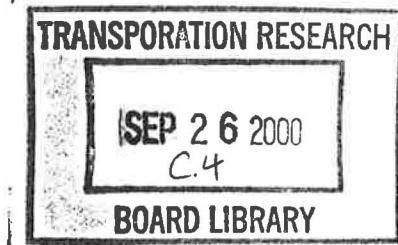


TRANSPORTATION RESEARCH
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**Progress Report on
Maintenance and Operations
Personnel**



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

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 53rd in a series that began in 1944.

No attempt has been made to synthesize the wide variety of state policies. The responses to the survey's policy questions are summarized in the section on Policies Affecting Maintenance Personnel: 1999

MAINTENANCE AND OPERATIONS PERSONNEL TITLES

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

Maintenance Personnel Titles

Maintenance

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

1. State Maintenance Engineer

One in an executive capacity who supervises all activities of maintenance for the State Highway and Transportation Department.

2. Assistant State Maintenance Engineer

One who assists the State Maintenance Engineer in the work of supervising the activities of maintenance.

3. District Engineer (In some states, called Division Engineer or Regional Engineer)

One in an executive capacity who supervises highway activities within a district.

4. District Maintenance Engineer

One in an executive capacity who supervises maintenance activities of highways within a district.

5. Assistant District Maintenance Engineer

One who assists the District Engineer and/or the District Maintenance Engineer in supervising maintenance within a district.

6. Resident Maintenance Engineer

One who directs the activities of all maintenance employees and equipment and oversees the maintenance of highways within a residency.

7. Area Supervisor (In some states, called Superintendent)

One who directs the activities of all maintenance employees and equipment and oversees the maintenance of highways within a residency, excluding engineering requirements.

8. Gang Supervisor

One who directs the activities of a group of employees engaged in maintenance and betterment work such as a grading crew, bituminous repair crew, concrete pavement patching crew, bridge repair crew, roadside maintenance crew, etc.

9. *Section Supervisor*

One who in reality is a working foreman, or who can and does perform any of the work necessary to properly maintain the highways within a specified territory; in addition, supervises the work of operators and laborers when necessary. A highly skilled and trained worker.

10. *Laborer*

One who performs manual labor.

11. *Skilled Craftsman*

One who through special training or experience, has become proficient in a trade such as a carpenter, painter, mason, plumber, etc.

12. *Shop Superintendent*

One who is responsible for the operation of a central garage and the supervision of major overhaul and repair of equipment.

13. *Garage or Shop Supervisor*

One who is responsible for the operation of a garage and the supervision of the maintenance and repair of equipment.

14. *Mechanic*

One who, under direct supervision, maintains and repairs all types of automotive equipment.

15. *Mechanic Helper*

One who assists the mechanic in the maintenance and repair of all automotive equipment.

16. *Equipment Operator I*

Operator of light trucks, mowers, patching rollers, etc.

17. *Equipment Operator II*

Operator of heavy trucks, light graders, and rollers used on resurfacing projects.

18. *Equipment Operator III*

Operator of specialized equipment such as cranes, shovels, heavy graders, paving machines, etc.

19. *Timekeeper or Clerk*

One who keeps the time records of employees; hours of equipment usage; quantities of materials received, used, and on hand; maintenance cost records; etc.

Traffic Operations Personnel Titles

Traffic Operations

The operation of a highway facility and services incidental thereto to provide safe, convenient, and economic highway transportation.

20. *State Traffic Engineer*

One in an executive capacity who supervises all activities related to traffic operations of the State Highway and Transportation Department.

21. *Assistant State Traffic Engineer*

One who assists the State Traffic Engineer in the work of supervising traffic operations.

22. *State Traffic Maintenance Engineer*

One in an administrative capacity who programs and implements all phases of maintenance for traffic control activities under the supervision of the State Maintenance Engineer.

23. *District Traffic Engineer*

One in an executive capacity who supervises traffic operations within a district. May in some cases be two positions: one for design and one for maintenance.

24. *Assistant District Traffic Engineer*

One who assists the District Traffic Engineer in the work of supervising traffic operations within a district.

25. *Traffic Supervisor*

One who directs the activities of all employees and equipment related to traffic operations within a district.

26. *Sign Supervisor*

One who directs the activities of all signing, both fabrication and erection.

27. *Sign Shop Supervisor*

One who directs a crew in the activity of fabricating traffic signs.

28. *Traffic Signal & Lighting Supervisor*

One who directs a crew in activities related to the operations and maintenance of traffic signals and lighting.

29. *Striper Supervisor*

One who directs a crew in activities related to pavement markings.

30. *Sign Erection Supervisor*

One who directs a crew in activities related to the erection and maintenance of all traffic signs.

31. *Sign Fabricator*

One who specializes in the fabrication of traffic signs.

32. *Sign Technician*

One who operates equipment and supervises laborers for all activities associated with signing both fabrication and erection.

33. *Traffic Signal & Lighting Technician*

One who works in a technical capacity for operating and maintaining traffic signal equipment and highway lighting.

34. *Striper Technician*

One who operates equipment and supervises laborers in 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 performs work independently with little supervision on inspection, surveying and office tasks covered by standards and complete plans, specifications, and instructions.

41. *Entry-Level Construction Technician*

One who performs basic inspection, surveying, and office work under direct supervision. Typically has no post-high school training.

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	1. STATE MAINTENANCE ENGINEER			STATES	2. ASSISTANT STATE MAINTENANCE ENGINEER				
	#	MIN	MAX		#	MIN	MAX		
ALABAMA				ALABAMA					
ALASKA	N/A			ALASKA	N/A				
ARIZONA	State Engr Maint	1	4052	6157	ARIZONA				
ARKANSAS				ARKANSAS					
CALIFORNIA	Program Mgr - Mtce	1	7716	8505	CALIFORNIA	Chief, Ofc of Hwy Mtce	1	5937	6548
COLORADO	Included in #35			COLORADO	Staff Mtce Supv	1	4872	6692	
CONNECTICUT	Trns Mtce Admnstr	1	7188	9220	CONNECTICUT	Trns Mtce Dir	1	6646	8524
DELAWARE				DELAWARE					
FLORIDA	State Mtce Engr	1	3754	7586	FLORIDA	Eng, Arch, & Svy Level VI	3	4247	7671
GEORGIA	State Mtce Engr	1	4752	8067	GEORGIA	Asst St Mtce Engr	1	3940	6683
HAWAII	Chief-Hwys Div	1	5210	7156	HAWAII	Asst Chief Const & Mt	1	4952	6787
IDAHO	State Mtce Engr	1	4432	6517	IDAHO	Asst Mtce Engr	1	3804	5593
ILLINOIS	Operations Engr	1	4745	7920	ILLINOIS				
INDIANA				INDIANA					
IOWA	Mtce Div Director	1	6181	7687	IOWA	Dep Mtce Div Director	1	5373	6680
KANSAS	Chf. Bur Const/Mtce	1	4730	6659	KANSAS	A-Chf. Bur Const/Mtce	1	4087	5749
KENTUCKY	Engineer Director	1	3264	6278	KENTUCKY	Engineer Branch Mgr.	5	3251	5704
LOUISIANA	DOTD Staff Eng. Adm. 3	1	4619	7628	LOUISIANA	N/A			
MAINE	Dir Bur Mtce Opers	1	4336	6063	MAINE	Hwy Mtce Engineer	1	3467	4841
MARYLAND	Dep Chief Engr Mtce	1	5964	6889	MARYLAND	Administrator VI	1	3930	5918
MASSACHUSETTS	M-9	1	4388	5532	MASSACHUSETTS	Civil Engr VI	1	4406	5670
MICHIGAN	Eng of Mtce - SDA 17	1	5350	7274	MICHIGAN	Lem 16	1	4579	6294
MINNESOTA				MINNESOTA					
MISSISSIPPI				MISSISSIPPI					
MISSOURI	Div Engr, Mtce	1	4466	7659	MISSOURI	Asst Div Engr, Mtce	0	4516	6446
MONTANA	Maint Administrator	1	4106	6033	MONTANA	N/A			
NEBRASKA	Hwy Mtce Mgr	1	5168	5883	NEBRASKA	Hwy Mtce Oper Mgr	1	4420	5091
NEVADA	Chief Mtce Engr	1	4658	6421	NEVADA	Asst Chief Mtce Engr	1	3896	5341
NEW HAMPSHIRE	State Mtce Engineer	1	4150	4992	NEW HAMPSHIRE	Asst Mtce Engineer	1	3617	4314
NEW JERSEY				NEW JERSEY					
NEW MEXICO	Highway Engineer 4	1	3469	5203	NEW MEXICO	Highway Engineer 3	1	3275	4912
NEW YORK	Dir Hwy Mtce	1	7811	9687	NEW YORK	Asst Dir Hwy Mtce	2	5750	7270
NORTH CAROLINA	State Road Maint Eng	1	5008	8056	NORTH CAROLINA	Roadway Engr	1	4355	6985
NORTH DAKOTA	Dir, Mtce & Eng Support	1	3579	5965	NORTH DAKOTA	Asst Dir Mtce & Eng Support	0	2924	4874
OHIO				OHIO					
OKLAHOMA				OKLAHOMA					
OREGON	Operations Mgr	1	4654	6884	OREGON	Field Operations Engr	1	4654	6884
PENNSYLVANIA	Hwy Engineering Mgr M	1	5464	7923	PENNSYLVANIA	Sr Civil Engr Mgr	1	4194	6375
RHODE ISLAND	Admn, Hwy & Brdg Mt	1	6065	6869	RHODE ISLAND	Managing Engr	1	4992	5797
SOUTH CAROLINA				SOUTH CAROLINA					
SOUTH DAKOTA	Program Manager	1	3929	5895	SOUTH DAKOTA	N/A			
TENNESSEE	Transp Dir	1	3601	5770	TENNESSEE	Transp Mgr 2	1	3446	5521
TEXAS	Dir Maint Div	1	6341	6916	TEXAS				
UTAH	Engr Mtce	1	4190	6643	UTAH				
VERMONT				VERMONT					
VIRGINIA	Div Admin Trans	1	4230	6603	VIRGINIA	Asst Div Admin Trans	2	3539	5526
WASHINGTON	Chief Mtce Engr	1	6552	7306	WASHINGTON	Asst Maint Engr	1	4946	6009
WEST VIRGINIA	Deputy State Hwy. Eng. Oper	1	3859	5651	WEST VIRGINIA	Dir. Operations Div.	1	3638	5281
WISCONSIN	DOT Manager	1	4124	8248	WISCONSIN	DOT CE Chief	1	4124	8248
WYOMING				WYOMING					

