaho	District Engineer	6	4328	6364	Dist Reg Engr	2	3683	5416
Illinois	Dist Engr	9	4630	8340	Dist Op Engr	9	4295	7650
Indiana	Dist Director	6	3408	5434	Operations Engr.	6	2884	4593
Iowa	Transp Ctr Engr	6	4454	5635	Transp Mtce Engr	6	4454	5635
Kansas	Dist Engr	6	4462	6282	Dist Mtce Engr	6	4047	5692
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	3829	5360	N/A			
Maryland	Metro/Non-Metro Dist Engr	9	6058	6825	Admin VI	7	3948	5162
Massachusetts	Dist Hwy Dir	5	4391	5536	Civil Engr VI	5	4301	5535
Michigan					Dist Oper Lem 15	14	4042	5521
Minnesota	District Engineer	8	4891	7995	Dist Mtce Engineer	15	4557	6463
Mississippi	Dist Engr	6	4781	7161	Dist Mtce Engr	5	3917	5865
Missouri	District Engineer	10	4422	7537				
Montana	District Adminstrator	5	3987	5857	Chief Field Maintenance	11	3011	4370
Nebraska	Hwy Dist Engr	8	3978	5987	Hwy Dist Mtce Supt	8	3202	4853
Nevada		3	4658	6421		2	4258	5854
New Hampshire	Highway Dist Engr	6	3960	4768				
New Jersey	Director	3	6446	7071	Manager 1 DOT (C&M Eng)	3	5206	7290
New Mexico	Highway Engineer 5	6	3801	5702	Highway Engineer 4	6	3319	4979
New York	Reg Dir Of Transp	11	7547	9360	Trans Mtce Engr 3	11	5556	7025
North Carolina	Division Engineer	14	4475	7184	Div Mtce Engr	14	3902	6233
North Dakota	District Engineer	8	3279	5345	Hwy Mtce Coord.	7	2721	4646
Ohio	Deputy Director 5	12	4414	6517	Trans Engr 5	23	4718	5867
Oklahoma	Field Div Engineer	8	4692	4704	Asst Div Engr,Mtce	8	4194	4200
Oregon	Region Engr	13	3751	5288				
Pennsylvania	Hwy Dist Engr	11	6054	8290	Asst Dist Engr Mtce	11	4647	7064
Rhode Island	Chief Civil Engr	7	4332	4913	Supv Civil Engr	1	3904	4422
South Carolina	District Engr Admin	7	4157	6836	Dist Mtce Engineer	7	3553	5619
South Dakota	Administrators	4	4172	6259	Operations Engineer	4	3815	5721
Tennessee	Transp Regional Dir	4	3581	5736				
Texas	Dist Engr	25	5934	7250	Dir of Mtce I - IV	8	3644	5562
Utah	Region Director	4	5063	7609	Region Ops Engr	3	3969	6294
Vermont					District Transp Administrator	9	3647	6170
Virginia	Transp Dist Admin	9	4522	7060	Trans Asst Dist Engr	9	3784	5908
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	4124	8248	DOT Manager	8	4124	8248
Wyoming	Dist Engr	5	4850	5200	Dist Mtce Engr	5	4300	4750
1998 Average			6684					5865
1997 Average			6536					5676
1977 Average			2564					2175
% Increase 1977-1998			160.7%					169.7%
% Increase 1997-1998			2.3%					3.3%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES		(5) ASSISTANT DISTRICT MAINTENANCE ENGINEER			(6) RESIDENT MAINTENANCE ENGINEER			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Asst Div Mtce Engr	9	3439	5245	District Engineer	41	3439	5245
Alaska	Tmm II / Tms II	2/10	4216	4996	Tms II	10	4216	4996
Arizona	N/A				N/A			
Arkansas	Asst Mtce Supt	8	4134	5339				
California	N/A				Ct Mtce Mgr I-II	44	4045	5384
Colorado	Hwy Mtce Supt I	5	3388	4540				
Connecticut	Tms Mtce Mgr	12	6144	7881				
Delaware								
Florida	Eng, Arch, & Svy Level VI	8	4132	7463	Eng, Arch, & Svy Level VI	26	4132	7463
Georgia	Asst Dist Mtce Engr	7	2948	5017	Asst Area Engr	42	2686	4568
Hawaii	Constr & Mtce Supt VI	2	3188	4909				
Idaho	Trans Staff Engr Asst	7	2692	3959				
Illinois	Dist Maint Engr	9	3995	7085	Maint Field Engr	37	3675	
Indiana					Subdistrict Manager	34	2312	3447
Iowa	Exec Officer	6	2929	3933	Area/Staff Mtce Engr	23	3520	4455
Kansas	None				Area/Metro Engr	26	3669	5692
Kentucky	Dist Maint Engr	30	2684	4692	Dist Maint Engr	30	2684	4692
Louisiana	Dist Eng Supv 2	10	3433	4750				
Maine	Asst Division Engr	7	3107	4336	Hwy Mtce Supt	7	2727	3764
Maryland	N/A				Trans Eng Mgr I	27	3395	4436
Massachusetts	Civil Engr V	5	3989	5115	Contract Spec III	10	2782	3673
Michigan	Dist Mtce Engr Lem 14	4	3770	5082				
Minnesota								
Mississippi	Asst Dist Mtce Engr	5	3706	5552	Resident Engr	9	3706	5552
Missouri	Asst Dist Mtce Engr	2	2730	4051	Resident Engr	38	3458	5034
Montana								
Nebraska								
Nevada		3	4258	5854	Mtce Superintendent	8	3268	4453
New Hampshire	Asst Dist Engineer	6	3312	3950	Mtce Supervisor	6	2657	3170
New Jersey	Region Mtce Supv Trans	4	3217	4433	N/A			
New Mexico								
New York	Civ Eng 2/ Mtce Eng I	11	4516	5722	Trans Mtce Engr 2	73	5018	6355
North Carolina	Dist Engr	39	3405	5420	County Mtce Engr	78	3109	4941
North Dakota								
Ohio	Trans Engr 4	195	4059	5321	Trans Engr 3	154	3695	4837
Oklahoma	Area Manager	16	3549	3662	No Comp Class			
Oregon		5	2664	3751				
Pennsylvania	Sr Civil Engr Mgr	11	4072	6189	Hwy Mtce Mgr 3, 4	54	3566	6189
Rhode Island	Prin Civil Engr	22	3624	4105	Sr Civil Engr	33	3354	3798
South Carolina	Asst Dist Mtce Engr	6	3159	5619	Resident Mtce Engr	47	3159	5619
South Dakota	Region Maint Supv	3	2485	3726				
Tennessee								
Texas	Dist Mtce Engr I-III/Asst Dir Mtce I-	5	3011	5210	Hwy Mtce Supt 2	26	2443	3862
Utah					Area Eng I-III	116	3644	5562
Vermont	General Maintenance Sup	9	2517	3999				
Virginia								
Washington								
West Virginia	Included In #4							
Wisconsin	CE Tr. Supv 1 & 2	21	3844	6179	Trans Resident Engr	47	3461	5404
Wyoming								
1998 Average			5063					4904
1997 Average			4857					4770
1977 Average			1931					1700
% Increase 1977-1998			162.2%					188.4%
% Increase 1997-1998			4.2%					2.8%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES	AREA SUPERVISOR	(7)			(8)			
		#	MIN	MAX	GANG SUPERVISOR	#	MIN	MAX
Alabama	Hwy Mtce Supt	30	2109	3194	Included in Title 7			
Alaska	Tms I	2	3691	4375	Trans Mtce Leader II/III	24/19	3600	4527
Arizona	Mtce Suprv	9	2589	3973	Mtce Supervisor	66	2325	3583
Arkansas	Area Mtce Supv	82	3564	4715	Job Supt	31	3564	4715
California	Ct Mtce Area Supt	174	3684	4441	Ct Mtce Supv	430	2789	3357
Colorado	Hwy Mtce Supv II	33	2991	4009	Hwy Mtce Supv I	42	2584	3463
Connecticut	Tms Gen Supv	57	2520	4596	Tr Mtce Crew Leader	140	2985	3822
Delaware	District Maint Supv	2	2985	4478	Area Supv I & II	36	2129	3912
Florida					Op & Mtce Sup Trd Lvl V	93	1217	4657
Georgia	N/A		3399	6683	Hwy Mtce Frmn	287	1837	3127
Hawaii					Hwy Const & Mtce Supv II, III, IV	13	2873	3419
Idaho					Area Foreman	55	2281	3354
Illinois	Maint Field Tech	120	2660	4965	Hwy Maint Lead/Lead Worker	262	3483	
Indiana					Unit Foreman	119	1567	2121
Iowa	Area Mtce Mgr	12	3520	4455	Hwy Mtce Supv 3	1	3061	3868
Kansas	Dist & Area Supt	32	2484	3496	Dist/Area/Sub-Area Supv	153	2148	3018
Kentucky		n/a			Crew formen County & District	339	1427	3175
Louisiana	Parish Maint Spec	15	1917	3165	Hwy Foreman 1	131	1462	2415
Maine					Hwy Crew Supv	107	2082	3083
Maryland	Fac Maint Supv II	26	2711	3537	Fac Maint Tech VI	159	2044	2646
Massachusetts	Hwy Mtce Foreman III	10	2459	3205	Hwy Repair Foreman	48	2210	2869
Michigan	Trans Mtce Supvr 12/13	12	3352	4494	Tras Mtce Supv 10/11	43	2801	3640
Minnesota	Hwy Mtce Supt	12	3147	4732	Hwy Mtce Supv I	69	2714	4236
Mississippi	Area Supt	33	2320	3475	County Supv	111	1899	2845
Missouri	Maintenance Superint	94	2895	4298	Special Mtce Supv	34	2427	3527
Montana	Mtce Supt	16	2517	3622	Field Supv B	24	2455	2585
Nebraska	Hwy Mtce Supt	32	2771	3879	Hwy Mtce Supv	90	2075	2905
Nevada	Supervisor II	15	2874	3896	Supervisor I	53	2641	3566
New Hampshire	Mtce Supv	14	2496	2954	Hwy Const Foreman	19	2031	2396
New Jersey	Area Supv High Maint.	14	2803	3854	Crew Sup Hwy Mtce/Const/Brdg	77	2558	3511
New Mexico	Hwy Maint Area Supt	15	2308	3462	Hwy Maint Supv 3	19	2039	3058
New York	Hwy Mtce Supv 2	189	2579	3260	Bridge Rpr Supv I & 2	127	2434	3433
North Carolina	Trans Supv III	249	2395	3754	Trans Supv II	163	2026	3130
North Dakota	Hwy Mtce Supt	6	2366	3857	Hwy Mtce Foreman	5	1798	2930
Ohio	Trans Mgr 3	135	3049	3986	Trans Mgr 1	180	2539	3142
Oklahoma	Transp Mtce Supt	110	2447	2493	Sr Trans Mtce Wkr	218	1785	1786
Oregon	Area Mtce Mgr	25	2664	3751	Section Frmn	18	2302	3090
Pennsylvania	Hwy Mtce Mgr 1, 2	182	2740	4750	Hwy Foreman 2, 3	647	2121	3646
Rhode Island	Hwy Mtce Supv	8	2579	2990	Road Mtce Supv	18	2161	2272
South Carolina	Res Mtce Frmn	31	2219	3795	Sr Hwy Mtce Frmn	232	1823	3119
South Dakota					Hwy Maint Supr	25	2233	3349
Tennessee	Hwy Mtce Supt 1	24	1813	2909	Hwy Mtce Co S	87	1668	2635
Texas	Mtce Sec Supv I-III	279	2489	3644	Asst Mtce Supv I-III	278	2195	3209
Utah	Mtce Area Supv	17	2573	4079				
Vermont	Area Maintenance Supv	40	2015	3173				
Virginia	Trans Mtce Supt	259	2217	3461	Trans Maint Supr	339	1855	2896
Washington	Mtce Supt	27	3929	4786	Mtce Supv.	65	2583	3306
West Virginia	County Mtce Supt	51	1887	3517	Trans Crew Supv Mtc	49	1534	2501
Wisconsin					Eng Spec Trans Sr	16	2831	3849
Wyoming	Mtce Crew Supv	34	2494	2669	Mtce Crew Leader	42	2144	2338
1998 Average			3877					3218
1997 Average			3626					3160
1977 Average			1412					1213
% Increase 1977-1998			174.6%					165.3%
% Increase 1997-1998			6.9%					1.8%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES	SECTION SUPERVISOR	(9)			(10)		
		#	MIN	MAX	#	MIN	MAX
Alabama	Included in Title 7				Laborer	45	1109 1491
Alaska	Tml I	56	3407	4059	Laborer	22	2390 2813
Arizona	Hwy Mtce Tech	655	1845	2862	N/A		
Arkansas	Crew Leader	135	2799	3848	Gen Laborer	51	1450 2143
California	Ct Hwy/Lndscp Mtce Wkr	640	2664	3059	Ct Hwy/Lndscp Mtce Wkr	1269	2239 2431
Colorado	Hwy Mtce Worker II	297	2232	2991	Hwy Mtce Worker I	929	2025 2713
Connecticut	Included in #8				Dot Maint I	311	2153 2819
Delaware	Equipment Operator IV	28	1859	2789			
Florida	Op & Mtce Sup Trd Lvl III		1387	3362	Op & Mtce Sup Trd Lvl I	1042	2145
Georgia	EO III	470	1401	2308	Mtce Laborer Temp	129	1001 1001
Hawaii	Hwy Mtce Supv I, II	13	2328	2604	Gen Laborer I, II, III	119	1679 1834
Idaho	Leadworker	88	1863	2742	Trans Tech	278	1667 2451
Illinois	Included in #8				Hwy Maintainer	1697	3354
Indiana	Crew Leader	304	1393	1893	Hwy Mtce Worker	1053	1333 1811
Iowa							
Kansas	None				None		
Kentucky	County Crew Frmn	131	1427	2745	Hwy Laborer	26	926 1782
Louisiana	Hwy Foreman 2	68	1674	2765	Laborer	0	824 1228
Maine	N/A				Hwy Worker I	127	1360 1748
Maryland	Fac Maint Tech III	305	1783	2294	Fac Maint Tech I, II	455	1396 2004
Massachusetts	Hwy Mtce Foreman I	15	2015	2522	Laborer	9	1717 2087
Michigan	Trans Mtce Wkr 9	86	2459	3004		22	1959 2544
Minnesota	Int. Hwy. Mtce. Supv.		2527	3040	Laborer	190	1797 2270
Mississippi	Included In #17				Gen Serv Emp II	103	922 1381
Missouri	Local Mtce Supv	210	2333	3391	Included In #16		
Montana	Field Supv A	90	2390	2515	Laborer	12	1994 2099
Nebraska	Hwy Mtce Crew Chief	117	1670	2338			
Nevada	Mtce Wkr IV	35	2430	3268			
New Hampshire	Hwy Patrol Foreman	93	2032	2396	Hwy Maintainer I	279	1399 1572
New Jersey	Asst Crw Sup Hwy Mtce	67	2337	3202	Mtce Worker I&II, Trans	349	1567 2323
New Mexico	Hwy Maint Supv 1	45	1802	2703	Laborer	76	907 1351
New York	Hwy Mtce Supv I	444	2047	2646			
North Carolina	Trans Supv I	672	1871	2863	Transportation Worker	4024	1272 1807
North Dakota	Section Supvr	82	1640	2674	Mtce Worker	1	1232 1963
Ohio	Trans Mgr 1	180	2522	3156	Hwy Maint Wkr 1	615	1964 2165
Oklahoma	Included In #8				No Comp Class		
Oregon	Hwy Mtce Asst Supv	111	1925	2683	Trades/Mtce Wkr 1&2, Lbr 2	8	1422 2443
Pennsylvania					Hwy Mtce Wkr	81	1478 2166
Rhode Island	Included in Title #8				Laborer	6	1806 1869
South Carolina	Hwy Mtce Frmn	77	1498	2563	Hwy Mtce Wkr I	103	1053 1731
South Dakota					Hwy Maint Wkr	187	1416 2308
Tennessee	Hwy Mtce Worker 3	72	1358	2174	Hwy Mtce Wkr 1	1022	1044 1707
Texas	Trans Mtce Crew Ch I-II	391	2061	2825	Transportation Mtce Tech I-IV	1555	1361 2489
Utah							
Vermont	Sr Maintenance Worker	69	1708	2702	Mtce Worker	248	1544 2435
Virginia	Trans Crew Leader	5	1663	2650	Trans Mtce Worker	21	1087 1697
Washington	Mtce Lead Tech	167	2583	2992			
West Virginia	Mtce Crw Chf/Brdge Crw Ldr	231	1518	2501	Tw1 Laborer	120	1241 1889
Wisconsin	Eng Tech Trans 4	21	2153	2993			
Wyoming	Hvy Equip Oper	78	1852	2091	Hwy Worker	22	1266 1400
1998 Average			2795				2003
1997 Average			2730				1951
1977 Average			1074				774
% Increase 1977-1998			160.2%				158.8%
% Increase 1997-1998			2.4%				2.7%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