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	DISTRICT ENGINEER	3.			STATES	4.			
		#	MIN	MAX		#	MIN	MAX	
ALABAMA					ALABAMA				
ALASKA	Reg Director	3	6048	7234	ALASKA	Eng IV/Div Director	3	5509	6969
ARIZONA	District Engineer	10	4052	6157	ARIZONA	Dist Maint Engr	10	3394	5162
ARKANSAS					ARKANSAS				
CALIFORNIA	District Director	12	6687	8505	CALIFORNIA	Dep Dist Dir Mtce	12	5937	6548
COLORADO	Sr Exec, Srvce - RTD	7	6097	9329	COLORADO	Hwy Mtce Supt II	8	4872	6692
CONNECTICUT	N/A				CONNECTICUT	Trns Mtce Dir	4	6646	8524
DELAWARE	District Engineer	3	4792	7191	DELAWARE	CE Program Manager	3	4188	6281
FLORIDA	District Secretary	8	4579	9340	FLORIDA	Dist Mtce Engr	8	3754	7586
GEORGIA	District Engr	7	4752	8067	GEORGIA	Dist Mtce Engr	7	3571	6083
HAWAII	Dist Engr	4	4962	6787	HAWAII	Dist Mt Eng	3	3915	5573
IDAHO	District Engineer	6	4432	6517	IDAHO	Dist Mtce Engr	3	3804	5593
ILLINOIS	Dist Engr	9	4745	8630	ILLINOIS	Dist Op Engr	9	4400	7335
INDIANA					INDIANA				
IOWA	Transp Ctr Engr	6	4665	5805	IOWA	Transp Mtce Engr	6	4665	5805
KANSAS	Dist Engr	6	4507	6344	KANSAS	Dist Mtce Engr	6	4087	5749
KENTUCKY	Ch. Hwy. Dist. Eng.	12	3590	6496	KENTUCKY	Engr Branch Mgr, Operations	12	3251	5704
LOUISIANA	District Eng. Adm.	9	4317	7129	LOUISIANA	District Eng. Mgr. 2	9	3771	6227
MAINE	Division Engineer	7	3946	5521	MAINE	N/A			
MARYLAND	Metro/Non-Metro Dist	7	6365	6789	MARYLAND	Admin VI	7	4201	6328
MASSACHUSETTS	Dist Hwy Dir	5	4406	5670	MASSACHUSETTS	Civil Engr VI	5	4406	5670
MICHIGAN	N/A				MICHIGAN	Dist Oper Lem 15	14	4272	5833
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	District Engr	10	4466	7659	MISSOURI	N/A			
MONTANA	District Administrator	5	4106	6033	MONTANA	Chief Field Maintenance	11	3102	4501
NEBRASKA	Hwy Dist Engr	8	5168	6324	NEBRASKA	Hwy Dist Mtce Supt	8	3266	4736
NEVADA		3	4658	6421	NEVADA		2	4258	5854
NEW HAMPSHIRE	Highway Dist Engr	6	3960	4768	NEW HAMPSHIRE	N/A			
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Highway Engineer 5	6	3972	5959	NEW MEXICO	Highway Engineer 4	6	3469	5203
NEW YORK	Reg Dir of Transp	11	7811	9687	NEW YORK	Trans Mtce Engr 3	11	5750	7270
NORTH CAROLINA	Division Engineer	14	4565	7328	NORTH CAROLINA	Div Mtce Engr	14	3980	6358
NORTH DAKOTA	District Engineer	8	3579	5965	NORTH DAKOTA	Hwy Mtce Coord.	7	2924	4879
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Region Engr	13	3826	5662	OREGON				
PENNSYLVANIA	Hwy Dist Engr	11	6235	8365	PENNSYLVANIA	Asst Dist Engr Mtce	11	4787	7276
RHODE ISLAND	Chief Civil Engr	10	4484	5085	RHODE ISLAND	Supv Civil Engr	1	4041	4577
SOUTH CAROLINA					SOUTII CAROLINA				
SOUTH DAKOTA	Region Engineer	4	4297	6446	SOUTH DAKOTA	Operations Engr.	4	3929	5895
TENNESSEE	Transp Regional Dir	4	3763	6027	TENNESSEE				
TEXAS	Dist Engr	25	5934	7250	TEXAS	Dir of Mtce I-IV	13	3644	5720
UTAH	Region Director	4	5204	7817	UTAH	Region Ops Engr	3	3969	6294
VERMONT					VERMONT				
VIRGINIA	Transp Dist Admin	9	4624	7219	VIRGINIA	Trans Asst Dist Engr	9	3869	6041
WASHINGTON	Reg Admin	6	6311	9605	WASHINGTON	Regional Oper Engr	7	5209	6804
WEST VIRGINIA	Dist. Engr	10	3638	5281	WEST VIRGINIA	Asst. Dist. Engr. Mtce	10	3234	4935
WISCONSIN	DOT CE Chief	12	4124	8248	WISCONSIN	DOT CE Chief	10	4124	8248
WYOMING	Dist Engr	5	4850	5200	WYOMING	Dist Mtce Engr	5	4300	4750

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	5. ASSISTANT DISTRICT MAINTENANCE ENGINEER			STATES	6. RESIDENT MAINTENANCE ENGINEER				
	#	MIN	MAX		#	MIN	MAX		
ALABAMA				ALABAMA					
ALASKA	Tmn II / Tms II	13	4216	4996	ALASKA	Tms II	9	4216	4996
ARIZONA	N/A			ARIZONA	N/A				
ARKANSAS				ARKANSAS					
CALIFORNIA	N/A			CALIFORNIA	Ct Mtce Mgr I-II	53	4441	5912	
COLORADO	Hwy Mtce Supt I	5	4209	5781	COLORADO	N/A			
CONNECTICUT	Tms Mtce Mgr	12	6144	7881	CONNECTICUT	N/A			
DELAWARE				DELAWARE					
FLORIDA	Eng, Arch, & Svly Level VI	8	4247	7671	FLORIDA	Eng, Arch, & Svly Level VI	26	4247	7671
GEORGIA	Asst Dist Mtce Engr	7	2948	5017	GEORGIA	Asst Area Engr	42	2686	4568
HAWAII	Constr & Mtnce Supt V	2	3259	5018	HAWAII				
IDAHO	Trans Staff Engr Asst	6	2744	4037	IDAHO	Dist regional Engr	8	3804	5593
ILLINOIS	Dist Maint Engr	9	3765	6420	ILLINOIS	Maint Field Engr	30	3765	6420
INDIANA				INDIANA					
IOWA	Exec Officer	13	3018	4052	IOWA	Area/Staff Mtce Engr	25	3965	5285
KANSAS				KANSAS	Area/Metro Engr	26	3706	5749	
KENTUCKY	Dist Maint Engr	43	2730	5174	KENTUCKY	Dist Maint Engr	43	2730	5174
LOUISIANA	District Eng. Mgr., I	10	3550	5820	LOUISIANA	N/A			
MAINE	Asst. Div. Engineer	7	3200	4466	MAINE	Hwy Mtce Supt	7	2809	3877
MARYLAND				MARYLAND	Trans Eng Mgr I	27	3439	5175	
MASSACHUSETTS	Civil Engr V	5	4085	5239	MASSACHUSETTS	Contract Spec III	24	2836	3896
MICHIGAN	Dist Mtce Engr Lem 14	4	3998	5391	MICHIGAN	N/A			
MINNESOTA				MINNESOTA					
MISSISSIPPI				MISSISSIPPI					
MISSOURI	Asst Dist Mtce Engr	0	2812	4256	MISSOURI	Resident Engr	43	3562	5289
MONTANA	N/A			MONTANA	N/A				
NEBRASKA	N/A			NEBRASKA	N/A				
NEVADA		3	4258	5854	NEVADA	Mtce Superintendent	8	3268	4453
NEW HAMPSHIRE	Asst Dist Engineer	6	3312	3950	NEW HAMPSHIRE	Mtce Supervisor	6	2657	3170
NEW JERSEY				NEW JERSEY					
NEW MEXICO	N/A			NEW MEXICO	N/A				
NEW YORK	Civ Eng 2 / Mtce Eng 1	11	4674	5923	NEW YORK	Trans Mtce Engr 2	62	4674	6578
NORTH CAROLINA	Dist Engr	39	3473	5529	NORTH CAROLINA	County Mtce Engr	78	3171	5040
NORTH DAKOTA	N/A			NORTH DAKOTA	N/A				
OHIO				OHIO					
OKLAHOMA				OKLAHOMA					
OREGON		5	2717	4024	OREGON				
PENNSYLVANIA	Sr Civil Engr Mgr	11	4194	6375	PENNSYLVANIA	Hwy Mtce Mgr / Hwy Mtce	59	3674	6376
RHODE ISLAND	Prin Civil Engr	20	3751	4249	RHODE ISLAND	Sr Civil Engr	36	3472	3931
SOUTH CAROLINA				SOUTH CAROLINA					
SOUTH DAKOTA	Region Maint. Coord.	3	2560	3839	SOUTH DAKOTA	N/A			
TENNESSEE				TENNESSEE	Hwy Mtce Supt 2	26	2670	4241	
TEXAS	Asst Dir of Mx I-III	2	3011	4579	TEXAS	Area Eng I-III	120	3891	5900
UTAH				UTAH					
VERMONT				VERMONT					
VIRGINIA				VIRGINIA	Trans Resident Engr	46	3539	5526	
WASHINGTON	N/A			WASHINGTON	N/A				
WEST VIRGINIA	Included in #4			WEST VIRGINIA					
WISCONSIN	CE Tr Supv 1 & 2	16	3844	6179	WISCONSIN				
WYOMING				WYOMING					

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	AREA SUPERVISOR	7.			STATES	8.			
		#	MIN	MAX		#	MIN	MAX	
ALABAMA					ALABAMA				
ALASKA	Tms I	1	3691	4375	ALASKA	Equip Op - Foreman II/I	42	3600	4527
ARIZONA	Mtce Supvr	9	2589	3973	ARIZONA	Mtce Supervisor	66	2325	3583
ARKANSAS					ARKANSAS				
CALIFORNIA	Ct Mtce Area Supt	193	4046	4876	CALIFORNIA	Ct Mtce Supv	451	3063	3686
COLORADO	Hwy Mtce Supv II	35	3150	4209	COLORADO	Hwy Mtce Supv I	47	2722	3636
CONNECTICUT	Trns Gen Supv (Mtce)	51	3572	4664	CONNECTICUT	Tr Mtce Crew Ldr	109	3029	3879
DELAWARE	District Maint Supv	2	2985	4478	DELAWARE	Area Supv I & II			
FLORIDA					FLORIDA	Op & Mtce Sup Trp Lv	93	1317	4786
GEORGIA					GEORGIA	Hwy Mtce Frmn	274	1837	3127
HAWAII					HAWAII	Hwy Const & Mtce Su	13	3019	3168
IDAHO					IDAHO	Mtce Foreman	59	2326	3420
ILLINOIS	Maint Field Tech	89	2725	5140	ILLINOIS	Hwy Maint Lead/lead	255	3684	3684
INDIANA					INDIANA				
IOWA	Area Mtce Mgr	12	3426	4589	IOWA	Hwy Mtce Supv 3	1	3018	3987
KANSAS	Dist & Area Supt	32	2508	3531	KANSAS	Dist/Area/Sub-Area Supt	149	2168	3047
KENTUCKY	Hwy Superintendent	0	2007	3859	KENTUCKY	Hwy. Superintendent I	140	1820	3500
LOUISIANA	Parish Maint. Spec.	28	2194	3624	LOUISIANA	Highway Foreman 1	130	1674	2765
MAINE	N/A				MAINE	Hwy Crew Supv	105	2306	3412
MARYLAND	Fac Maint Supv II	26	2817	4234	MARYLAND	Fac Maint Tech IV	159	2162	3243
MASSACHUSETTS	Hwy Mtce Foreman III	10	2457	3203	MASSACHUSETTS	Hwy Repair Foreman	50	2253	3043
MICHIGAN	Trns Maint Spv 12/1	12	3161	4175	MICHIGAN	Trans Mtce Supv 10/11	43	2970	3861
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Mtce Superintendent	90	2983	4790	MISSOURI	Special Mtce Supv	32	2500	3706
MONTANA	Mtce Supt	21	2586	3722	MONTANA	Field Supv B	22	2584	2720
NEBRASKA	Hwy Mtce Supt	31	2826	4098	NEBRASKA	Hwy Mtce Supv	90	2116	3068
NEVADA	Supervisor 2	15	2874	3896	NEVADA	Supervisor 1	61	2641	3566
NEW HAMPSHIRE	Mtce Supv	14	2496	2954	NEW HAMPSHIRE	Hwy Const Foreman	19	2031	2396
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Hwy Maint Area Supt	15	2412	3618	NEW MEXICO	Hwy Maint Supv 3	17	2311	3466
NEW YORK	Hwy Mtce Supv 2	190	2669	3369	NEW YORK	Bridge Rpr Supv 1 & 2	127	2520	3549
NORTH CAROLINA	Trans Supv III	248	2443	3829	NORTH CAROLINA	Trans Supv II	163	2066	3193
NORTH DAKOTA	Hwy Mtce Supt	6	2391	3985	NORTH DAKOTA	Hwy Mtce Foreman	5	1794	2990
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Area Mtce Mgr	25	2717	4024	OREGON	Section Frmn	15	2348	3305
PENNSYLVANIA	Hwy Mtce Mgr 1 / Asst Hwy	181	2822	4892	PENNSYLVANIA	Hwy Foreman 2, 3	647	2184	3756
RHODE ISLAND	Hwy Mtce Supv	7	2670	3094	RHODE ISLAND	Road Mtce Supv	24	2244	2493
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	N/A				SOUTH DAKOTA	Hwy Maint. Supr.	25	2298	3449
TENNESSEE	Hwy Mtce Supt I	23	1986	3184	TENNESSEE	Hwy Mtce Co Supv	92	1752	2769
TEXAS	Mtce Sec Supv I-III	285	2489	4297	TEXAS	Asst Mtce Supv I-III	288	2195	3418
UTAH	Mtce Area Supv	17	2573	4079	UTAH				
VERMONT					VERMONT				
VIRGINIA	Trans Mtce Supt	265	2267	3539	VIRGINIA	Trans Maint Supr	357	1897	2961
WASHINGTON	Mtce Supt	27	4047	5317	WASHINGTON	Mtce Supv	67	2864	3666
WEST VIRGINIA	County Mtce Supt	52	2020	3517	WEST VIRGINIA	Trans. Crew Supv. Mtce	51	1641	2501
WISCONSIN					WISCONSIN	Eng Spec Trans Sr	21	2831	3849
WYOMING	Mtce Crew Supv	34	2500	2740	WYOMING	Mtce Crew Leader	42	2240	2440