**(11)**

**(12)**

STATES	SKILLED CRAFTSMAN	#	MIN		MAX	SHOP SUPERINTENDENT		
			MIN	MAX		#	MIN	MAX
Alabama	Welder, Carpenter, Electrician	20	1727	2628	Equip Mtce Supt	9	3118	4748
Alaska	Maint Worker II	52	2986	3579	Auto Shop Frmn II	7	3600	4291
Arizona	Bldg Mtce Specialist	33	1989	3079	Region Equip Mgr	4	2589	3973
Arkansas	Brg Rep/Welder	103	2353	3289	Equip Mtce Supv	8	3564	4715
California	Ss Pr/Series, Pb, Cp, Ssw	142	2984	4337	Hwy Equip Supt I-III	22	3684	5369
Colorado	Mtce Mech I	6	2185	2927	Heavy Equip Shop Supv II	7	3073	4118
Connecticut	Qualified Craft Wrkr	77	2586	3348	Trns Equip Gen Supv		3689	4807
Delaware	Electrician, Carpenter	16	1859	2789	Auto Supervisor II	5	2437	3656
Florida	Op & Mtce Sup Trd Lvl III		1387	3362	Op & Mtce Sup Trd Lvl V	33	1217	4657
Georgia	Gen Trd Craft, Skill	17	1667	2835	Mtce Shop Mgr	8	2686	4568
Hawaii	Weld,Elec,Carp,Plum	16	2243	2470	Auto Mech Supv I, II	4	2873	3211
Idaho	Utility Craftsman	15	1863	2742	Shop Superintendent	6	2473	3638
Illinois								
Indiana								
Iowa								
Kansas	Welder/Refrig/AC Tech	12	1765	2607	Dist Shop Supt	6	2484	3496
Kentucky	Carpenter/Welder	21	1233	2607	Hwy Dist Equip Supv	11	1820	3500
Louisiana					Mobile Equip Shp Supt	9	1674	2765
Maine	Machinists & Other Trades	15	1691	2242	Equip Superintendent	7	2614	3588
Maryland					Heavy Equip Maint Supv II	7	2521	3288
Massachusetts	Laborer II	148	1799	2180	Motor Equip Mech IV	8	2320	3038
Michigan					Auto Mechanic 11	4	2812	3654
Minnesota	Crptr, Elect, Plumber	21	2754	3371	Hwy Equip Supv	2	3148	4732
Mississippi	Fac Mtce Rep II	15	1604	2525	Equip Mtce Supt	7	2320	3475
Missouri					General Services Mgr	10	3458	5034
Montana	Carpenter, Painter	13	2258	2446	Div Shop Supt	11	2306	3305
Nebraska					Hwy Mech Dist Supt	8	2771	3879
Nevada	Skilled Craftsman	12	2430	3268	Equip Mech Supv II	1	3268	4453
New Hampshire	Asst Hwy Patrol Frmn	98	1804	2111	Supt Of Equip	1	2607	3082
New Jersey	Crptr,Elec,Plmr,Mason	20	2231	3053	Reg Equip Supvr, Trans	3	3072	4231
New Mexico	Carpenter	8	1372	2059	Veh Ctr Supv 2	6	1802	2703
New York	Sgn Pntr/Brdg Rpr Mech	435	2167	2720	Trans Mtce Equip Mgr	10	4067	5155
North Carolina	Mtce Mechanic III	10	1798	2745	Equip Supt	14	2721	4301
North Dakota					Fleet & Equip Serv Spvr	8	1970	3211
Ohio	Carpenter 2	10	2218	2629	Trans Mgr 3	135	3049	3986
Oklahoma	Mtce Rep Tech, Et Al	2	1532	1559	Auto Shop Supt	8	2389	2400
Oregon	Crptr,Elect,Mach, Plasterer	35	2329	3752	Shop Supv	4	2664	3751
Pennsylvania	Welder,Plmbr,Pntr,Crptr,Ms	134	1878	2800	Hwy Equip Mgr 2	68	3125	4750
Rhode Island	Carpenter/Mason/Plumber	11	2026	2115	Auto Serv Supv	1	2161	2272
South Carolina	Skilled Trades Wrkr	35	1686	3119				
South Dakota					Eq Shop Foreman	4	2233	3349
Tennessee	Mtce Crptr 2	6	1474	2359	Equip Mtce Supv 2	4	1970	3162
Texas	Bldg Mtce Mech II-V	65	1521	2825	Dist Equip Mgr I-III	19	2649	3644
Utah	Journey Mtce Spec	5	2015	2793	Equip Operations Mgr	1	3195	5065
Vermont	Bridge Mtce Mech	19	1709	2702	Central Garage Supt	1	3024	4801
Virginia	Carpenter	12	1697	2650	Bldg & Grnds Supt B	2	2650	4137
Washington	Mtce Spec Trans	41	2465	2849	Supr-T	7	2849	3648
West Virginia	Tw Craftsman 1-3	455	1241	2219	Hwy Equip Supv 2	5	2020	3286
Wisconsin	Electrician	26	4400		Eng Tech Trans 3	6	1990	2751
Wyoming					Dist Equip Supv	5	2990	3961
1998 Average			2781					3861
1997 Average			2789					3805
1977 Average			1001					1550
% Increase 1977-1998			177.9%					149.1%
% Increase 1997-1998			-0.3%					1.5%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

(13)

(14)