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

9.				10.					
STATES	SECTIONMAN	#	MIN	MAX	STATES	LABORER	#	MIN	MAX
ALABAMA					ALABAMA				
ALASKA	Equip Op - Lead	56	3407	4059	ALASKA	Maint Generalist - Subjourne	16	2390	2813
ARIZONA	Hwy Mtce Tech	655	1724	2616	ARIZONA	N/A			
ARKANSAS					ARKANSAS				
CALIFORNIA	Ct Hwy/Lndscp Mtce Ldwkr	615	2813	3229	CALIFORNIA	Ct Hwy/Lndscp Mtce Worker	1570	2364	2566
COLORADO	Hwy Mtce Worker II	295	2351	3141	COLORADO	Hwy Mtce Worker I	903	2133	2849
CONNECTICUT	Included in #8				CONNECTICUT	DOT Maintainer I	125	2185	2860
DELAWARE	Equipment Operator IV	43	1859	2789	DELAWARE	Laborer	1		
FLORIDA	Op & Mtce Sup Trd Lv III		1487	3455	FLORIDA	Op & Mtce Sup Trd Lv I	84	1142	2229
GEORGIA	EO III	468	1401	2308	GEORGIA	Mtce Laborer Temp	113	1001	1001
HAWAII	Hwy Mtce Supv I,II	13	2446	2736	HAWAII	Gen Laborer I,II,III	119	1855	1910
IDAHO	Leadworker	88	1901	2796	IDAHO	Trans Tech	278	1700	2501
ILLINOIS	inlcuded in #8				ILLINOIS	Hwy Maintainer	2000	3505	3505
INDIANA					INDIANA				
IOWA	N/A				IOWA	N/A			
KANSAS					KANSAS	none			
KENTUCKY	Hwy. Superintendent	140	1820	3500	KENTUCKY	Hwy. Laborer	19	926	1782
LOUISIANA	Highway Foreman 2	68	1917	3165	LOUISIANA	N/A			
MAINE					MAINE	Hwy Worker I	139	1402	1801
MARYLAND	Fac Maint Tech III	305	1895	2839	MARYLAND	Fac Maint Tech I, II	455	1458	2486
MASSACHUSETTS	Hwy Mtce Foreman I	14	2014	2520	MASSACHUSETTS	Laborer	5	1716	2086
MICHIGAN	Trans Maint Wkr 9	86	2610	3187	MICHIGAN		22	2071	2582
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Local Mtce Supv	203	2404	3562	MISSOURI	Included in #16			
MONTANA	Field Supv A	92	2518	2651	MONTANA	Laborer	6	2057	2165
NEBRASKA	Hwy Mtce Crew Chief	117	1703	2385	NEBRASKA	N/A			
NEVADA	Mtce Wkr IV	34	2430	3268	NEVADA				
NEW HAMPSHIRE	Hwy Patrol Foreman	93	2032	2396	NEW HAMPSHIRE	Hwy Maintainer I	279	1399	1572
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Hwy Maint Supv I	44	1883	2825	NEW MEXICO	Laborer	64	941	1412
NEW YORK	Hwy Mtce Supv I	435	2118	2734	NEW YORK				
NORTH CAROLINA	Trans Supv I	672	1909	2921	NORTH CAROLINA	Transportation Worker	3995	1429	2299
NORTH DAKOTA	Section Supvr	83	1649	2748	NORTH DAKOTA	Mtce Worker	2	1235	2265
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Hwy Mtce Asst Supv	119	1983	2763	OREGON	Trades / Mtce Wrkr 1 & 2	10	1465	2516
PENNSYLVANIA	N/A				PENNSYLVANIA	Hwy Mtce Wkr	69	1522	2232
RHODE ISLAND	Included in #8				RHODE ISLAND	Laborer	5	1869	1934
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	Lead Highway Mnt. Wkr.	80	1809	2582	SOUTH DAKOTA	N/A			
TENNESSEE	Hwy Mtce Wkr 3	73	1427	2284	TENNESSEE	Hwy Mtce Wkr 1	958	1097	1793
TEXAS	Trans Mtce Crew Ch I	397	2061	3011	TEXAS	Transportation Mtce T	3465	1361	2489
UTAH					UTAH				
VERMONT					VERMONT				
VIRGINIA	Trans Crew Leader	3	1735	2710	VIRGINIA	Trans Mtce Worker	24	1111	1735
WASHINGTON	Mtce Lead Tech	172	2593	3322	WASHINGTON	N/A			
WEST VIRGINIA	Mtce Crew Leader/Bridge Cr	238	1518	2501	WEST VIRGINIA	TW 1 Laborer	118	1241	1872
WISCONSIN	Eng Tech Trans 4	17	2153	2993	WISCONSIN				
WYOMING	Hwy Equip Oper	78	2000	2200	WYOMING	Hwy Worker	22	1266	1426

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

11.

STATES	SKILLED CRAFTSMAN	#	MIN	MAX
ALABAMA				
ALASKA	Maint Generalist - Journey	49	2986	3579
ARIZONA	Bldg Mtce Specialist	33	1989	3079
ARKANSAS				
CALIFORNIA	Ss Pr/Series, Pb, Cp,	114	3150	4762
COLORADO	Structural Trades II	8	2301	3073
CONNECTICUT	Qualified Craft Wrkr	27	2625	3398
DELAWARE	Electrician, Carpenter	3	1859	2789
FLORIDA	Op & Mtce Sup Trd Lv III		1487	3455
GEORGIA	Gen Trd Craft, Skill	24	1667	2835
HAWAII	Weld, Elec, Carp, Plum	16	2478	2573
IDAHO	Utility Craftman	15	1901	2796
ILLINOIS				
INDIANA				
IOWA	N/A			
KANSAS	Welder/Refig/AC Tech	13	1782	2508
KENTUCKY	Carpenter/Welder	24	1121	3175
LOUISIANA	N/A			
MAINE	Machinist & Other Trades	18	1741	2309
MARYLAND	Skilled Trade Spec I & II	2	2024	3243
MASSACHUSETTS	Laborer II	131	1778	2178
MICHIGAN	N/A			
MINNESOTA				
MISSISSIPPI				
MISSOURI	N/A			
MONTANA	Carpenter, Painter	14	2386	2512
NEBRASKA	N/A			
NEVADA	Skilled Craftsman	13	2430	3413
NEW HAMPSHIRE	Asst Hwy Patrol Frmn	98	1804	2111
NEW JERSEY				
NEW MEXICO	Carpenter	8	1434	2152
NEW YORK	Sgn Pntr/ Brge Rpr Me	435	2243	2875
NORTH CAROLINA	Mtce Mechanic III	10	1833	2800
NORTH DAKOTA	N/A			
OHIO				
OKLAHOMA				
OREGON	Crpntr, Elect, Mach, Pla	35	2399	3865
PENNSYLVANIA	Welder, Plmbr, Pntr, Crp	132	1935	2885
RHODE ISLAND	Carpenter/Mason/Plum	9	2097	2189
SOUTH CAROLINA				
SOUTH DAKOTA	N/A			
TENNESSEE	Mtce Carpntr 2	7	1548	2478
TEXAS	Bldg Mtce Mech II-V	64	1521	2825
UTAH	Journey Mtce Spec	5	2015	2793
VERMONT				
VIRGINIA	Carpenter	5	1735	2710
WASHINGTON	Mtce Spec Trans	39	2477	3161
WEST VIRGINIA	TW Craftsman 1-3	444	1241	2219
WISCONSIN	Electrician	30	2605	4976
WYOMING				

12.