STATES	GARAGE OR SHOP SUPERVISOR	MECHANIC			#	MIN	MAX	
		#	MIN	MAX				
Alabama	Equip Repair Supv	9	1862	2930	Auto Mechanic	20	1645	2441
Alaska	Auto Shop Foreman I	4	3407	4059	Mech,Hvy Duty Mech	24/111	2986	3815
Arizona	Shop Foreman	14	2325	3583	Equip Repair Tech	98	1989	3079
Arkansas	Shop Supv	9	3300	4405	Mechanic	14	1944	2795
California	CT Hwy Mech Supv	40	3200	3513	CT Hvy Equip Mech	405	2916	3513
Colorado	Heavy Equip Shop Supv I	6	2655	3557	Heavy Equip Mech	86	2294	3073
Connecticut	Trns Garage Supv	16	3213	4202	QCW (Auto)	84	2586	2348
Delaware	Auto Supervisor I	1	2129	3193	Auto Mechanic II & III	12	1624	2789
Florida	Op & Mtce Sup Lvl V	33	1517	4657	Op & Mtce Sup Trd Lvl III		1387	3362
Georgia	Mech Shop Supv/Frmn	8	2448	4159	Mech, Mech I	134	1667	3127
Hawaii	Auto Mech II	2	2470	2470	Auto Mech I	19	2329	2329
Idaho	Shop Foreman	4	2281	3354	Mechanic	49	1863	2742
Illinois	Included in #7				Auto Mechanic	26	3128	
Indiana	Shop Forermean	42	1842	2453	Equip Mechanic II	93	1567	2121
Iowa	Hwy Mtce Supr 2/3	87	2785	3865	Auto Mechanic	123	2250	2447
Kansas	Equip Mech II & III	35	2044	3170	Equip Mech I & II	55	1855	2876
Kentucky	Garage Supr	17	1651	3175	Auto&Diesel Mechanic	132	1233	2745
Louisiana	Mobile Equip Shop Frm	11	1565	2584	Mobile Equip Mtce Mech	4	1116	1842
Maine	Auto Mech Foreman	13	2253	3015	Auto Mechanic I & II	112	1842	2536
Maryland	Heavy Equip Supv I	27	2348	3058	Hvy Equip Mech Tech	100	1478	2646
Massachusetts	Motor Equip Mech III	2	2200	2857	Motor Equip Mech II	14	2095	3698
Michigan	Auto Mech 10	9	2534	3292	Auto Mech E9	52	2469	3015
Minnesota	Hvy Equip Mech Supv	15	2924	4392	Hvy Equip Mech	123	2832	3265
Mississippi	Equip Rep Supv	13	2058	3082		56	1746	2538
Missouri	Mechanic Supv	12	2730	4051	Shop Mechanic	50	2242	3134
Montana	Working Shop Foreman	13	2390	2515	Mech/Mach	47	2324	2446
Nebraska					Auto/Diesel Mech	112	1930	2702
Nevada	Equip Mech Supv I	9	2999	4073	Hwy Equip Mech I-II	12	2641	3566
New Hampshire	Garage/Shop Foreman	13	2300	2716	Hvy Equip/Auto Mech	27	2031	2395
New Jersey	Crew Supv Mech	14	2558	3511	Master Mechanic	1	3196	4474
New Mexico	Veh Ctr Supv 1	4	1606	2410	Veh Mech 2	15	1441	2161
New York	Motor Equip Mtce Supv 3	10	3035	3791	Const Equip Mech/Mtr Eg Mech	315	2166	2935
North Carolina	Mechanic Supv II	69	2204	3426	Mechanic II	466	1871	2863
North Dakota					Fleet & Equip Tech	27	1383	2674
Ohio	Trans Mgr 2	52	2551	3477	Auto Mech 2	81	2218	2629
Oklahoma	Auto Shop Supv	6	2264	2279	Auto Mechanic II	50	2091	2108
Oregon	Hvy Equip Mech 2	27	2443	2814	Auto/Hvy Equip Mech	52	2193	2531
Pennsylvania	Auto Mech Supv	79	2121	3193	Auto Mech/Dsel Mech	469	1878	2800
Rhode Island	Automotive Serv Spec	1	2115	2340	Automotive Mechanic	6	2026	2115
South Carolina	Trades Supv	48	2051	3795	Auto Mtce Tech II	163	1686	3119
South Dakota					Equipment Tech	23	1672	2308
Tennessee	Equip Mech 2	26	1536	2459	Equip Mech 1	131	1414	2464
Texas	Equip Rpr Shop Supv I&II	22	2336	3209	Equip Mechanic II - IV	242	1712	2825
Utah	Shop Supv	10	2248	3282	Jr Mech	48	2015	2946
Vermont	Motor Shop Supv B	1	2123	3357	Motor Equip Mech C	19	1797	2844
Virginia	Equip Repair Supvr	82	2028	3167	Equip Repair Tech	89	1697	2650
Washington	Mech 2-T	39	2713	3146	Equip Mech I-II	117	2583	3146
West Virginia	Tw4 Mechanic	12	1577	2402	Tw1-3 Mechanic	294	1241	2219
Wisconsin	Eng Tech Trans 5	8	2320	3260	Auto Tech-Master	2	2008	2688
Wyoming	Auto Mech Supv	13	2494	2669		52	1852	2091
1998 Average			3269					2775
1997 Average			3259					2698
1977 Average			1287					1077
% Increase 1977-1998			154.0%					157.7%
% Increase 1997-1998			0.3%					2.9%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES	MECHANIC HELPER	(15)			(16)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Auto Mechanic Asst	15	1419	2005	Hwy Mtec Tech I	850	1350	1907
Alaska	Mechanic Helper	3	2534	2993	Equipment Operator I	16	2534	2993
Arizona	Equip Serv Asst	14	1652	2451	Section Man			
Arkansas	Skill Trades Trainee	3	1606	2353	Sngl Axle Truck Dr	331	1606	2353
California	Mechanic Helper	10	2187	2379	Ct Equip Operator	1661	2544	2789
Colorado	Auto Service Tech I	6	1798	2409	Equip Operator I	1	1750	2344
Connecticut	Included in #17				Included in #10			
Delaware	Auto Mechanic	4	1418	2128	Equipment Operator I	34	1326	1989
Florida	Op & Mtce Sup Lvl I		1042	2145	Op & Mtce Sup Trd Lvl I		1042	2145
Georgia					Equip Oper I	341	1191	1846
Hawaii	Auto Mech Helper	56	1873	1873	LTD,EO I,PMO,TO	5	1729	1799
Idaho	Mechanic Asst	6	1482	2180				
Illinois								
Indiana	Equip Mechanic III	109	1333	1811				
Iowa	Auto Mech Helper	1	2163	2352	Equip Operator I	702	1840	2349
Kansas	Mechanic Helper	17	1255	1764	Eq Oper I/Eq Oper II Tr	166	1454	2043
Kentucky	Auto Mechanic Trainee	1	926	1782	Light Equip Oper	910	1019	1961
Louisiana	Trades Apprt	15	1116	1842	Mobile Equip Oper I	337	1200	1609
Maine	Laborer I & II	18	1387	1911	Highway Worker II	342	1414	1824
Maryland	Auto Serv Helper	0	1317	1665	Fac Maint Tech I	83	1396	1773
Massachusetts	Motor Equip Mech I	20	2015	2522	Mtce Eqip Oper I	76	2017	2533
Michigan					Trans Mtce Wrkr 6	69	1959	2934
Minnesota	Hwy Equip Serv Attend	12	2227	2525	Hwy Mtce Wkr	1275	2319	2832
Mississippi					Equip Oper Lt Veh	496	1108	1661
Missouri	Mechanic Helper	12	1770	2475	Crew Worker	805	1668	2333
Montana	Serv/Comb	20	2060	2307	Maint Tech I	192	2126	2238
Nebraska	Auto Mech II	6	1145	2338	Hwy Mtce Worker	70	1344	1882
Nevada	Hwy Equip Mech I	49	2534	3413	Mtce Wrkr I	27	1837	2430
New Hampshire	Trades Hipr/Auto Serv	4	1603	1875	Hwy Maintainer II	147	1484	1737
New Jersey	Mechanic Helper	8	1636	2221	Equip Opr Equip Opr Hwy	101	1866	2542
New Mexico	Veh Mech 1	5	1143	1715	Equip Oper 1	15	1194	1792
New York					Hwy Mtce Wrkr 1	2383	1542	2261
North Carolina	Mechanic I	6	1595	2415	See Item #10			
North Dakota	Auto Service Wkr	3	1232	1963	Equip Operator I	19	1232	1963
Ohio	Auto Mech 1	3	2126	2428	Hwy Maint Wkr 2	1260	2038	2428
Oklahoma	Auto Mtce Worker	1	1755	1755	Trans Mtce Wkr I	262	1242	1307
Oregon		3	1546	2329	Hwy Mtce Spec Entry/HMW	147	1422	2329
Pennsylvania	Tradesman Helper	38	1666	2452	Trans Equip Oper Trn	48	1478	2166
Rhode Island					Motor Equipment Oper	85	1903	1981
South Carolina	Auto Mtce Tech I	50	1332	2107	Hwy Mtce Wkr II	1007	1184	2107
South Dakota	Equipment Mech	4	1537	2308	Hwy Maint Worker	139	1416	2123
Tennessee	Equip Service Wkr	24	1044	1707	Hwy Mtce Wkr 1	1022	1044	1707
Texas	Equip Mechanic I	18	1521	1936	Trans Maint Tech I	327	1361	1712
Utah	Auto Ser Wkr III	4	1495	2248	Hwy Oper Spec I	35	1495	2373
Vermont	Motor Equip Mech B	12	1709	2702	Included In #10			
Virginia					Hwy Equip Oper A	3	1299	2028
Washington	Shop Asst T	29	2350	2713	MT 1	70	2045	2350
West Virginia	Included In #14				Tw1-Eqop	17	1241	1889
Wisconsin	Auto Tech-Dev	1	1616	2241	Same As #10			
Wyoming								
1998 Average			2218					2131
1997 Average			2153					2073
1977 Average			863					832
% Increase 1977-1998			157.1%					156.1%
% Increase 1997-1998			3.0%					2.8%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES	EQUIPMENT OPERATOR II	(17)			(18)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Hwy Mtce Tech II	218	1530	2213	Hwy Mtce Tech III	98	1645	2441
Alaska	Equipment Operator IV	85	2986	3579	Equipment Operator V	291	3184	3815
Arizona	Section Man				Section Man			
Arkansas	M Axle Tr, Dr, Bckh Oper	424	1766	2561	Crane/Dozer Oper	127	2353	3289
California	Ct Hwy Equip Oper	207	2664	2916	Included In #17			
Colorado	Equip Operator II	0	2025	2713	Equip Oper III	30	2232	2991
Connecticut	Dot Maint II & III	833	2251	3204	Dot Maint IV	180	2713	3499
Delaware	Equipment Operator II	104	1518	2277	Equip Operator III	145	1737	2606
Florida	Op & Mtce Sup Trd Lvl II		1327	2511	Op & Mtce Sup Trd Lvl III		1387	3362
Georgia	Equip Oper II, III	1215	1291	2308	Mtce Equip Oper	247	1513	2835
Hawaii	EO III, HTD	47	2029	2243	EO IV,HEO,MGO I, II	15	2329	2380
Idaho								
Illinois	Heavy Const Equip Operator	47	3384		Included in #17			
Indiana	Equip Operator	97	1567	2121				
Iowa	Equip Operator II	220	1911	2349	Equip Operator III	131	1989	2447
Kansas	Equip Operator II	808	1601	2253	Equip Operator III	91	1764	2484
Kentucky	Hvy Equip Oper	568	1233	2371	SEO	96	1355	2607
Louisiana	Mobile Equip Oper II	448	1400	1842	Mob Eg Op 2/Hvy	19	1800	2415
Maine	Highway Worker III	190	1551	2011	Highway Worker IV	146	1843	2411
Maryland	Fac Maint Tech II	305	1566	2004	Fac Maint Tech III	316	1783	2274
Massachusetts	Mtce Equip Oper II	5	2104	2709	Mtce Equip Oper II	5	2108	2709
Michigan	Trans Mtce Worker 7	40	2027	3053	Trans Mtce Worker 8	296	2185	2699
Minnesota	Included in #16		2484	2997	Inter Hwy Equip Opr Varies		2536	3049
Mississippi	Equip Oper Mat Hdl	227	1313	1967	Equip Oper Hwy Mach	83	1510	2251
Missouri	Int Crew Worker	472	1770	2475	Special Equip Operator	7	2114	2953
Montana	Maint Tech II	61	2192	2307	Maint Tech III	117	2258	2377
Nebraska					Hwy Mtce Wkr/Senior	539	1534	2175
Nevada	Mtce Wkr II	168	2066	2755	Mtce Wkr III	137	2239	2999
New Hampshire	Hwy Maintainer III A	15	1603	1876	Hwy Maintainer III B	45	1669	1954
New Jersey	Hvy Equip Opr	24	2231	3053	N/A			
New Mexico	Equip Oper 2	89	1305	1957	Equip Oper 3	83	1373	2059
New York	Hwy Mtce Wrkr 2	374	1932	2507	Crane & Shovel Oper	37	2167	2782
North Carolina	See Item #10				Equip Operator Specialist	256	1797	2745
North Dakota	Equip Oper II	231	1506	2448	Included In #17			
Ohio	Hwy Maint Wkr 3	278	2126	2629	Hwy Maint Wkr 4	326	2218	2629
Oklahoma	Trans Mtce Wkr II	386	1616	1637	Included In #8			
Oregon	Hwy Mtce Specialist	735	1843	2561	Included In #17			
Pennsylvania	Trans Equip Oper A	1291	1666	2452	Trans Equip Oper B	2652	1878	2800
Rhode Island	Utility Motor Equip Oper	3	1938	2026	Heavy Motor Equip Optr	26	2026	2115
South Carolina	Hwy Mtce Wkr III	610	1332	2107	Hwy Mtce Wkr IV	458	1441	2563
South Dakota								
Tennessee	Hwy Mtce Worker 2	405	1250	2001	Hwy Mtce Worker 3	72	1358	2174
Texas	Trans Main Tech II	488	1521	1936	Trans Maint Tech III - IV	1097	1712	2489
Utah	Hwy Oper Spec II	114	1667	2645	Hwy Oper Spec III	177	1858	2986
Vermont	Included In #10				Included In #9			
Virginia	Hwy Equip Oper B	7	1420	2217	Hwy Equip Oper C	5	1522	2424
Washington	Mtce Tech 2	430	2244	2583	Mtce Tech 3	80	2465	2849
West Virginia	Tw2 Eqop	1138	1345	2048	Tw3 Eqop	377	1456	2219
Wisconsin								
Wyoming	Maint Equip Operator	247	1723	1838	Same As #9			
1998 Average			2387				2645	
1997 Average			2345				2554	
1977 Average			937				1031	
% Increase 1977-1998			154.8%				156.5%	
% Increase 1997-1998			1.8%				3.6%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES	TIMEKEEPER OR CLERK	(19)			(20)			
		#	MIN	MAX	STATE TRAFFIC ENGINEER	#	MIN	MAX
Alabama	Clerk I & Eng Asst II	150	1165	2109	State Traffic Engr	1	3886	5926
Alaska								
Arizona	Secretary	24	1355	2023	Ste Traf Engr	1	4052	6156
Arkansas	Personnel Clerk	10	1944	2786	Included In #1			
California	Ct Reg Admin Officer	26	2499	2996	Prog Mgr - Traf Ops	1	6698	7384
Colorado	Mtce Mgmt Sys Coord I	11	2232	2991	Staff Traf Engr	1	5518	7288
Connecticut	Included in #17				Dir of Traffic	2	6646	8524
Delaware	Public Info Clerk	18	1518	2277	Chief Traffic Engr	1	4794	7191
Florida	Office Support Level II		1327	2511	St Traf Oper Engr	1	3652	7381
Georgia	Clk II/Sec II	36	1513	2571	St Traf Operations Engr	1	4752	8067
Hawaii	Acct Clk II, III, IV, Clk-Typ II	23	1575	2947	State Traffic Engr	1	4812	6582
Idaho	Mtce Clerk	4	1482	2180	Traffic Engr	1	3983	5856
Illinois	Included in #8, #9				Included in #1			
Indiana	Clerk	89	1309	1926	Same As #35			
Iowa					State Traffic Engr	1	5375	6794
Kansas	Area Office Manager	26	1764	2484	Chief, Bur Traf Eng	1	4395	6187
Kentucky	Timekeeper	135	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	3829	5360
Maryland	Shop Admin Tech I/II/III	80	1396	2294	Dpty Chf Engr Traf	1	5710	6805
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	1965	2603	State Traffic Engineer	1	5038	7189
Mississippi			1171	1755	Traffic Engr	1	4327	6480
Missouri	Dist Mtce Clerk	5	1841	2573	Div Engr & Traf	1	4422	7537
Montana	Acct Tech I	27	1400	1957	Traffic Engineer	1	2752	3977
Nebraska	Office Clerk III	42	1344	1882	Traffic Engineer	1	3899	5569
Nevada					1	4258	5854	
New Hampshire	Acct Clrk III/Cblk IV	13	1539	2032	Admin Of Traffic	1	3960	4768
New Jersey	Proj Engr Equip	2	4058	5611	Director of Traffic Oper	1	6694	6694
New Mexico	Clerk 3,Clerk Spec	46	1441	2161	Highway Eng 3	1	3134	4701
New York	Keyboard Sp II	240	2167	2787	Dir Traf & Sfty Div	1	7547	9360
North Carolina	Office Asst III	201	1479	2222	State Traffic Engr	1	4909	7898
North Dakota	Clerk	8	1142	2047	Director, Plan & Prog Div	1	3279	5345
Ohio	Acct Clerk 2	174	2068	2428	Deputy Director 6	18	4860	7119
Oklahoma	Trans Field Clerk	86	1481	1500	State Traffic Engr	1	4405	4405
Oregon	Included In #16				Traffic Engr	1	4142	5821
Pennsylvania	Clerk Typist 2	56	1666	2452	Dir, Bur Hwy Sfty & Traf Eng	1	5304	7858
Rhode Island	Clerk Dispatcher	11	1806	1869	Managing Engineer	1	4823	5601
South Carolina	Exc Sup Spc/Adm Spc, et al	109	1138	2563	Dist Traf Engr	1	4496	8318
South Dakota								
Tennessee	Account Clerk	24	1194	1924	Civil Engr Mgr 2	1	3280	5255
Texas	Office Tech I-IV	??	1437	2649	Dir Traf Oper Div	1	6341	6916
Utah	Dist Mtce Analyst	6	2187	3466	State Traffic Engr	1	4190	6643
Vermont	Store Keeper B	16	1797	2844	Civil Engineer Exec B	6	3647	5817
Virginia	Fiscal Asst.	260	1421	2217	Div Admin Trans	1	4137	6458
Washington	Fical Technician	36	1882	2296	State Traffic Engr	1	5425	6595
West Virginia	Of Asst 1-3	187	989	1910	Chief Engr Develop	1	3476	5651
Wisconsin					DOT Manager	1	4124	8248
Wyoming	Mtce Tech	5	2432	2733	St Traf Eng	1	4850	5200
1998 Average				2437				6470
1997 Average				2408				6359
1977 Average				879				2439
% Increase 1977-1998				177.3%				165.3%
% Increase 1997-1998				1.2%				1.7%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

**(21)**

**(22)**

STATES	ASST STATE TRAFFIC ENGINEER				STATE TRAFFIC MAINTENANCE ENGINEER			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Asst State Traffic Engr	1	3439	5245	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	5518	7288				
Connecticut	Tr Asst Dir of Traffic	1	5681	7286	Included in #20			
Delaware								
Florida	Eng, Arch, & Svy Level VI		4132	7463				
Georgia	Asst St Traf Ops Engr	2	3940	6683				
Hawaii								
Idaho	Asst Traf Engr	1	3683	5416				
Illinois								
Indiana	Same As #2				Traffic Op Engr	1	4295	7085
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	3107	4336	N/A			
Maryland	Admin VII	1	4219	5518	Admin VII	1	4219	5518
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	2	4693	6697				
Mississippi	Asst Traf Engr	1	3917	5865				
Missouri	Asst Div Engr, Traff Engr	2	4383	6382				
Montana	Asst Traffic Engr	1	2517	3977				
Nebraska								
Nevada		2	3896	5341				
New Hampshire	Traf Systems Engr	1	3617	4314				
New Jersey	Mgr, Traffic Eng & Safety Prog	1	6508	6508	N/A			
New Mexico	Highway Eng 2	1	2961	4442	Highway Eng 4	6	3319	4979
New York	Dir Traf Opr Bureau	1	6175	7815	Civil Eng 3	1	4652	5972
North Carolina	Tran Eng Mgr II	3	4270	6847				
North Dakota	Asst Dir Plan & Prog Div	1	2850	4646				
Ohio	Trans Engr 5	23	4718	5867	Trans Engr 4	195	4042	5321
Oklahoma	Asst St Traf Engr	1	4047	4047	No Comp Class			
Oregon	Traf Control Engr	1	3401	4794				
Pennsylvania					Sr Civil Engr Mgr	1	4072	6189
Rhode Island					Chief Hwy Mtce Fld Oper	1	3904	4422
South Carolina	Asst State Traf Engr	2	4157	6836				
South Dakota								
Tennessee	Trns Mgr 2	1	3138	5029	Operations Sp 3	1	2857	4606
Texas	Dep Dir Traf Oper Div	1	4422	5934	Traffic Eng Sec Dir	1	4146	5562
Utah	Traf & Saf Studies Engr	1	3760	6294				
Vermont					Included In #20			
Virginia	Asst Div Admin Trans	1	3461	5404				
Washington	Asst St Traf Engr	1	4797	5833				
West Virginia					Dir Traf Engr Div	1	3248	5281
Wisconsin	DOT CE Chief	2	4124	8248				
Wyoming	Asst St Traf Eng	1	4300	4750				
1998 Average			5741				5350	
1997 Average			5477				5063	
1977 Average			2125				1972	
% Increase 1977-1998			170.2%				171.3%	
% Increase 1997-1998			4.8%				5.7%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

(23)

(24)

**STATES DISTRICT TRAFFIC ENGINEER ASSISTANT DISTRICT TRAFFIC ENGINEER**

STATES	DISTRICT TRAFFIC ENGINEER	#	MIN	MAX		#	MIN	MAX
Alabama	Div Traf Eng	9	3439	5245				
Alaska								
Arizona	Region Traf Engr	4	3394	5161				
Arkansas								
California	Dep Dist Dir, Tfc Oper	12	5408	5963	N/A			
Colorado	P.E. II	4	4640	6218	Prof Eng II (Denver)	1	4640	6218
Connecticut	Trns Eng III-Traf	4	3764	4914				
Delaware	CE Program manager I	2	3418	5127				
Florida	Dist Traf Oper Engr	8	3652	7381				
Georgia	Dist Traf Engr	7	3571	6083	Asst Dist Traf Engr	7	2948	5017
Hawaii								
Idaho	Dist Traf Engr	6	2943	4328	Trans Staff Engr Asst	1	2692	3959
Illinois	Dist Op Engr	9	4295	7650				
Indiana	Traffic Engr	6	2884	4593				
Iowa								
Kansas	None				None			
Kentucky	Eng Br Mgr Traffic	12	2955	5174	Dist Traf Engr	12	2684	4692
Louisiana	Dist Engr Mgr 1	7	3550	5083	Dist Eng Supv 1	3	3317	4440
Maine	Div Traf Engr	6	2720	3735				
Maryland	Admin VI	7	3948	5162	Trans Engr IV/V	11	2921	4113
Massachusetts	Civil Engr IV	5	3696	4736	Civil Engr III	5	3398	4330
Michigan	Dist Tes Eng Lte 14	7	3785	5102	Asst Dist Traf Eng Te12	5	3250	4327
Minnesota	District Traf Engr	9	3811	5538	Asst Dist Traf Engr	6	3539	4955
Mississippi								
Missouri	Traffic Engineer	2	3894	5668	Operations Engineer	12	3458	5034
Montana	Traffic Engr II	5	2117	3021				
Nebraska								
Nevada		3	3896	5341		3	3413	4658
New Hampshire								
New Jersey	Mgr 2, DOT (Reg Traff Oper)	2	4958	6941	N/A			
New Mexico	Highway Eng 3	6	3134	4701	Hwy Mtce Supv 1	6	1802	2703
New York	Reg Traff Eng	11	5018	6355				
North Carolina	Div Traf Engr	14	3405	5420	Asst Div Traff Engr	16	2839	4503
North Dakota	Included In #3				Asst Dist Engr	8	2850	4646
Ohio	Trans Engr 3	154	3695	4837	Trans Engr 2	158	3156	4412
Oklahoma	Div Traff Engr	8	3348	4425	No Comp Class			
Oregon	Reg Traf Oper Supv	1	3401	4794				
Pennsylvania	Sr CE Mgr/CE Mgr	11	3566	6189				
Rhode Island								
South Carolina	Dist Traf Engr	7	3553	6836	Asst Dist Traf Engr	4	3159	5619
South Dakota	Region Engr Specialist	4	2791	4188				
Tennessee	Operations Sp Supv 3	4	3003	4812	Operations Sp 3	4	2857	4606
Texas	Dir Trans Ops I - III	10	3885	5750	Traf Eng I-IV	13	3021	4887
Utah	Dist Traf Engr	4	3760	6294				
Vermont								
Virginia	Trans Eng Prog Supv	9	3167	4943	Transp Engr Sr	9	2896	4522
Washington	Region Traf Engr	6	4797	5833	Asst Region Traf Engr	6	3069	3929
West Virginia	Included In #3				Included In #4			
Wisconsin	DOT CE Chief	8	4124	8248	CE Trans Supv 2	8	4100	6179
Wyoming	Dist Traf Engr	5	3500	3900				
1998 Average				5413				4655
1997 Average				5212				4525
1977 Average				1973				1765
% Increase 1977-1998				174.3%				163.7%
% Increase 1997-1998				3.9%				2.9%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES	TRAFFIC SUPERVISOR	(25)			(26)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Included in Title 23							
Alaska								
Arizona	Reg Sign & Lght Supv	5	2589	3973	Reg Sign & Strp Supv	5	2325	3583
Arkansas					Staff Traf Engr	1	5276	6188
California	Included In #23				Contracted			
Colorado	Prof Eng II (Denver)	1	4640	6218				
Connecticut								
Delaware	Traffic Op Mgr	3	2985	4478	Traffic Sign Inst Sup	3	2129	3193
Florida								
Georgia	Traf Operations Engr	1	2448	4159	Hwy Mtce Supt	11	2014	3433
Hawaii					Trf Sign & Mkg Supv	3	2764	2900
Idaho								
Illinois	Dist Traffic Op Engr	9	3675	6200	Included in #25			
Indiana					Sign Supv	7	1842	2453
Iowa	Transp Center Traff Tech	6	2805	3511				
Kansas	None				None			
Kentucky	Hwy Dist Frm	12	1651	3175	Hwy Dist Crew Frm	17	1427	2745
Louisiana	Traffic Plan Supv	14	2051	3387	Dist Traf Oper Spec	7	2051	3387
Maine								
Maryland								
Massachusetts	Traf Sect Fore II	5	2459	3206	Admin Offr I	1	2387	3058
Michigan					Manager IV	1	2937	3659
Minnesota	Traffic Oper Supv	5	3042	4423	Traffic Svcs Mgr Tmw 9	1	2469	3015
Mississippi					Signing Supv	11	2447	3381
Missouri	Sr Traff Studies Engr	21	2895	4298	Included In Title #7			
Montana					Sign Shop Supv	1	2730	4051
Nebraska								
Nevada					Sign Shop Supt	1	2577	3608
New Hampshire	Traf Mtce Supv	1	2657	3170	Traf Oper Tech	2	2395	2834
New Jersey	Included in #21				Supvr, Hwy Marking	1	2934	4038
New Mexico	Included In #9				Highway Engr 2	1	2961	4442
New York	Civil Eng 2	9	3965	4869				
North Carolina	Traf Serv Supv	14	2395	3754	Traf Serv Crew Ldr	28	2026	3130
North Dakota								
Ohio	Traffic Supv	2	2218	2629	Adm Officer 2	2	3695	4837
Oklahoma	Included In #23							
Oregon	Included in #24							
Pennsylvania	Sr Civil Eng Supv	11	3125	4750	Sign Shop Mgr	1	2740	4161
Rhode Island					Traffic Sign Tech	1	2068	2266
South Carolina								
South Dakota								
Tennessee	Trans Tech 3	4	1890	3030	Hwy M F Supv 2	4	1890	3030
Texas	Traffic Syst Mgr I - IV	11	2489	4297	N/A			
Utah					Shop Supv II	1	2574	3863
Vermont	Traffic Oper Supv	1	2244	3555				
Virginia	Trans Res Mtce Op Mgr	59	2650	4137	Trans Mtce Supv	339	1855	2897
Washington								
West Virginia	Included In #3				Sign Shop Supv	10	1763	2870
Wisconsin					Engr Spec Trans Supv 1 - 3	4	3076	4885
Wyoming	Crew Supv	5	2494	2669				
1998 Average			3995					3535
1997 Average			3965					3456
1977 Average			1479					1308
% Increase 1977-1998			170.1%					170.3%
% Increase 1997-1998			0.7%					2.3%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

(27)

(28)

**STATES**      **SIGN SHOP SUPERVISOR**

**TRAFFIC SIGNAL & LIGHTING SUPERVISOR**

STATES	SIGN SHOP SUPERVISOR	#	MIN	MAX	TRAFFIC SIGNAL & LIGHTING SUPERVISOR	#	MIN	MAX
Alabama	Traf Sign Shop Supv	1	2113	3118	Traffic Signal Shop Supv	1	2113	3118
Alaska								
Arizona	Sign Shop Supv	1	2325	3583	Ste Sign & Strp Supv	13	2148	3320
Arkansas	Sign Shop Supv	1	3564	4715	Ct Elect Supv	41	3275	3949
California	Contracted				Traf Signal Elec II	7	2936	4256
Colorado	Sign Fabricator IV	1	2857	4143	Trns Dist Elec Supv	4	3263	4483
Connecticut	Tr Supv (Sign Shop)	1	3129	3994	Traffic Signal Supv	5	2608	3912
Delaware	Traffic Sign Shop Supv	1	2129	3193				
Florida	Op & Mtce Supt V		1217	4657				
Georgia	Sign Shop Production Mgr	1	2014	3433	Traf Sig Tech Supv	7	2014	3433
Hawaii	Included in # 26					1	3310	3475
Idaho	Sign Shop Supv	1	2096	3082	Traf Sig & Elec Frmn	4	2281	3354
Illinois	Hwy Maint Lead/Lead Worker	262	3414		Traffic Signal Tech	9	3020	5090
Indiana	Same As #26				Signal/Lighting Supv	7	1842	2453
Iowa	Sign Shop Mgr	1	2785	3520	Elec Mtce Supv	1	3506	3755
Kansas	Sign Shop Supv	1	2148	3018	None			
Kentucky	Admin Br Mgr	1	2440	4692	Hwy Sig Crew Ldr/ Frm	18	1355	2879
Louisiana	Sign Fabr Supv	2	1367	2257	Elec Spec Foreman	19	1674	2765
Maine	Sign Shop Supv	1	2082	2772	Elec Supv	1	2253	3015
Maryland	Admin Offr I	1	2190	2844	Admin II	1	2422	3814
Massachusetts	Sign Pnt & Letter II	1	2330	3051	Electrician II	5	2329	3051
Michigan	Sign Shop Tms 11	1	2812	3654	Signal Shop Shop Elec Supvr 11	1	2812	3654
Minnesota	Sign Shop Supv	2	2924	4392	Elect Mtc Supv	3	2714	4080
Mississippi					Traf Signal Tech Sr	3	1729	2588
Missouri	Sign Production Supv	1	2333	3391	Signal & Light Supv	10	2730	4051
Montana	Sign Shop Frmn	1	2390	2515	Traf Engr III	1	2306	3305
Nebraska					Electronics Mgr	1	2577	3608
Nevada		1	2874	3896				
New Hampshire	Sign Shop Foreman	1	2032	2396	Signal Reprmn II, III	7	1804	2396
New Jersey	Crew Supv Sig Shop	1	2558	3511	Crew Supv, Elect Oper	20	2558	3511
New Mexico	Sign Shop Foreman	1	1700	2550	Hwy Elec Tech Supv	1	1963	2944
New York	Sign Shop Supv 1	1	2434	2969	Supv Traf Sign Mech	11	2434	2969
North Carolina					Electronics Tech II	14	2204	3426
North Dakota	Hwy Traff Cntrl Supv	8	1798	2930				
Ohio	Sign Fab Supv	2	2206	2615	Sig Elec Supv 1	1	2352	2863
Oklahoma	No Comp Class				No Comp Class			
Oregon	Sign Shop Supv	1	2664	3751	Trades/Maint Supv II	2	2664	3751
Pennsylvania	Sign Tech Supv	1	2121	3193	Trfc Contr Spec Supv	15	3125	4750
Rhode Island					Hwy Mtce Supv - Traf	2	2579	2974
South Carolina	Trades Supv	3	2051	3795	Trades Supv I-II	7	2051	3795
South Dakota								
Tennessee	Hwy M F Supv 1	13	1668	2635				
Texas	Dist Sign Shop Supv	8	2336	3011	Traf Sys Mgr I - IV	11	2489	4297
Utah					Electronics Supr	5	2867	4305
Vermont	Traffic Shop Coord	3	1797	2844	Elec Mtce Spec III	2	2011	3173
Virginia	Trans Mtce Supt	259	2217	3461	Traffic Signal Tech Supv	11	2217	3461
Washington	Sign Shop Mgr T	1	2583	3306	Traf Sign Supv/Elec Supv	9	2713	3471
West Virginia	Traf Sign Mtce Supv	10	1518	2310	Included In #9			
Wisconsin	Engr Tech Trans 3	3	1990	2750				
Wyoming	Sign Shop Supv	1	2432	2733	See #25			
1998 Average				3281				3513
1997 Average				3235				3341
1977 Average				1176				1396
% Increase 1977-1998				179.0%				151.6%
% Increase 1997-1998				1.4%				5.1%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES	STRIPER SUPERVISOR	(29)			(30)			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Included in Title 18				Included in Title 18			
Alaska								
Arizona	Striping Lead	5	2325	3583	Sign Lead	5	2148	3320
Arkansas	Striping Supt	1	2799	3848	Signing Supt	1	2799	3848
California	Included In #8				Included In #8			
Colorado								
Connecticut	Included in #8				Included in #8			
Delaware					Traffic Sign Inst Supv	15	1326	2277
Florida	Op & Mtce Supt V		1217	4657	Op & Mtce Supt Trd Lvl III		1387	3362
Georgia	Hwy Mtce Frmn	4	1837	3127	Hwy Mtce Frmn	8	1837	3127
Hawaii	Included in #26				Included in #26			
Idaho	Striping Foreman	4	2281	3354	Sign Foreman	4	2281	3354
Illinois	Hwy Maint Lead/Lead Worker	262	3414		Included in #29			
Indiana	Crew Leader	19	1567	2121	Sign Crew Leader	33	1567	2121
Iowa	Hwy Mtce	4	2785	3520				
Kansas	Included in #8				None			
Kentucky	Engr Supervisor	12	2684	4692	Hwy Dist Frmn	12	1651	3175
Louisiana	Sign/Striping Coord	3	1791	2958	Hwy Foreman 2	9	1674	2765
Maine	Highway Crew Supv	4	2080	2148	Hwy Worker III	9	1551	2011
Maryland	Fac Maint Tech IV	7	2044	2646	Fac Maint Tech IV	5	2044	2646
Massachusetts	Traffic Section Foreman I	12	2200	2857	Trf Sect Foreman I	12	2200	2857
Michigan					Oh Sign Crew Sup Tms 11	2	2812	3654
Minnesota	Hwy Maint Supv I	2	2714	3929	Hwy Maint Supv I	2	2714	3929
Mississippi	Included In Title #8				Included In Title #8			
Missouri	Spec Mtce Supv	34	2427	3527	Sign & Strip Supv	6	2427	3527
Montana	Painter, Foreman	6	2324	2446				
Nebraska	Included In #8							
Nevada	Supervisor I	5	2641	3566	Supervisor	4	2641	3566
New Hampshire	Pavement Mark Foreman	8	1876	2198	Hwy/Dist Sign Foreman	12	1876	2396
New Jersey	Crew Supv Hwy. Marking	6	2558	3511	Included In #27			
New Mexico	Included In #9				Included In #9			
New York	Pavement Mark Supv	14	1932	2506	Sign Crew Supv	32	1932	2506
North Carolina	See Item #10				See Item #10			
North Dakota	Included In #27				Included In #27			
Ohio	Traffic Supv	2	2218	2629	Hwy Maint Wrker 4	326	2218	2629
Oklahoma	Centerline Supv	8	1893	2490	Sign Crew Supv	8	1893	2490
Oregon	Reg Traf Line Supv	18	2302	3090	Dist Sign Crew Supv	1	1983	2664
Pennsylvania	Highway Foreman 2	13	2121	3193	Highway Foreman 2	67	2121	3193
Rhode Island	Road Mtce Supv	1	2161	2272	Road Mtce Supv	1	2161	2272
South Carolina	Included In #9				Included In #8 & 9			
South Dakota								
Tennessee	Hwy Mtce Wkr 2	19	1250	2001	Hwy Mtce Wkr 2	19	1250	2001
Texas	Striping Supv I-II	13	2195	3011	N/A			
Utah	Included In # 8				Included In # 8			
Vermont	Marking Crew Ldr	3	1624	2563	Sign Crew Ldr	2	1544	2563
Virginia	Trans Crew Ldr	5	1697	2650	Trans Crew Ldr	5	1697	2650
Washington	Mtce Tech 3/Region	6	2465	2849				
West Virginia	Included In # 9							
Wisconsin	Engr Tech Trans 3	13	1990	2750	Included In # 9			
Wyoming	Striping Crew Ldr	10	2144	2338	Engr Tech Trans 3	14	1990	2750
1998 Average			3001				2876	
1997 Average			2997				2826	
1977 Average			1120				1097	
% Increase 1977-1998			167.9%				162.2%	
% Increase 1997-1998			0.1%				1.8%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