STATES	SHOP SUPERINTENDENT	#	MIN	MAX
ALABAMA				
ALASKA	Mechanics : Automotive - For	18	3600	4291
ARIZONA	Region Equip Mgr	4	2589	3973
ARKANSAS				
CALIFORNIA	Hwy Eqip Supt I-III	25	4046	5895
COLORADO	LTC Operations I	8	3398	4540
CONNECTICUT	N/A			
DELAWARE	Auto Sipervisor	5	2437	3656
FLORIDA	Op & Mtce Sup Trd Lv V		1317	4786
GEORGIA	Mtce Shop Mgr	8	2686	4568
HAWAII	Auto Mech Supv I, II	4	3019	3373
IDAHO	Shop Superintendent	6	2522	3709
ILLINOIS				
INDIANA				
IOWA	N/A			
KANSAS	Dist Shop Supt	6	2508	3531
KENTUCKY	Hwy. Dist. Equip. Spvr.	12	1820	3500
LOUISIANA	Mobile Equip. Shop Supt.	10	1917	3165
MAINE	Equip Superintendent	7	2692	3696
MARYLAND	Heavy Equip Maint Supv II	7	2636	3961
MASSACHUSETTS	Motor Equip Mech IV	6	2318	3036
MICHIGAN	Auto Mechanic 11	4	2970	3861
MINNESOTA				
MISSISSIPPI				
MISSOURI	General Services Mgr	8	3562	5289
MONTANA	Div Shop Supt	11	2364	3387
NEBRASKA	Hwy Mech Dist Supt	8	2826	4098
NEVADA	Equip mech Supv II	1	3268	4453
NEW HAMPSHIRE	Supt of Equip	1	2607	3082
NEW JERSEY				
NEW MEXICO	Veh Ctr Supv 2	7	1883	2825
NEW YORK	Trans mtce equip Mgr	10	4209	5335
NORTH CAROLINA	Equip Supt	14	2776	4388
NORTH DAKOTA	Fleet & Equip Serv Sp	8	1951	3251
OHIO				
OKLAHOMA				
OREGON	Shop Supv	4	2717	4024
PENNSYLVANIA	Hwy Equip Mgr 2	67	3219	4892
RHODE ISLAND	Auto Serv Supv	1	2237	2352
SOUTH CAROLINA				
SOUTH DAKOTA	Eq Shop Foreman	4	2298	3449
TENNESSEE	EQ Mtce Supv 2	4	2069	3322
TEXAS	Dist Equip Mgr I-III	23	2649	4030
UTAH	Equip Operations Mgr	1	3195	5065
VERMONT				
VIRGINIA	Bldg & Grnds Supt B	7	2710	4230
WASHINGTON	Eqipment Supr - T	8	3161	4047
WEST VIRGINIA	Hwy. Equip. Supv. 2	6	2162	3517
WISCONSIN	Eng Tech Trans 4	3	2153	2993
WYOMING	Dist Equip Supv	5	2796	3020

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

13. GARAGE OR SHOP FOREMAN				14. MECHANIC					
STATES		#	MIN	MAX	STATES		#	MIN	MAX
ALABAMA					ALABAMA				
ALASKA	Mechanics : Automotive - For	5	3407	4059	ALASKA	Mechanics : Automotive - Jou	145	2986	3815
ARIZONA	Shop Foreman	14	2325	3583	ARIZONA	Equip Repair Tech	98	1989	3079
ARKANSAS					ARKANSAS				
CALIFORNIA	CT Hwy Mech Supv	41	3686	4237	CALIFORNIA	CT Hwy Equip Mech	415	3078	3378
COLORADO	Equip Mech IV	4	2796	3735	COLORADO	Equip Mech III	85	2536	3388
CONNECTICUT	Trns Garage Supv	17	3261	4264	CONNECTICUT	QCW (Auto)	83	2625	3398
DELAWARE	Auto Supervisor II	1	2129	3193	DELAWARE	Auto Mechanic II & III	58	1624	2789
FLORIDA	Op & Mtce Sup Trd Lvl V		1317	4786	FLORIDA	Op & Mtce Sip Trd Lv III	112	1487	3455
GEORGIA	Mech Shop Supv/Frmn	8	2448	4159	GEORGIA	Mech, Mech I	147	1667	3127
HAWAII	Auto Mech II	2	2728	2728	HAWAII	Auto Mechanic I	19	2573	2573
IDAHO	Shop Foreman	4	2325	3420	IDAHO	Mechanic	49	1901	2796
ILLINOIS	included in #7				ILLINOIS	Auto Mechanic	31	3288	3288
INDIANA					INDIANA				
IOWA	Hwy Mtce Supr 2/3	87	2752	3987	IOWA	Auto Mechanic	121	2050	2522
KANSAS	Equip Mech II & III	32	2064	3201	KANSAS	Equip Mech I & II	62	1874	2905
KENTUCKY	Garage Supervisor	15	1651	3175	KENTUCKY	Auto/ Truck Tech I	40	1427	2745
LOUISIANA	Mobile Equip. Shop Frm.	12	1791	2958	LOUISIANA	Mobile Equip. Mtce Me	5	1277	2109
MAINE	Auto Ench Foreman	12	2321	3105	MAINE	Auto Mech I & II	113	1827	2612
MARYLAND	Heavy Equip Supv I	27	2467	3705	MARYLAND	Hvy Equip Mech Tech II & II	10	2024	3243
MASSACHUSETTS	Motor Equip Mech III	2	2199	2855	MASSACHUSETTS	Motor Equip Mech II	14	2093	2695
MICHIGAN	Auto Mech 10	9	2688	3478	MICHIGAN	Auto Mech E9	52	2610	3187
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Mechanic Supv	14	2812	4256	MISSOURI	Shop Mechanic	46	2310	3292
MONTANA	Working Shop Foreman	13	2452	2581	MONTANA	Mech/Mach	47	2386	2512
NEBRASKA	N/A				NEBRASKA	Auto/Diesel Mech	116	1968	2756
NEVADA	Equip Mech Supv I	9	2999	4073	NEVADA	Hwy Equip Mech I -II	12	2641	3566
NEW HAMPSHIRE	Garage/Shop Foreman	13	2300	2716	NEW HAMPSHIRE	Hvy Equip/Auto Mech	27	2031	2395
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Veh Ctr Supv I	3	1679	2518	NEW MEXICO	Veh Mech 2	13	1506	2259
NEW YORK	Motor Equip Mtce Sup 3	10	3161	3924	NEW YORK	Const Equip Mech / Mtr	315	2243	3303
NORTH CAROLINA	Mechanic Supv II	69	2248	3495	NORTH CAROLINA	Mechanic II	465	1909	2921
NORTH DAKOTA	N/A				NORTH DAKOTA	Fleet & Equip Tech	26	1359	2748
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Hvy Equip Mech 2	29	2516	2898	OREGON	Auto/ Hvy Equip Mech	53	2259	2607
PENNSYLVANIA	Auto Mech Supv	78	2184	3289	PENNSYLVANIA	Auto Mech/Dsel Mech	460	1935	2885
RHODE ISLAND	Automotive Serv Spec	1	2189	2422	RHODE ISLAND	Automotive Mechanic	6	2097	2189
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	N/A				SOUTH DAKOTA	Equipment Tech	24	1722	2582
TENNESSEE	EQ Mech 2	25	1614	2583	TENNESSEE	EQ Mech 2	131	1485	2378
TEXAS	Equip Rpr Shop Supv I	22	2336	3209	TEXAS	Equip Mechanic II-IV	247	1712	2825
UTAH	Shop Supv	10	2248	3282	UTAH	Jr Mech	51	2015	2946
VERMONT					VERMONT				
VIRGINIA	Equip Repair Supvr	82	2074	3238	VIRGINIA	Equip Repair Tech	73	1735	2710
WASHINGTON	Equipment Mech 2-T	39	2725	3489	WASHINGTON	Equip Mech I-II-Transportati	116	2421	3082
WEST VIRGINIA	TW 4 Mechanic	11	1577	2402	WEST VIRGINIA	TW 1-3 Mechanic	291	1241	2219
WISCONSIN					WISCONSIN	Auto Tech Master	1	2070	2725
WYOMING	Auto Mech Supv	13	2500	2740	WYOMING		52	2000	2200