(31)

(32)

STATES	SIGN FABRICATOR				SIGN TECHNICIAN			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Traf Sign Painter II	3	1645	2441	Traf Sign Painter I	6	1565	2324
Alaska								
Arizona	Sign Fabricator	10	1652	2451	Sign Tech	38	1652	2451
Arkansas	Sign Maker I & II	7	1450	2561	Sign Crew Supv	16	2799	3848
California	Contracted				Contracted			
Colorado	Sign Fabricator II	5	2132	3092				
Connecticut	Included in #17, #18							
Delaware								
Florida	Op & Mtce Supt Trd Lvl II	9	1327	2511				
Georgia	Sign Shop Printer	4	1401	2308		7	1291	2308
Hawaii	Sign Painter	2	2243	2243				
Idaho	Sign Fabricator	4	1667	2451	Lead Worker	5	1863	2742
Illinois	Silk Screen Op	8	3389		Sign Tech	9	3310	6200
Indiana					Crew Member W.L.	27	1393	1893
Iowa	Silk Scrn/Sign Shop Wkr	6	1688	2067				
Kansas	Sign Shop Wkr	4	1681	2368	None			
Kentucky	Sign Maker	10	1121	2745	Hwy County Foreman	22	1651	3175
Louisiana	Sign Fabr 2	7	1116	1842	Dist Sign Spec 2	53	1194	1971
Maine	N/A				Sign Shop Tech I	1	1793	2362
Maryland	Sign Fabr II	5	1396	1773	Sign Fabr III	1	1566	2004
Massachusetts	Sign Pnt & Letter I	3	2103	2709	Signal Mtce Frmn	1	2320	3038
Michigan	Fabr Shop Sup Tmw 9	1	2469	3015	Trans Mtc Wkr 9	7	2469	3015
Minnesota	Sign Fabricator	6	2456	2832	Hwy Maint Wkr	50	2319	2832
Mississippi	Silk Screen Printer	5	1353	2028	Included In #18			
Missouri	Sign Layout Spec	4	1770	2475				
Montana	Painter	3	2324	2446				
Nebraska	Sign Printer II	6	1344	2338	Included In #18			
Nevada	Sign Fabricator	2	2150	2874				
New Hampshire	Sign Fab & Sign Let	4	1737	2198	Hwy Maintainer II	12	1484	1737
New Jersey	Sign Fabricator 1 & 2	9	1866	2785	N/A			
New Mexico	Sign Tech 2	5	1249	1874	Included in #31			
New York	Sign Shop Wrkr	8	1824	2380				
North Carolina	See Item #10				Trans Super II	29	2026	3130
North Dakota	Hwy Traff Cntl Spec	16	1331	2554	Included In #31			
Ohio	Sign Fab Tech	12	2085	2419	Sing Fab Tech	326	2218	2629
Oklahoma	Sr Sign Shop Wkr	2	1590	1621	No Comp Class			
Oregon	Sign Tech 3	5	1692	2329	Included in #31			
Pennsylvania	Hwy Mtce/Sign Wkr	35	1666	2452	Sign Tech	8	1666	2452
Rhode Island								
South Carolina	Skld Trds/ Wkr/Trds Wkr I	18	1332	3119				
South Dakota								
Tennessee	Hwy Mtce Wkr 1	60	1044	1707	Hwy Mtce F Supv 1	13	1668	2635
Texas	Sign Shop Tech I-IV	72	1361	2649	N/A			
Utah	Jr Hwy Sign Spec	3	1536	2187	Included In #31			
Vermont								
Virginia	Trans Sign Fabricator	7	1421	2217	Trans Crew Ldr	5	1697	2650
Washington	Sign Inst Spec I/Sign Fabrtr	14	2350	2992	Sgn Fab Ld/Sgn Inst Spc 2	23	2583	2992
West Virginia	Included # 11				Included # 11			
Wisconsin	Engr Tech Trans 2	5	1839	2537	Engr Tech Trans 2	19	1839	2537
Wyoming	Eng Tech-Sr	4	1723	1838	Sign Tech	10	1443	1671
1998 Average			2406					2722
1997 Average			2364					2460
1977 Average			967					899
% Increase 1977-1998			148.8%					202.7%
% Increase 1997-1998			1.8%					10.6%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

STATES		(33) TRAFFIC SIGNAL & LIGHTING TECHNICIAN			(34) STRIPER TECH			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Traf Sign Tech I, II, III	18	1770	2695	Included in Title 17			
Alaska	Traffic Ctrl Equip Tech	2	3407	4059				
Arizona	S/L Technician	51	1989	3079	Striper Tech	36	1652	2451
Arkansas					Striping Crew Supv	6	2799	3848
California	Ct Electrician I	64	2984	3275	Included In #9			
Colorado	Traf Signal Tech	8	2300	3336				
Connecticut	Included in #11				Included in #8			
Delaware	Traffic Signal Tech	16	1418	3416				
Florida								
Georgia	Traf Sig Tech & Trainee	35	1667	3433	Mtce Euiop Oper	5	1513	2835
Hawaii	Hwy Ltg Wkr I, II, ETST	14	2509	2806	Trf Strip Mach Oper	4	1949	1949
Idaho	Traf Sig Electric	5	1863	2742	Lead Worker	5	1863	2742
Illinois	Included in #32				Traffic Op Tech	9	3310	5615
Indiana	Signal Technician	32	1567	2121	Crew Member W.L.	25	1393	1893
Iowa	Electrician II	2	2529	2747	Equip Oper II-III	13	1911	2447
Kansas	None				None			
Kentucky	Hwy Sig Installer/Rprmn	24	1233	2377	Included In #18			
Louisiana	Electrician Spec	40	1367	2257	Mobile Equip Oper 2	18	1400	1842
Maine	N/A							
Maryland	Trf Const Tech III	28	2044	2646	Fac Maint Tech III	7	1783	2274
Massachusetts	Electrician I	5	2104	2709	Spray Pnt Wkr Frmn	3	2103	2709
Michigan	Lic Elec 10	13	2513	3240				
Minnesota	Traf Sig & Light Tech	9	2368	3516	Hwy Maint Wkr	25	2319	2832
Mississippi	Traf Signal Tech	5	1595	2390	Included In Title #18			
Missouri	Sign & Lighting Elec	69	2333	3391	Sr Crew Worker	632	1841	2573
Montana					Striping For/Striping Mach Opr	14	2258	2446
Nebraska	Electronics Tech Senior	8	1670	2905	Included In #18			
Nevada								
New Hampshire	Traf Signal Tech I	1	2300	2716	Carriage Oper	6	1669	1954
New Jersey	Elec Mech	74	2231	3053	Highway Marker	17	1786	2429
New Mexico	Hwy Traffic Tech 2	11	1700	2550	Included In #18			
New York	Traff Sign Mech	55	2167	2720	Highway Mtce Worker			
North Carolina	Electronics Tech I	46	1947	2992	See Item #10			
North Dakota					Included In #31			
Ohio	Sig Elec 2	30	2218	2629	Sign Fab Supv	2	2206	3615
Oklahoma	No Comp Class				Sr Trans Mtce Worker	218	1785	1786
Oregon	Traf Sgnl Tech/Electr	26	3249	3752	Included in #16 & #18			
Pennsylvania	Trfc Control Spec	43	2740	4161	Trans Equip Oper B	55	1878	2800
Rhode Island	Elec Insp	12	2421	2774				
South Carolina	Skld Trds Wkr/Trf Sgn Tech	28	1686	3119	Included In #18			
South Dakota					Lead Hwy Worker	4	1673	2508
Tennessee					Hwy M Flt Supv 1	13	1668	2635
Texas	Traf Syst Tech I-V	143	1712	3644	Trans Maint Crew Ch I - II	391	2061	2825
Utah	Electronic Tech Spec	12	2574	3863	Included In #17			
Vermont	Elec Mtce Spec II	1	1898	3004				
Virginia	Traffic Signal Tech	41	1855	2896	Hvy Equip Opr C	5	1553	2424
Washington	Traf Sgnl Elec Tech 1-3	80	2140	3306	Mtce Tech III	80	2465	2849
West Virginia	Included #11				Included #11			
Wisconsin	Traf Sig Mech - Jour	6	2070	2725				
Wyoming	Traf Ctrl Sys Spec	3	1852	2091	Striping Tech II	15	1723	1838
1998 Average				3004			2645	
1997 Average				2889			2444	
1977 Average				1182			966	
% Increase 1977-1998				154.1%			173.8%	
% Increase 1997-1998				4.0%			8.2%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

(35)

(36)

STATES	CHIEF ENGINEER				PROJECT ENGINEER			
		#	MIN	MAX	#	MIN	MAX	
Alabama	Chief Engineer Transportation	1	5245	9262	Civil Engr I, II, III	311	2109	4748
Alaska	State Chief Eng	1	6253	7486	Engineer II/III	23/27	4216	5708
Arizona	State Engr	1	5298	8043	Resident Engr	18	3100	4728
Arkansas	Chief Engr	1		8847	Resident Engr	32	5276	6188
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	142	3628	5550
Connecticut	Chief Engr	1	8397	10786	Trans Eng III	52	3764	4914
Delaware	Chief Engineer	1	7508	7508	Civil Eng Prog Mgr	36	3418	6281
Florida	State Hwy Engr		4455	9088	Eng, Arch, & Svy IV		2650	6977
Georgia	Chief Engr	1	5761	9788	Constr Project Mgr II	90	2220	3769
Hawaii	Included in #1				Area Engr		3376	4805
Idaho	Chief Engr	1	5798	8524	Dist Reg Engr	2	3683	5416
Illinois	Dir of Hwys	1	5380	9100	Proj Impl Engr	9	4295	7650
Indiana	Chief Hwy Engr	1	4130	6567	Project Engr	125	2478	3809
Iowa	Chief Engr	1	5375	6794	Resident Const Engr	20	3520	4455
Kansas	Asst Sec/St Trans Eng	1	8117	8117	Const Engr	33	3170	4462
Kentucky	State Hwy Engr	1	3949	6663	Trans Eng Supr	105	2684	4692
Louisiana	DOTD Chf Eng Adm	1	5288	8734	Dist Eng Supv 1	48	3317	4440
Maine	Chief Engr	1	4649	6506	Res Engr/Inspectors	68	2238	3735
Maryland	SHA Chief Engr	1	5984	7343	Trans Engr IV	14	2922	3814
Massachusetts	Chief Engr M-X	1	4774	6039	Civil Engr III	161	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	5810	8274	Project Engr	55	3539	4955
Mississippi	Chief Engr	1	5416	8112	Project Engr	35	3423	5126
Missouri	Chief Engr	1	5299	9041	Resident Engr	38	2458	5034
Montana	Chief Engr	1	4843	7175	Engr Proj Mgr	42	2517	3622
Nebraska	Dir State Engr	1	7523	12500	Project Engr	12	2979	4170
Nevada	Asst Trans Dir	2	5102	7050	Resident Engr	22	3896	5341
New Hampshire	Asst Commissioner	1	5210	6557	Civil Engr I-IV	55	2070	3617
New Jersey	Asst Comm CPM	1	7650	7650	Project Engr	134	4058	5611
New Mexico	Cabinet Secretary	1	6436	6436	Hwy Proj Supv 2	2	2666	3999
New York	Asst Comm for Eng	1	6355	6355				
North Carolina	Hwy Administrator	1	5913	9551	Resident Engr	48	3405	5420
North Dakota	Chief Engr	1	4354	7101	Hwy Const Coord	2	2721	4434
Ohio	Asst Dir 4	1	5357	7769	Trans Eng 3	154	3695	4837
Oklahoma	Chief Engr	1	6766	6766	Engr Manager	61	3810	3844
Oregon	Deputy Dir	1	5551	7806	Project Mgr	26	3401	4730
Pennsylvania	Chief Eng Hwy Admn	1	6054	8290	Civil Eng Supv	99	2740	4161
Rhode Island	Chief Engr	1	6896	7673	Chief Spec Proj Engr	2	4649	5342
South Carolina	State Highway Engr	1	6285	9748	Project Engr	42	3159	5619
South Dakota	Assist Admin	1	3775	5665	Project Engineer	93	2501	3753
Tennessee	Asst Comm 2	1	3911	6266	Operations Spec Supv 1	52	2747	4407
Texas	Exec Dir	1	9584	9584	Const & Mtce Field Eng I-III	11	3011	4579
Utah	Deputy Dir, DOT	1	5495	8255	Project Engr	18	3760	5961
Vermont					Project Manager	13	3646	5817
Virginia	Chief Engr Transp	1	5908	9224	Trans Const Proj Engr	66	2650	4137
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	4124	8248	CE Trans Supv 2	28	4124	8248
Wyoming	Director	1	4583	7500	Resident Engr	61	3500	3900
1998 Average			7997					4919
1997 Average			7891					4665
1977 Average			3017					1841
% Increase 1977-1998			165.1%					167.2%
% Increase 1997-1998			1.3%					5.5%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

(37)

(38)

STATES	STATE CONSTRUCTION ENGINEER	#	MIN		MAX		#	MIN		MAX
			MIN	MAX	MIN	MAX		MIN	MAX	
Alabama	St Const Engr	1	5237	7972	Division Const Engr	9	3886	5926		
Alaska					D&C Director	3	5850	6969		
Arizona	St Const Engr	1	4052	6156	Senior Resident	10	3394	5161		
Arkansas	State Const Engr	1	6923		Dist Const Eng	10	5655	6327		
California	Prog Mgr - Const	1	6698	7384	Dep Dist Dir - Constr	12	5408	5963		
Colorado	Stf Cnst Eng - Mgt Gpp Prof 13	1	5104	7288	Dist Cnst Eng - PE III	22	5104	7288		
Connecticut	Trans Constr Admin	1	7188	9220	Dist Engr	4	6646	8524		
Delaware	Director Hwy Operations	1	7508	7508	District Engineer	3	4794	7191		
Florida	Dir of Ofc of Const		3652	7381	Dist Const Engr	7	3652	7381		
Georgia	St Const Engr	1	4752	8067	Dist Const Engr	7	3571	6083		
Hawaii	Included in #1				Dist Const Engr	4	3797	5404		
Idaho	Const Engr	1	4328	6364	Asst Dist Engr	6	3983	5857		
Illinois	Construction Engr	1	4360	7650	Dist Const Eng	9	4295	7650		
Indiana	Same As #35				Const Engr	6	2884	4593		
Iowa	Development Div Director	1	5899	7462	Transp Const Engr	6	4054	5130		
Kansas	Same as Title #1				Dist Const Engr	6	4047	5692		
Kentucky	Trans Eng Dir, 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	3366	4703	Area H/B Const Engr	7	3107	4336		
Maryland	Deputy Chf Engr Const	1	5547	6805	Admin VI/Hwy Asst DE Chst	7	3948	5162		
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	5038	7189	Dist Const Adm Engr	9	4694	6697		
Mississippi	Const Engr	1	4327	6480	Dist Const Engr	6	3917	5865		
Missouri	Div Engr Const	1	4422	7537						
Montana	Const Eng	1	3302	4811	Dist Const Engr	5	3302	4811		
Nebraska	Const Engr	1	3978	5569	Dist Const Engr	9	3442	5180		
Nevada	Chief, Const Engr	1	4658	6421		3	4258	5854		
New Hampshire	Admin Bureau Const	1	4150	4992	Civil Engr VI	6	3780	4550		
New Jersey	Director, C&M	1	6940	6940	Mgr 1 Dot (C&M Engr)	3	5206	7290		
New Mexico	Highway Eng 5	1	3801	5702	Highway Eng 4	6	3319	4979		
New York	Const Div Dir	1	7547	9360	Reg Const Eng	11	5368	6787		
North Carolina	State Hwy Const & Mat Engr	1	4910	7898	Division Constr Engr	14	4270	6847		
North Dakota	Director, Const Div	1	3279	5345	Included In #3					
Ohio	Deputy Director 6	18	4860	7119	Trans Engr 5	23	4718	5867		
Oklahoma	State Const Engr	1	4692	4704	Div Const Engr	21	4194	4200		
Oregon	Tech Svcs Mgr	1	5031	7081	Region Cost Engr	5	4142	5824		
Pennsylvania	Dir, Bur of Const & Matri	1	5304	7858	Asst Hwy Dist Engr	11	4647	7064		
Rhode Island	Chf Hwy & Brdge Cnst Opr	1	4649	5342	Asst Chf Hwy & Brdge Cnst Opr	8	3624	4105		
South Carolina	Director Of Const	1	4496	8318	Dist Const Engr	7	3553	6836		
South Dakota	Tech Administrator	1	4611	6916						
Tennessee	Asst Comm 2	1	3911	6266	Trans Regional Dir	4	3581	5736		
Texas	Dir Const Div	1	6341	6916	Dir Of Const I - III	11	3885	5750		
Utah	Engr For Const	1	4190	6643	Dist Const Engr	4	3969	6294		
Vermont	Construction Engr	1	3625	5435	Civil Exec B	6	3847	5817		
Virginia	Div Admin Trans	1	4135	6458	Trans Asst Dist Engr	9	3784	5908		
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	4124	8248	DOT CE Chief	8	4124	8248		
Wyoming	See #1				Dist Const Engr	5	4300	4750		
1998 Average			6802						5921	
1997 Average			6661						5709	
1977 Average			0						0	
% Increase 1977-1998			0.0%						0.0%	
% Increase 1997-1998			2.1%						3.7%	

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

(39)

**STATES SENIOR CONSTRUCTION TECHNICIAN**

(40)

**JOURNEYMAN CONSTRUCTION TECHNICIAN**

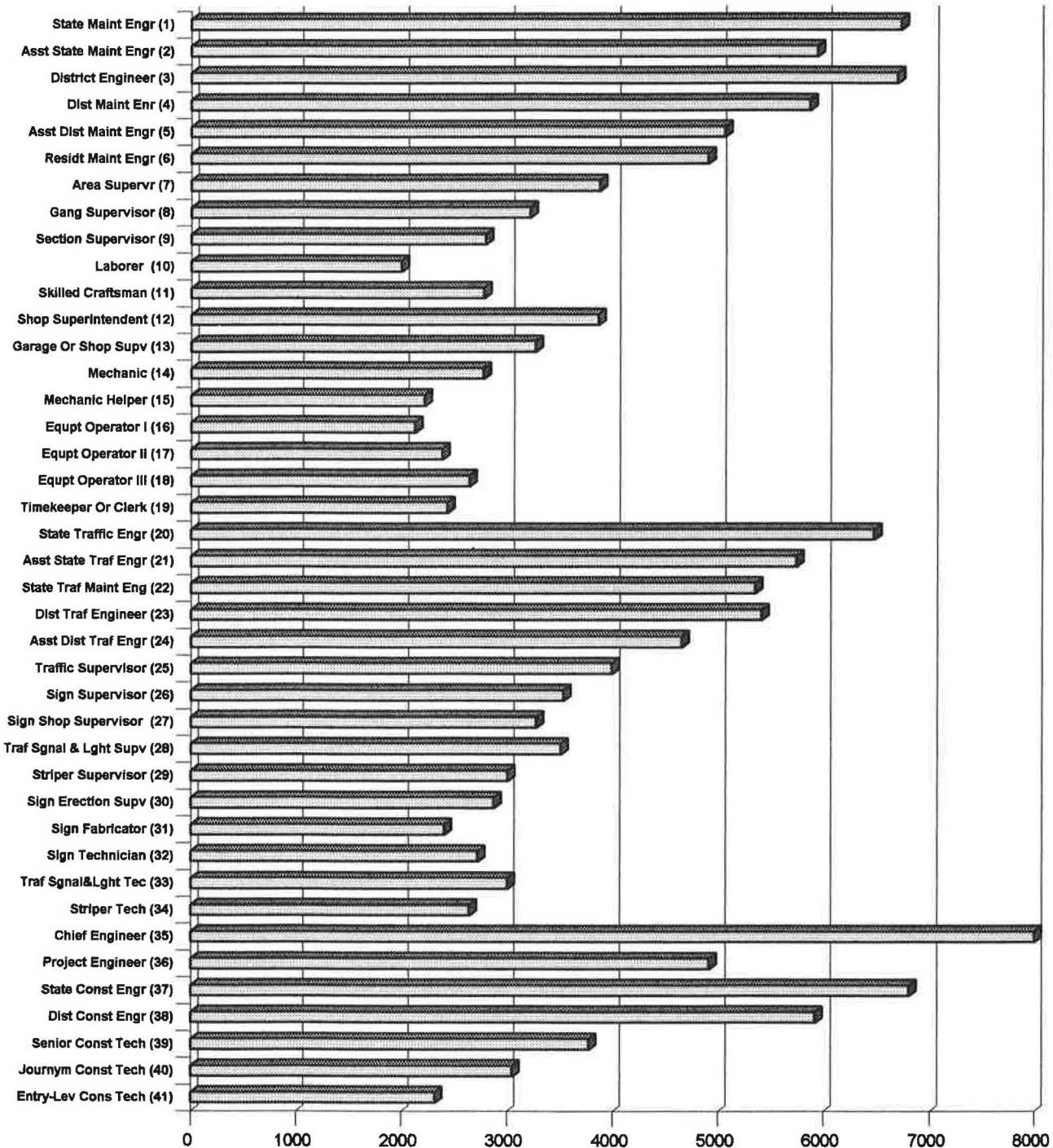
STATES		#	MIN	MAX		#	MIN	MAX
Alabama	Engr Asst III	461	1727	2565	Engr Asst II	144	1530	2213
Alaska	Het IV	32	2986	3579	Het II	28	2534	2993
Arizona	Tr Engr Spec	62	2589	3973	Const Tech Supv	121	1989	3079
Arkansas	Const Proj Coord	23	3850	4784	Inspector	68	2799	3848
California	Resident Engr	750	3283	4700	Trans Engr Tech	128	1721	3609
Colorado	Civ Eng Proj Mgr II	67	3203	4901	Civ Eng Proj Mgr I	60	2905	4445
Connecticut	Trns Egr2/Tr Const Insp3	101	3115	4282	Trns Egr 1/Tr Const Insp 2	172	2890	3717
Delaware	Construction Tech V	18	2437	3656	Construction Tech IV	69	2129	3193
Florida	Eng, Arch, & Svy Lvl III		2347	6378	Eng, Arch, & Svy Lvl II		1960	3213
Georgia	Constr Proj Mgr II	46	2014	3433	Constr Inspector Sr	54	1837	3127
Hawaii	Engr IV	34	3122	4444	Engr Tech V, VI, VII, HCl III-V	49	2071	3728
Idaho	Trans Tech Princp	106	2281	3354	Trans Tech Sr	123	1863	2742
Illinois	Sr Resident Tech	86	2660	4965	Resident Tech	280	1765	3825
Indiana	Project Supv	184	1863	2882	Engr Asst	296	1443	2422
Iowa								
Kansas	Engr Tech Sr	93	2253	3170	Engr Tech	272	1855	2607
Kentucky	Dist Constr Engr	12	2684	4692	Trns Eng Tech I	189	1945	3175
Louisiana	Engr Tech 4/Supv 1	145	1674	2958	Engr Tech 3	132	1462	2415
Maine	Asst H/B Resident Engr	27	2145	2922	Hwy Bridge Insp	30	1691	2492
Maryland	Engr Tech VI Const	68	2348	3058	Engr Tech IV, V	157	1909	2646
Massachusetts	Civil Engr IV	12	3696	4736	Civil Engr 1	204	2679	3389
Michigan	Constr Tech 11/12	90	2449	3659	Const Tech E10	127	2283	3022
Minnesota	Chief Inspector	100	2501	3517	Inspector	MANY	2168	3061
Mississippi	Sr Cert Engr Tech	96	2331	3492	Engr Tech II	69	1772	2654
Missouri	Const Inspector	121	2427	3527	Sr Constr Tech	139	2242	3134
Montana	Engr Proj Tech III	86	2117	3021	Egr Proj Tech II	31	1647	2322
Nebraska	Project Mgr	60	2979	4170	Const Tech III	129	2075	2905
Nevada	Assistant Resident	25	3413	4658	Engr Tech III & IV	197	2755	3727
New Hampshire	Engr Tech V	10	2607	3082	Engr Tech III	14	2032	2396
New Jersey	C&M Tech 1,2 & Eng Tech 1,2	162	2558	4038	C&M Tech 3 & Eng Tech 3	152	2333	3198
New Mexico	Included In #36				Hwy Eng Tc3/Hwy Svy Tc3	126	1700	2550
New York	Eng in Charge	423	3213	4869	Const Insp	556	2185	3278
North Carolina	Transp Tech III	258	2204	3426	Transp Tech II	346	2026	3130
North Dakota	Project Mgr	8	2061	3361	Tech IV	41	1882	3067
Ohio	Trans Mgr 3	135	3043	3986	Proj Insp 2	313	2428	3156
Oklahoma	Trans Spec II	208	2463	2493	Sr Inspec Tech	65	2011	2015
Oregon	Trans Engr II	178	3251	4655	Engr Spec 2&3,Asst Trn Engr	385	2093	3642
Pennsylvania	Trans Constr Insp Supv	210	2399	3646	Trans Const Inspec	432	2121	3193
Rhode Island	Engr Tech IV	31	2879	3243	Engr Tech III	25	2421	2774
South Carolina	Engr Tech I V	75	1972	3119	Engr Tech IV	123	1753	3119
South Dakota	Sr Trans Tech	72	1825	2737	Jrny Trans Tech	64	1673	2508
Tennessee	Trans Tech 3	32	1890	3030	Trans Tech 1	445	1414	2264
Texas	Const Insp VII-IX	101	2489	4030	Const Insp III-VI	712	1712	2825
Utah	Const Tech IV	71	2574	4079	Const Tech III	123	2189	3466
Vermont	Technician Proj Supv	8	2378	3770	Technician IV	42	2123	3003
Virginia	Transp Const Insp Sr.	268	2217	3461	Trans Const Insp	212	1855	2896
Washington	Trans Engr II	588	2781	3559	Trans Tech III	284	2522	3225
West Virginia	Sr Engr Tech Const	73	2314	3764	Eng Tc Cn/HE 1,2/Eng Trn	229	1887	4028
Wisconsin	Eng Spec Trans Adv 2	44	3296	4481	Eng Spec Trans Sr	46	2831	3849
Wyoming	Eng Tech Supv	60	2432	2733	Engr Tech Spec	90	1852	2091
1998 Average			3772					3048
1997 Average			3761					3056
1977 Average			0					0
% Increase 1977-1998			0.0%					0.0%
% Increase 1997-1998			0.3%					-0.2%