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	MECHANIC HELPER	15.			STATES	16.			
		#	MIN	MAX		EQUIPMENT OPERATOR I	#	MIN	MAX
ALABAMA					ALABAMA				
ALASKA	Mechanics : Automotive - Su	6	2671	3179	ALASKA	Equipment Operator - Subjou	14	2671	3179
ARIZONA	Equip Serv Asst	14	1652	2451	ARIZONA	Section Man			
ARKANSAS					ARKANSAS				
CALIFORNIA	Mechanic Helper	9	2308	2511	CALIFORNIA	Ct Equip Operator	1681	2686	2945
COLORADO	Equip Mechanic I	6	1988	2655	COLORADO	Equip Operator II	1	1843	2461
CONNECTICUT	Included in #17				CONNECTICUT	Included in #10			
DELAWARE	Auto Mechanic	2	1418	2128	DELAWARE	Equipment Operator I	29	1326	1989
FLORIDA	Op & Mtce Sup Lvl I	4	1142	2229	FLORIDA	Op & Mtce Sup Trd Lvl I		1142	2229
GEORGIA					GEORGIA	Equip Oper I	286	1310	1846
HAWAII	Auto Mechanic Helper	56	2069	2069	HAWAII	LTD, EOI, PMO, TO	5	1910	1987
IDAHO	Mechanic Asst	5	1513	2225	IDAHO				
ILLINOIS					ILLINOIS				
INDIANA					INDIANA				
IOWA	Auto Mech Helper	1	1970	2420	IOWA	Equip Operator I	703	1896	2318
KANSAS					KANSAS	Eq Oper I/Eq Oper II	188	1468	2064
KENTUCKY	Auto/ Truck Tech I	40	1427	2745	KENTUCKY	Hwy. Equip. Oper. I	1075	1121	2157
LOUISIANA	Trades Apprentice	12	1277	2109	LOUISIANA	Mobile Equip. Oper. I	320	1200	1842
MAINE	Laborer I & II	14	1429	1968	MAINE	Highway Worker II	326	1459	1881
MARYLAND	Heavy Equip Maint Tech I	10	1557	2328	MARYLAND	Fac Maint Tech I	83	1458	2179
MASSACHUSETTS	Motor Equip Mech I	21	2014	2520	MASSACHUSETTS	Mtce Equip Oper I	81	2056	2686
MICHIGAN	N/A				MICHIGAN	Trans Mtce Wrkr 6	69	2071	2582
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Mechanic Helper	13	1824	2599	MISSOURI	Crew Worker	763	1719	2451
MONTANA	Serv/Comb	35	2123	2373	MONTANA	Maint Tech I	195	2189	2373
NEBRASKA	Auto Mech II	5	1474	2385	NEBRASKA	Hwy Mtce Worker	85	1371	1919
NEVADA	Hwy Equip Mech I	49	2534	3413	NEVADA	Mtce Wrkr I			
NEW HAMPSHIRE	Trades Hipr/Auto Serv	4	1603	1875	NEW HAMPSHIRE	Hwy Maintainer II	147	1484	1737
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Veh Mech I	5	1195	1792	NEW MEXICO	Equip Oper I	19	1363	2045
NEW YORK					NEW YORK	Hwy Mtce Wrkr I	1732	1786	2336
NORTH CAROLINA	Mechanic I	7	1627	2464	NORTH CAROLINA	See item #10			
NORTH DAKOTA	Auto Service Wkr	5	1235	2059	NORTH DAKOTA	Equip Operator I	22	1235	2059
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON		3	1592	2399	OREGON	Hwy Mtce Spec Entry/	110	1465	2399
PENNSYLVANIA	Tradesman Helper	38	1716	2525	PENNSYLVANIA	Trans Equip Oper Trn	52	1522	2232
RHODE ISLAND	N/A				RHODE ISLAND	Motor Equipment Ope	87	1969	2051
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	Equipment Mech	5	1584	2374	SOUTH DAKOTA	N/A			
TENNESSEE	EQ S Wkr	23	1097	1793	TENNESSEE	Hwy Mtce Wkr I	958	1097	1793
TEXAS	Equip Mechanic I	15	1521	1936	TEXAS	No Match			
UTAH	Auto Ser Wkr III	1	1495	2248	UTAH	Hwy Oper Spec I	31	1495	2373
VERMONT					VERMONT				
VIRGINIA					VIRGINIA	Hwy Equip Oper A	1	1328	2074
WASHINGTON	Shop Asst T	28	2365	3010	WASHINGTON	MT I	96	2058	2598
WEST VIRGINIA	included in #14				WEST VIRGINIA	TW1-Eqop	12	1241	1872
WISCONSIN	Auto Tech Dev	1	1667	2262	WISCONSIN				
WYOMING					WYOMING	same as #10			

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

17.				18.					
STATES	EQUIPMENT OPERATOR II			STATES	EQUIPMENT OPERATOR III				
	#	MIN	MAX		#	MIN	MAX		
ALABAMA				ALABAMA					
ALASKA	Equipment Operator - Journe	87	2986	3815	ALASKA	Equipment Operator - Journe	296	3184	4059
ARIZONA	Section Man			ARIZONA	Section Man				
ARKANSAS				ARKANSAS					
CALIFORNIA	Ct Hvy Equip Oper	183	2813	3079	CALIFORNIA	Included in #17			
COLORADO	Equip Operator III	0	2025	2713	COLORADO	Equip Oper IV	28	2351	3141
CONNECTICUT	DOT Maintainer 2 & 3	946	2285	3252	CONNECTICUT	DOT Maintainer 4	187	2754	3551
DELAWARE	Equipment Operator II	84	1518	2277	DELAWARE	Equip Operator III	155	1737	2606
FLORIDA	Op & Mtce Sup Trd Lv II	148	1427	2594	FLORIDA	Op & Mtce Sup Trd Lvl III	172	1487	3455
GEORGIA	Equip Oper II,III	1234	1291	2308	GEORGIA	Mtce Equip Oper	262	1513	2835
HAWAII	EO III, HTD	47	2241	2478	HAWAII	EO IV, HEO, MGO I, II	15	2573	2670
IDAHO				IDAHO					
ILLINOIS	Heavy Const Equip Op	45	3604	3604	ILLINOIS	included in #17			
INDIANA				INDIANA					
IOWA	Equip Operator II	215	1970	2420	IOWA	Equip Operator III	138	2050	2522
KANSAS	Equip Operator II	785	1617	2276	KANSAS	Equip Operator III	91	1782	2508
KENTUCKY	Hwy. Equip. Oper. II & III	1037	1233	2607	KENTUCKY	Hwy. Equip Oper. IV & V	312	1427	2879
LOUISIANA	Mobile Equip. Oper. 2	473	1400	2109	LOUISIANA	Mobile Equip. Op.2/Hvy	22	1800	2765
MAINE	Highway Worker III	185	1600	2073	MAINE	Highway Worker IV	147	1898	2483
MARYLAND	Fac Maint Tech II	305	1662	2487	MARYLAND	Shop Admin Tech I, II, III	80	1458	2839
MASSACHUSETTS	Mtce Equip Oper II	4	2144	2873	MASSACHUSETTS	Mtce Equip Oper II	4	2144	2873
MICHIGAN	Trans Mtce Worker 7	40	2142	2688	MICHIGAN	Trans Mtce Worker 8	296	2310	2852
MINNESOTA				MINNESOTA					
MISSISSIPPI				MISSISSIPPI					
MISSOURI	Int Crew Worker	301	1824	2599	MISSOURI	Special Equip Operator	7	2177	3103
MONTANA	Maint Tech II	65	2255	2373	MONTANA	Maint Tech III	114	2320	2443
NEBRASKA	N/A			NEBRASKA	Hwy Mtce Wkr/Senior	528	1584	2218	
NEVADA	Mtce Wkr II	188	2066	2755	NEVADA	Mtce Wkr III	143	2239	2999
NEW HAMPSHIRE	Hwy Maintainer III A	15	1603	1876	NEW HAMPSHIRE	Hwy Maintainer III B	45	1669	1954
NEW JERSEY				NEW JERSEY					
NEW MEXICO	Equip Oper 2	78	1435	2152	NEW MEXICO	Equip Oper 3	86	1590	2385
NEW YORK	Hwy Mtce Wrkr 2	342	1999	2734	NEW YORK	Crane & Shovel Oper	37	2243	2875
NORTH CAROLINA	See item #10			NORTH CAROLINA	Equipment Operator Speciali	257	1833	2800	
NORTH DAKOTA	Equip Oper II	216	1500	2500	NORTH DAKOTA	Included in #17			
OHIO				OHIO					
OKLAHOMA				OKLAHOMA					
OREGON	Hwy Mtce Specialist	777	1898	2638	OREGON	included in #17			
PENNSYLVANIA	Trans Equip Oper A	1207	1716	2525	PENNSYLVANIA	Trans Equip Oper B	2650	1935	2885
RHODE ISLAND	Utility Motor Equip Op	3	2005	2097	RHODE ISLAND	Heavy Motor Equip Op	26	2097	2189
SOUTH CAROLINA				SOUTH CAROLINA					
SOUTH DAKOTA	Hwy Maint. Wkr.	187	1546	2374	SOUTH DAKOTA	N/A			
TENNESSEE	Hwy Mtce Wkr 2	402	1313	2102	TENNESSEE	Hwy Mtce Wkr 3	73	1427	2284
TEXAS	No Match			TEXAS	No Match				
UTAH	Hwy Oper Spec II	114	1667	2645	UTAH	Hwy Oper Spec III	188	1858	2986
VERMONT				VERMONT					
VIRGINIA	Hwy Equip Oper B	0	1452	2267	VIRGINIA	Hwy Equip Oper C	3	1587	2479
WASHINGTON	Mtce Tech 2	407	2259	2864	WASHINGTON	Mtce Tech 3	82	2477	3161
WEST VIRGINIA	TW2-Eqop	1181	1345	2048	WEST VIRGINIA	TW3 Eqop	375	1456	2219
WISCONSIN				WISCONSIN					
WYOMING	Maint Equip Operator	247	1760	1960	WYOMING	Same As #9			