**MONTHLY SALARIES OF HIGHWAY PERSONNEL 1998**

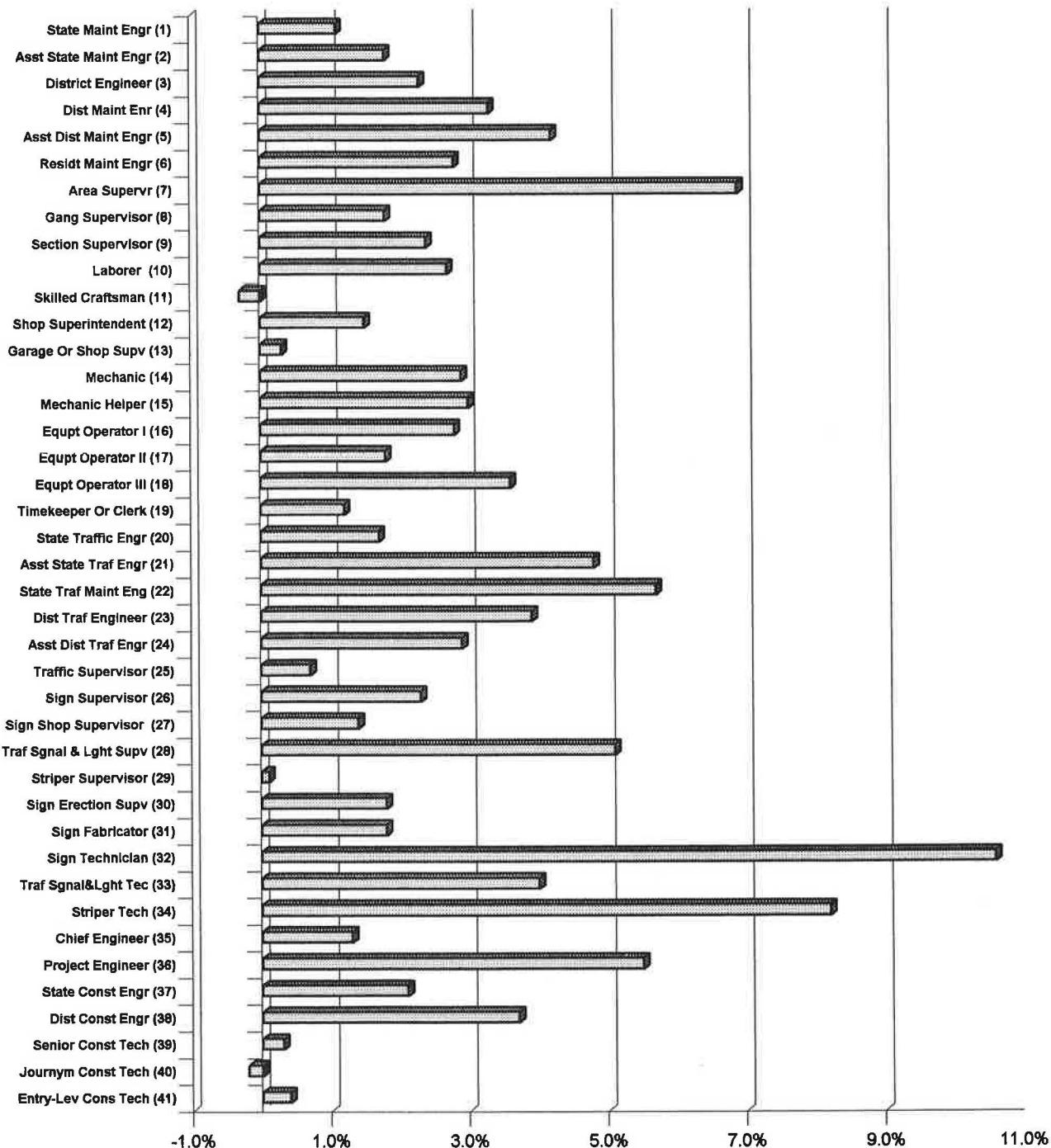
(41)

STATES	ENTRY-LEVEL CONSTRUCTION TECHNICIAN	#	MIN	MAX
Alabama	Engr Asst I	274	1350	1907
Alaska	Het I	15	2257	2669
Arizona	Const Tech	78	1360	2326
Arkansas	Const Aide I	42	1944	2795
California	Included in #40			
Colorado	Engr/Phy Sci Tech I	115	2339	3579
Connecticut	Trns Eng In Train 1	16	1894	2842
Delaware	Hwy Eng Tech I	6	1518	2277
Florida	Eng, Arch, & Svy Lvl I		1272	2379
Georgia	Engr Tech	78	1401	2308
Hawaii	EA I/II, HCI I	13	1513	2834
Idaho	Trans Tech	60	1667	2451
Illinois	Technician	37	1450	2675
Indiana	Hwy Engr Asst	37	1185	1926
Iowa				
Kansas	Engr Tech Assoc	70	1454	2043
Kentucky				
Louisiana	Engr Tech 1/2	334	1116	2109
Maine	Hwy/Bridge Insp	22	1326	1903
Maryland	Engr Tech I, II, III	72	1317	2142
Massachusetts	Gen Const Insp I	81	2679	3389
Michigan	Const Tech 8	27	1901	2394
Minnesota	Inspector	20	1919	2643
Mississippi	Engr Tech I	131	1612	2414
Missouri	Constr Tech	51	1770	2475
Montana	Engr Proj Aide	41	1293	1800
Nebraska	Const Tech I	40	1344	1882
Nevada	Engr Tech I & II	73	2150	2874
New Hampshire	Engr Tech II	13	1804	2111
New Jersey	C&M Tech 4,5 & Eng Tech 4&5	115	1786	2915
New Mexico	Hwy Eng Tc1/Hwy Svy Tc1	57	1305	1916
New York	Temp Const Insp	340	1387	1731
North Carolina	Transp Tech I	330	1871	2863
North Dakota	Tech I	0	1232	1963
Ohio	Proj Insp 1	1	2067	2428
Oklahoma	Tech I	23	1183	1232
Oregon	Engr Spec Entry	42	1378	2350
Pennsylvania	Engr Tech	25	1878	2800
Rhode Island	Engr Tech I	43	1901	2058
South Carolina	Engr Tech I	15	1231	2107
South Dakota	Trans Tech	1	1310	1965
Tennessee	Trans Asst 1	284	1044	1707
Texas	Const Insp I & II	46	1361	1936
Utah	Const Tech I	15	1495	2373
Vermont				
Virginia	Trans Const Insp Trn	34	1484	1897
Washington	Trans Tech I	10	1952	2465
West Virginia	Tit Const/Aet Const	154	1255	2506
Wisconsin	Eng Tech Trans 3	28	1990	2750
Wyoming	Hwy Worker	15	1266	1400
1998 Average				2315
1997 Average				2306
1977 Average				0
% Increase 1977-1998				0.0%
% Increase 1997-1998				0.4%

**United States**  
**Average Monthly Salaries for 1998**



**United States**  
**Percent Change in Salaries from 1997 to 1998**



## **POLICIES AFFECTING MAINTENANCE PERSONNEL AS OF JULY 1998**

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### **Civil Service or Merit System**

1. Are your maintenance and operations employees under a civil service plan, merit system, or some other comparable plan? (Circle 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? (Circle one)
  - 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 employees?  
    (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 employees?  
    (Circle one) Optional    Mandatory
14. Are your maintenance and operations employees protected against lawsuit by a state-financed public liability plan? (Circle 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)  
c. 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 (1. straight time, 2. time-and-a-half, 3. compensatory time, 4. none) for
- |   |
|---|
| a. Permanent field employees (exclusive of supervisory) <u>      </u> |
| b. Supervisory <u>      </u> c. Temporary <u>      </u>               |
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 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<br>(bituminous work, shop-mechanic work, etc.) | (Yes or No) |
| d. Normal operations (rain outfits,<br>insulated undergarments, etc.)                                  | (Yes or No) |
23. Do you have automatic or automatically 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                | <u>      </u> <u>      </u> |
| b. Actual with a maximum | <u>      </u> <u>      </u> |
| c. Per diem              | <u>      </u> <u>      </u> |
27. Does your policy provide reimbursement of expenses incurred when maintenance or operations employees are required to change residence, necessitating their moving their family and furniture? (Circle 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? (Circle 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 with 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"

If some field maintenance employees are not covered by the titles shown above, the total number of these employees should still 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 the 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. What is the average number of 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, how many lane miles are 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? (Yes or No)
  - b. Determination of optimum replacement intervals? (Yes or No)
  - c. Determination of shop personnel requirements? (Yes or No)
  - d. Determination of parts requirements? (Yes or No)
  - e. Managing preventative maintenance programs? (Yes or No)
  - f. Control of utilization? (Yes or No)
37. Do you work a four 10-hour-day work week? If yes, check what is applicable:
  - 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			
			Fed		Retirement			Vol Retirement		Minimum					
	(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 8hr	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	X		Yes	Yes	No			Yes	10	55	Yes	90	0-5		
Delaware	X		Yes	Yes	No			Yes	5	42	Yes	114	1-10		
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	X		Yes	Yes	No			Yes	30	55	Yes				
Indiana	X		Yes	Yes	No			Yes	10	55	Yes	96	1-4		
Iowa		X	Yes	Yes	No	N/A	N/A	Yes	4	55	Yes	96	1-4		
Kansas	X		Yes	Yes	No			Yes	10	Any Age	Yes	96	0-5		
Kentucky		X	Yes	Yes	No			Yes	27	N/A	Yes	96hrs 0-4120hrs 5-9,			
Louisiana	X		Yes	No	No			Yes	10	37	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	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			Yes	VAR	VAR	Yes	104	0-5		
Mississippi			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	5 (Vested)	55	Yes	104	0-1		
North Carolina		N/A	Yes	No	No			Yes	30	50	Yes	94	0-2		
North Dakota		X	Yes	Yes	No			Yes	None	None	Yes	96	0-3		
Ohio	X		Yes	No	No			Yes	5	55	Yes	3.1	1-5		
Oklahoma		X	Yes	Yes	No	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 under 60	3yrs/60	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		X	Yes	Yes	No			Yes	5	55	Yes	120	1-15		
Tennessee			Yes	Yes	No			Yes	30	48	Yes	90	1-5		
Texas	X		Yes	Yes	No			Yes	5	60	Yes	84	0-2		
Utah		X	Yes	Yes	No			Yes	30		Yes	104	0-6		
Vermont		X	Yes	Yes	No			Yes	5	55	Yes	96	0-5		
Virginia		X	Yes	No	No			Yes	5	55	Yes	96	0-5		
Washington	X		Yes	Yes	No			Yes	5	Age+30	Yes	96	1		
West Virginia	X		Yes	Yes	No			Yes	5	60	Yes	120	0-5		
Wisconsin		X	Yes	No	No	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 Yr (7 Cont'd)		Cumulative Maximum (8)		Minimum Hrs/Yrs of Yr (10)		Maximum Hrs/Yrs of Yr (10)		Cumulative Maximum (11)			
	Service		Maximum		Service		Service		Service			
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	150	20	Yes	75	Yes	112.5	All	112.5	All	Yes	None	
Delaware	159	15	Yes	318	Yes	114	1-1+	114	1+	Yes	Unlimited	
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	336	Yes	96.2		96.2	96.2	Yes	Unlimited	
Illinois			Yes	2 years	Yes					Yes	None	
Indiana	187.5	20	Yes	All	Yes	67.5	1	67.5	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 10-14y	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	Yes	2 Years	Yes	1.25		1.25		Yes	No Max	
Michigan	10.2	45	Yes	300	Yes					Yes		
Minnesota	234	30	Yes	260-275	Yes	104				Yes	900	
Mississippi	216	15+	Yes	No Limit	Yes	96	1-3	60	15+	Yes	No Limit	
Missouri	168	15	Yes	336	Yes	120	Any	120	Any	Yes	No Max	
Montana	192		Yes	384	Yes	95	1	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	160	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	9-2	25	Yes	720	Yes	3.1				Yes	80 per year	
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	160	15	Yes	240/320	Yes	112				Yes	Unlimited	
Tennessee	180	20	No		Yes	90		90		Yes	No Max	
Texas	168	20	Yes	376	Yes	96	All	96	All	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		Yes	Wholly(12K)	Mandatory		X			No	No				
Connecticut	Yes	Both	Optional	Yes	Partially	Optional				X	Yes	Yes				
Delaware	Yes	Partially	Optional	Yes	Partially	Optional				X	Yes	Yes				
Florida	Yes	Partially	Optional	Yes	Partially	Optional				X	No	Yes				
Georgia	Yes	Partially	Optional	Yes	Partially	Mandatory	X				No	No				
Hawaii	Yes	Partially	Optional	Yes	Wholly	Optional				X	Yes	Yes				
Idaho	Yes	Partially	Optional	Yes	Wholly	Mandatory	X				No	No				
Illinois	Yes	Partially	Mandatory	Yes	Wholly	Mandatory	X				No	Yes				
Indiana	Yes	Partially	Optional	Yes	Partially	Optional	X				No	Yes				
Iowa	Yes	Partially	Optional	Yes	Wholly/Par	Optional	X				No	Yes				
Kansas	Yes	Wholly	Optional	Yes	Wholly	Mandatory				X	No	No				
Kentucky	Yes	Wholly	Optional	Yes	Wholly	Optional				X	No	No				
Louisiana	Yes	50%	Optional	Yes	Partially	Optional	X				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	Wholy	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	Yes	Partially	Optional	Yes	Wholly	Mandatory	X				No	Yes				
Oklahoma	Yes	Wholly	Mandatory	Yes	Wholly	Mandatory	X				No	No				
Oregon	Yes	Partially		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	Yes	Wholly	Optional	Yes	Wholly	Mandatory	X				No	Yes				
Tennessee	Yes	Partial	Optional	Yes	Partial	Optional	X				No	No				
Texas	Yes	Wholly	Optional	Yes	Wholly	Optional				X	No	No				
Utah	Yes	Partially	Optional	Yes	Wholly	Optional					No	No				
Vermont	Yes	Partially	Optional	Yes	Partially	Optional	X				Yes	Yes				
Virginia	Yes	Partially	Optional	Yes	Wholly	Mandatory	X				No	No				
Washington	Yes	Partially	Mandatory	Yes	Wholly	Optional				super or	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	
	(16a)	(16b)	(16a)	(16b)	(17)	(18a)	(18b)	(18c)	(18d)	(19)	Per Day	Per Wk
Alabama	No	Yes Voluntary	No	Yes Voluntary	Yes	S	S	S	H	8	40	
Alaska		Yes Mandatory		Yes Mandatory	Yes	H	H	H	H	7.5	37.5	
Arizona	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes	S	S	S	H	8	40	
Arkansas	No	No	No	No	Yes	S				8	40	
California	No N/A	Yes Voluntary	No N/A	Yes Voluntary	Yes	S	S	S	H	8	40	
Colorado	No N/A	Yes Voluntary	No N/A	Yes Voluntary	Yes	S	S	S	H	8	40	
Connecticut	No	Voluntary	Yes	Yes Voluntary	Yes					7.5	37.5	
Delaware	Yes	Yes Mandatory			Yes		H	H	H	7.5	37.5	
Florida	No	No	Yes				S	S	S/H	8-10	40	
Georgia	No	Yes Voluntary	No	Yes Voluntary	Yes	S	S	S	S	8	40	
Hawaii	No	Yes Voluntary	No	Yes Voluntary	Yes	S	S	S	H	8	40	
Idaho	No	No	No	No	Yes	H	H	H	H	8-10	40	
Illinois			Yes Mandatory	Yes Mandatory	Yes					8	40	
Indiana	No	No	Yes Voluntary		Yes	S	S	S	S	7.5	37.5	
Iowa	No N/A	No N/A	Yes Voluntary	Yes Voluntary	Yes	H	H	S	H	8	40	
Kansas	No	No	Yes Voluntary	Yes Voluntary	Yes		H	S	H	8	40	
Kentucky	No	Yes Voluntary	No	Yes Voluntary	Yes		H	S/H	S/H	8	40	
Louisiana		Yes Voluntary			Yes	'Voluntary	Yes	S		10	40	
Maine	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes	H	H	S	H	8	40	
Maryland	No	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes	S	S	S	S	8	40	
Massachusetts	Yes Voluntary				No	H	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	Yes Voluntary	Yes	H	H	H	H	8	40	
Mississippi	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	H	8	40	
Nevada	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes	H	H	H	H	8	40	
New Hampshire	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes	H	H	H	H	8	40	
New Jersey	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes	S	S	S	S	8	40	
New Mexico	No Voluntary	No Voluntary	Yes Voluntary	Yes Voluntary	Yes	H	H	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	Yes	S	S	S	H	8	40	
North Dakota	No	No	No	No	Yes	S	S	S	H	8	40	
Ohio	No	No	Yes Mandatory	Yes Mandatory	Yes	H	H	H	H	8	40	
Oklahoma	No	Yes Voluntary	No	Yes Voluntary	Yes	S	S	S	H	8	40	
Oregon	No	No	Yes Voluntary	Yes Voluntary	Yes		S	S	H	8	40	
Pennsylvania	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes Voluntary	Yes	S	S	S	H	7.5	37.5	
Rhode Island	Yes	Yes	Yes	Yes	Yes		H	S	H	8	40	
South Carolina	No	Yes Voluntary	No	Yes Voluntary	Yes		S	S	H	8	40	
South Dakota	No	No	Yes Voluntary		Yes	H				8	40	
Tennessee	No	Yes Voluntary	No	Yes Voluntary	Yes	S	S	S	S	7.5	37.5	
Texas	No	No	No	No	Yes		S/H	S/H	H	8	40	
Utah	No	Yes Voluntary	No	Yes Voluntary	Yes	H				8	40	
Vermont	No	Yes Voluntary	No	Yes Voluntary	Yes	H				8	40	
Virginia	No	No	No	No	Yes		S	S	H	8	40	
Washington	Yes Mandatory	Yes Mandatory	Yes Mandatory	Yes Mandatory	Yes		S	S	H	8	40	
West Virginia	No	No	Yes Voluntary	Yes Voluntary	No	H	S	S	H	8	40	
Wisconsin	No	No	No	Yes Mandatory	Yes	H	S	S	H	8	40	
Wyoming	No	Yes Voluntary	No	Yes Voluntary	Yes	S	S	H	H	8	40	