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

19.				20.					
STATES	TIMEKEEPER OR CLERK	#	MIN	MAX	STATES	STATE TRAFFIC ENGINEER	#	MIN	MAX
ALABAMA					ALABAMA				
ALASKA	N/A				ALASKA	N/A			
ARIZONA	Secretary	66	1549	2303	ARIZONA	Ste Traf Engr	1	4136	6157
ARKANSAS					ARKANSAS				
CALIFORNIA	Ct Reg Admin Officer	28	2744	3290	CALIFORNIA	Prog Mgr - Traf Ops	1	7716	8505
COLORADO	Mtce Mgmt Sys Coord (Tech)	11	2344	3220	COLORADO	PE IV - Staff Traffic	1	6514	7463
CONNECTICUT	Included in #17				CONNECTICUT	Director of Traffic	1	6646	8524
DELAWARE	Public Info Clerk	22	1518	2277	DELAWARE	Chief Traffic Engr	1	4794	7191
FLORIDA	Office Support Level II		1317	2594	FLORIDA	St Traf Oper Engr	1	3754	7586
GEORGIA	Clk II/Sec II	36	1388	2571	GEORGIA	St Traf Operations Eng	1	4752	8067
HAWAII	Acct Clk II, III, IV, Clk Type	23	1610	3013	HAWAII	State Traffic Engr	1	4962	6787
IDAHO	Mtce Clerk	2	1512	2225	IDAHO	Traffic Engr	1	4096	6023
ILLINOIS	included in #8, #9				ILLINOIS	included in #1			
INDIANA					INDIANA				
IOWA	N/A				IOWA	State Traffic Engr	1	5627	6998
KANSAS	Area Office Manager	26	1782	2508	KANSAS	Chief, Bur Traf Eng	1	4507	6344
KENTUCKY	Timekeeper	138	1355	2607	KENTUCKY	Eng. Dir. Traffic	1	3264	6278
LOUISIANA	Clerk 4	83	1116	1842	LOUISIANA	DOTD Staff Eng. Adm. 2	1	4317	7129
MAINE					MAINE	Traffic Engineer	1	3944	5521
MARYLAND					MARYLAND	Dpry Chf Engr Traf	1	5964	6889
MASSACHUSETTS	N/A				MASSACHUSETTS	Civil Engr VI	1	4406	5670
MICHIGAN	Secretary 7/8	27	2253	2863	MICHIGAN	Engr of Te SDA 17	1	5350	7274
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Dist Mtce Clerk	1	1897	2704	MISSOURI	Div Engr & Traf	1	4466	7659
MONTANA	Payroll Benefit Tech	15	1414	2357	MONTANA	Traffic Engineer	1	2835	4501
NEBRASKA	Office Clerk III	68	1371	1919	NEBRASKA	Traffic Engineer	1	5168	5883
NEVADA					NEVADA		1	4258	5854
NEW HAMPSHIRE	Acct Clrk III/Clrk IV	13	1539	2032	NEW HAMPSHIRE	Admin of Traffic	1	3960	4768
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Clerk Spec	25	1506	2259	NEW MEXICO	Highway Engineer 4	1	3469	5203
NEW YORK	Keyboard Sp 2 & Transp Offi	240	1888	2734	NEW YORK	Dir Traf Eng & Sfty Div	1	7811	9687
NORTH CAROLINA	Office Asst III	200	1507	2267	NORTH CAROLINA	State Traffic Engr	1	5008	8056
NORTH DAKOTA	Clerk	8	1097	2059	NORTH DAKOTA	Director, Plan & Prog D		3579	5965
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	included in #16				OREGON	Traffic Engr	1	4225	6238
PENNSYLVANIA	Clerk Typist 2	56	1716	2525	PENNSYLVANIA	Hwy Eng Mgr, T	1	5464	7923
RHODE ISLAND	Clerk Dispatcher	9	1869	1934	RHODE ISLAND	Managing Engineer	1	4992	5797
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	Sr. Secretary	16	1459	2187	SOUTH DAKOTA	N/A			
TENNESSEE	Account Clerk	42	1313	2102	TENNESSEE	Civil Eng Mgr 2	1	3601	5770
TEXAS	Office Tech II-IV		1616	2649	TEXAS	Dir Traf Oper Div	1	6341	6916
UTAH	Dist Mtce Analyst	6	2574	4079	UTAH	State Traffic Engr	1	4190	6643
VERMONT					VERMONT				
VIRGINIA	Fiscal Asst.	22	1453	2267	VIRGINIA	Div Admin Trans	1	4230	6603
WASHINGTON	Fiscal-Technician	50	1877	2365	WASHINGTON	State Traffic Engr	1	5859	8467
WEST VIRGINIA	OFASST 1-3	173	989	1910	WEST VIRGINIA	Deputy State Hwy. Eng. Proj.	1	3859	5651
WISCONSIN					WISCONSIN	DOT CE Chief	1	4124	8248
WYOMING	Mtce Tech	5	2500	2740	WYOMING	St Traf Eng	1	4850	5200