**WORKING CONDITIONS CONT'D**

STATES	Adjustment for Overtime					Travel Time Protective Clothing							
	(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	1 1/2		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Delaware	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Florida	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Georgia	Yes	1 1/2	Comp	1 1/2	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hawaii	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Idaho	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Illinois	Yes	1 1/2		1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Indiana	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Iowa	Yes	1 1/2	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	1 1/2	Comp	1 1/2	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Louisiana	Yes	Comp	Comp		Yes	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	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	Yes
Missouri	Yes	1 1/2	Strght/None	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Montana	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
Nebraska	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
Nevada	Yes	1.5	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	1.5	1.5	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ohio	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Oklahoma	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
Oregon	Yes	1 1/2		1 1/2	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes
Pennsylvania	Yes	1.5	1.5	1.5	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Rhode Island	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
South Carolina	Yes	1 1/2	Comp	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
South Dakota	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
Tennessee	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Texas	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Utah	Yes	1 1/2	Depends	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Vermont	Yes	1 1/2	1 1/2	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Virginia	Yes	1 1/2	Straight	1 1/2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Washington	Yes	1 1/2	1 1/2	1 1/2	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
West Virginia	Yes	1-1/2	1-1/2	1-1/2	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
Wisconsin	Yes	1-1/2	None	1-1/2	No	N.A.	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)	(29a)	(29b)
	(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		X			No	Yes	Yes	Yes	X
Arkansas	Yes		X		X			X		Yes	Yes	Yes	Yes	
California	Yes		X			X		X		No	Yes	Yes	Yes	X
Colorado	Yes		X		X			X		Yes	Yes	Yes	Yes	X
Connecticut	Yes		X			X			X	Yes	Yes	Yes	Yes	X
Delaware	Yes	X		X				X		No	No	No	Yes	X
Florida	Yes		X	X				X		No	Yes	Yes	Yes	X
Georgia	Yes	X			X			X		No	Yes	Yes	Yes	X
Hawaii	Yes		X			X		X		Yes	Yes	Yes	Yes	X
Idaho	Yes	X			X			X		No	Yes	Yes	Yes	
Illinois	Yes		X		X			X		Yes	Yes	Yes	No	
Indiana	Yes		X		X			X		No	No	No	Yes	X
Iowa	Yes		X			X		X		Yes	Yes	Yes	Yes	X
Kansas	Yes		X		X			X		No	Yes	Yes	Yes	X
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						No	Yes	No	Yes	X
Minnesota	Yes		X	X						No	Yes	Yes	Yes	
Mississippi	Yes	\$20		X						No			Yes	X
Missouri	Yes	X		X						Yes	Yes	Yes	Yes	X
Montana	Yes		X			X		X		No	Yes	Yes	Yes	X
Nebraska	Yes		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				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	Yes	X	X		X	X	X			Yes	yes	Yes	Yes	X
Oklahoma	Yes		X			X				No	Yes	Yes	Yes	X
Oregon	Yes	X	X		X					No	Yes	Yes	Yes	X
Pennsylvania	Yes		X		X					No	Yes	Yes	Yes	X
Rhode Island	Yes	\$24	X						X	Yes	Yes	Yes	Yes	X
South Carolina	Yes		X	X						Yes	Yes	Yes	Yes	
South Dakota	Yes		X		X					Yes	Yes	Yes	Yes	X
Tennessee	Yes		X			X				No	Yes	Yes	Yes	
Texas	Yes	X			X					Yes	Yes	Yes	Yes	X
Utah	Yes		X		X					Yes	Yes	Yes	Yes	X
Vermont	Yes	X		X						X	Yes	Yes	Yes	X
Virginia	Yes		X			X				No	No	No	Yes	
Washington	Yes		X		X					Yes	Yes	Yes	Yes	X
West Virginia	Yes	X			X					Yes	Yes	Yes	Yes	
Wisconsin	Yes		X		X					No	Yes	No	Yes	X
Wyoming	Yes	X		X						No	Yes	Yes	Yes	X

STATES	Relationship Miles to Number of Employees								Lane Miles Per Crew			
	Lane Miles			Average Number of Employees					(33a)		(33b)	
	(30a)	(30b)	(30c)	(30d)	(31a)	(31b)	(31c)	(32)				
Alabama	6388	39638		46025	1150	100	1250	1122	No	1122	Yes	1122
Alaska												
Arizona	18684	18684		25163	951	19	970	400	Yes	6240		
Arkansas	2308	32688	606	35602	1681	28	1709	500	No	1750	Yes	6800
California	15213	41289		56502	5311	463	5774	217	Yes	3503	Yes	3281
Colorado	3989	17196		21185	1335	65	1390	54	Yes	3800		
Connecticut	6000	5000		11000	1427		1427	240	Yes	2750		
Delaware	304.56	1939.47	6345.09	8589.12	413	30	443	715.76	No		Yes	859
Florida	9150	29853	0	39003				764	No			587
Georgia	1783	38454		45637	2657	80	2737	200	No		Yes	
Hawaii	335	2235		2570	292	2	294		No		Yes	530
Idaho	2451	9317	0	11768	538	21	559	150	No		Yes	1680
Illinois				42150	2133	705	2838	321.8 m/s				
Indiana	5009	23506		28515	1895	162	2037	85 Ln/Em	No	N/A	Yes	1584
Iowa	3850	21618	NA	25468	1517	130	1647	181	No		No	
Kansas	3180	20583		23763	1516	30	1546	221	No		No	
Kentucky	5897	26240	28984	61121	2619	0	2619	431	No			
Louisiana	3980	34350		38330	1998		1998	618.22	No		Yes	333
Maine	1168	7030	7403	15601	1260	58	1318	220	No		Yes	2300
Maryland	2829	13488		16317	1160		1160	141.9	No		Yes	347
Massachusetts					515			300	Yes		Yes	600
Michigan	Yes			9600	599	213	812	32	Yes	No	No	0
Minnesota	3946	25137	245397	274480				475			Yes	3204
Mississippi	3227	22865		26092				286				
Missouri	6448	65071		71519	3129	147	3276		Yes	N/A	Yes	Varies
Montana	5069	11835	2650	19554	594	32	626	148	No		No	
Nebraska	3772	18235		22007	868	22	890	200	No		No	
Nevada	2622	9937	719	13278	470	50	520	242	Yes	1584	Yes	1184
New Hampshire	858	7809		8667	833	48	881	93	No		Yes	
New Jersey	2455	5780	N/A	8235	1201	0	1201	1600	No		No	
New Mexico	4099	16624	6243	26966	1042	48	1090	300	No		Yes	4058
New York	9800	32400		42200	4800	30	4830	190	No/Yes	No	Yes	190
North Carolina	14501	77758	19727	97485	5326	27	5353	372	No		Yes	1759
North Dakota	2284	14662		16946	376	17	393	200	No		No	
Ohio	12744	30151	11	42895	2800	250	3250	487	No		Yes	
Oklahoma	2858	22547	3540	28945	1151	52	1203	322	No		Yes	2895
Oregon	3211	14908	2341	20460	1130	43	1145	240.7	No		Yes	1462
Pennsylvania	7144	53111		60253	5126	707	5933	119	No		Yes	837
Rhode Island					265		265				Yes	
South Carolina	3503	85527		89130	3196	43	3239	262	Yes	4200	Yes	1500
South Dakota	3165	14454	651	18270	278			257	Yes	3654		
Tennessee	5099	30446		35545	1678		1678	374	Yes	8886		
Texas	23537	161039		184576	4866	0	4866	640	No		Yes	498
Utah	4700	11400	57600	73700	460	98	558	198				
Vermont	1339	4802		6142	525	5	530	100	No		Yes	1535
Virginia	5169	95390		128559	4080	251	4331		No		Yes	
Washington	3850	5659		17972	991	172	1163	363	Yes	1000	Yes	
West Virginia	2926	10761	56748	70435	2493	179	2672	1247	No			
Wisconsin	N/A	N/A	N/A	30000	340	100	440	400	No		Yes	600
Wyoming	3654	10916	1518	16088	554		554	37.4			Yes	265

STATES	Lane Miles Per Crew												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	40%	
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	Yes	No	No	Yes	7%	
California	Yes	3828	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	10%	
Colorado			Yes	N/A	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	No	N/A	
Connecticut			Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes			Yes	40%	
Delaware	Yes			Yes	Yes	No	Yes	Yes	No				Yes	Yes	Yes	10%	
Florida		584	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	51%	
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	7%	
Idaho	Yes	2940	Yes	Yes		No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	33%	
Illinois			Yes	Yes	No	No	No	Yes	Yes	No					Yes	20%	
Indiana	Yes	2156	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	Yes	30-40%	
Iowa	Yes	4232	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	14%	
Kansas	Yes	4359	Yes	Yes	No	No	No	No	No	Some	No	Some	No	Yes	No	60%	
Kentucky			Yes	Yes	No	No	Yes	Yes	Yes	No					Yes	25%	
Louisiana	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	20%	
Maine	Yes	2650	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	N/A	Yes	20%	
Maryland	Yes	2331	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	No	No		Yes	31%	
Massachusetts	Yes	1800	No		Yes	Yes	Yes	Yes	Yes	No					Yes	25%	
Michigan	0	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	70%	
Minnesota	Yes	2950	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	11-12%	
Mississippi			No	Yes											Yes	4%	
Missouri	Yes	3000	Yes	N/A	Yes	No	Yes	Yes	Yes					Yes	Yes	no data	
Montana	Yes	1768	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	40%	
Nebraska	Yes		Yes	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes	No	No	Yes	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	No	Yes		X	X		X	X	Yes	10%		
New Jersey	No		Yes	Yes	No	No	Yes	Yes	No	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	35%	
North Dakota	No		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	40%	
Ohio	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	No	6%	
Oklahoma	Yes	3618	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	40%	
Oregon	Yes	4092	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	20%	
Pennsylvania	Yes	3347	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	33%	
Rhode Island	Yes								No						Yes		
South Carolina	Yes	3000	No	Yes					Yes	Yes	Yes	No	Yes	No	Yes	24%	
South Dakota			Yes	Yes	Yes	No	No	Yes	No	Yes	Yes	Yes	No	Yes	Yes	34%	
Tennessee			Yes	Yes	Yes	No	No	Yes	Yes	No	No				Yes	34.4%	
Texas	Yes	3700	Yes	Yes	Yes	No	No	No	Yes	Yes	No	Yes	Yes	Yes	Yes	53.1%	
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	Varies	Yes	Varies	Yes	N/A	52.3%
Washington	Yes	3000	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2.8%	
West Virginia			Yes	Yes	Yes	Yes	Yes	No	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%	