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

21.				22.				
STATES	ASSISTANT STATE TRAFFIC ENGINEER			STATES	STATE TRAFFIC MAINTENANCE ENGINEER			
	#	MIN	MAX		#	MIN	MAX	
ALABAMA				ALABAMA				
ALASKA	N/A			ALASKA	N/A			
ARIZONA	Asst Ste Traf Engr	1	3709	5637	ARIZONA	Traf Oper Engr	1	3709
ARKANSAS				ARKANSAS				
CALIFORNIA	Chief, Ofc of Tfc Oper	1	5937	6548	CALIFORNIA	N/A		
COLORADO	PE III - Asst Staff Traf Engr	1	5908	7463	COLORADO	N/A		
CONNECTICUT	Tr Asst Dir of Traffic	1	5681	7286	CONNECTICUT	N/A		
DELAWARE	Operations Manager	1			DELAWARE			
FLORIDA	Eng, Arch. & Svy Level VI	1	4247	7671	FLORIDA			
GEORGIA	Asst St Traf Ops Engr	2	3940	6683	GEORGIA			
HAWAII				HAWAII				
IDAHO	Asst Traf Engr	1	3804	5593	IDAHO			
ILLINOIS				ILLINOIS	Traffic Op Engr	1	4400	
INDIANA				INDIANA			7335	
IOWA	N/A			IOWA	N/A			
KANSAS	none			KANSAS	none			
KENTUCKY	Eng Br Mgr, Traffic	3	3251	5704	KENTUCKY			
LOUISIANA	DOTD Eng. Prog. Mgr.	1	4080	5083	LOUISIANA	DOTD Staff Eng. Supv.	1	3564
MAINE	Asst Traffic Engineer	2	3200	4466	MAINE			4440
MARYLAND	Admin VII	1	4201	6328	MARYLAND	Admin VII	1	4201
MASSACHUSETTS	Civil Engr V	1	4085	5239	MASSACHUSETTS	Civil Engr VI	1	4406
MICHIGAN	Asst Engr Traf & Saf L 16	2	4579	6294	MICHIGAN	N/A		5670
MINNESOTA				MINNESOTA				
MISSISSIPPI				MISSISSIPPI				
MISSOURI	Asst Div Engr, Traffic	1	4516	6446	MISSOURI	N/A		
MONTANA	Asst Traffic Engr	1	2586	4096	MONTANA	N/A		
NEBRASKA	N/A			NEBRASKA				
NEVADA		2	3896	5341	NEVADA			
NEW HAMPSHIRE	Traf Systems Engr	1	3617	4314	NEW HAMPSHIRE	N/A		
NEW JERSEY				NEW JERSEY				
NEW MEXICO	Highway Engineer 3	1	3275	4912	NEW MEXICO	Highway Engineer 4	6	3469
NEW YORK	Dir Traf Opr Bureau / Transp	1	5368	6787	NEW YORK	Civil Eng 3	2	4815
NORTH CAROLINA	Tran Eng Mgr II	3	4355	6985	NORTH CAROLINA			5883
NORTH DAKOTA	Asst Dir Plan & Prog D	1	2924	4874	NORTH DAKOTA	N/A		
OHIO				OHIO				
OKLAHOMA				OKLAHOMA				
OREGON	Traf Control Engr	1	3469	5132	OREGON		1	4225
PENNSYLVANIA	N/A			PENNSYLVANIA	Sr Civil Engr Mgr	1	4194	
RHODE ISLAND	N/A			RHODE ISLAND	Chief Hwy Mtce Fld O	1	4041	
SOUTH CAROLINA				SOUTH CAROLINA			4576	
SOUTH DAKOTA	N/A			SOUTH DAKOTA	N/A			
TENNESSEE	Trns Mgr 2	1	3446	5521	TENNESSEE	Opsns Op 3	1	3155
TEXAS	Dep Dir Traf Oper Div	1	4422	5934	TEXAS	Traffic Eng Sec Dir	1	4146
UTAH	Traf & Saf Studies Engr	1	3760	6294	UTAH			5562
VERMONT				VERMONT				
VIRGINIA	Asst Div Admin Trans	1	3539	5526	VIRGINIA			
WASHINGTON	Asst State Traffic Engr	1	4754	7079	WASHINGTON	N/A		
WEST VIRGINIA				WEST VIRGINIA	Dir Traf. Engr. Div.	1	3638	
WISCONSIN				WISCONSIN				
WYOMING	Asst St Traf Eng	1	4300	4750	WYOMING			5281

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

23.				24.					
STATES	DISTRICT TRAFFIC ENGINEER	#	MIN	MAX	STATES	ASSISTANT DISTRICT TRAFFIC ENGINEER	#	MIN	MAX
ALABAMA					ALABAMA				
ALASKA	N/A				ALASKA	N/A			
ARIZONA	Region Traf Engr	4	3709	5637	ARIZONA	N/A			
ARKANSAS					ARKANSAS				
CALIFORNIA	Dep Dist Dir, Tfc Oper	12	5937	6548	CALIFORNIA	N/A			
COLORADO	PE	5	4732	6529	COLORADO	Included in #24			
CONNECTICUT	Trns Engr 3 (Traf)	4	3838	5248	CONNECTICUT	N/A			
DELAWARE	CE Program manager				DELAWARE				
FLORIDA	Dist Traf Oper Engr	8	3754	7586	FLORIDA				
GEORGIA	Dist Traf Engr	7	3571	6083	GEORGIA	Asst Dist Traf Engr	7	2948	5017
HAWAII					HAWAII				
IDAHO	Dist Traf Engr	6	3000	4413	IDAHO	Trans Staff Engr Asst	1	2744	4037
ILLINOIS	Dist Op Engr	9	4400	7335	ILLINOIS				
INDIANA					INDIANA				
IOWA	N/A				IOWA	N/A			
KANSAS	none				KANSAS	none			
KENTUCKY	District Eng. Br Mgr, Traffic	12	3251	5704	KENTUCKY	Dist. Traffic Engineer	12		
LOUISIANA	District Eng. Mgr. I	7	3550	5820	LOUISIANA	Dist. Eng. Supv. I	4	4080	5083
MAINE	Div Traffic Engineer	6	2801	3847	MAINE				
MARYLAND	Admin VII	7	4201	6328	MARYLAND	Trans Engr IV/V	11	3011	4890
MASSACHUSETTS	Civil Engr IV	5	3785	4851	MASSACHUSETTS	Civil Engr III	5	3483	4439
MICHIGAN	Dist Tes Eng Lte 14	7	3998	5391	MICHIGAN	Asst Dist Traf Eng	5	3435	4573
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Traffic Engr	4	4011	5956	MISSOURI	Traffic Operations Engr	9	3562	5289
MONTANA	Traffic Engr II	5	2165	3387	MONTANA	N/A			
NEBRASKA	N/A				NEBRASKA	N/A			
NEVADA		3	3413	4658	NEVADA				
NEW HAMPSHIRE	N/A				NEW HAMPSHIRE	N/A			
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Highway Engineer 4	6	3469	5203	NEW MEXICO	Hwy Maint Supv 1	6	1883	2824
NEW YORK	Reg Traf Eng	11	4674	6578	NEW YORK				
NORTH CAROLINA	Div Traf Engr	14	3473	5529	NORTH CAROLINA	Asst Div Traff Engr	16	2896	4594
NORTH DAKOTA	Included in #3				NORTH DAKOTA	Asst Dist Engr	7	2924	4874
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Reg Traf Oper Supv	1	3469	5132	OREGON				
PENNSYLVANIA	Sr CE Mgr/CE Mgr	11	3674	7276	PENNSYLVANIA	N/A			
RHODE ISLAND	N/A				RHODE ISLAND	N/A			
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	Region Engr. Specialist	4	2874	4312	SOUTH DAKOTA	Project Engineer	4	2576	3865
TENNESSEE	Opsn Sp Sv 2	4	3297	5284	TENNESSEE	Opsn Sp 3	4	3155	5055
TEXAS	Dir Trans Ops I-III	13	3885	5750	TEXAS	Trans Ops Eng Supv I-II	15	3644	4884
UTAH	Dist Traf Engr	5	3760	6294	UTAH				
VERMONT					VERMONT				
VIRGINIA	Trans Eng Prog Supv	9	3238	5054	VIRGINIA	Transp Engr Sr	9	2961	4624
WASHINGTON	Region Traf Engineer	6	4754	7079	WASHINGTON	Asst Region Traf Engr	6	2337	4467
WEST VIRGINIA	District Traffic Eng.	10	3234	4935	WEST VIRGINIA	EIT2 Asoc/Eng/Sr. Eng. Tech	10	1647	4028
WISCONSIN	DOT CE Chief	2	4124	8248	WISCONSIN	CE Trans Supv 2	7	4133	6179
WYOMING	Dist Traf Engr	5	3500	3900	WYOMING				

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	TRAFFIC SUPERVISOR	25.			STATES	26.			
		#	MIN	MAX		#	MIN	MAX	
ALABAMA					ALABAMA				
ALASKA	N/A				ALASKA	N/A			
ARIZONA	Reg Sign & Lght Supv	4	2589	3973	ARIZONA	Reg Sign & Strp Supv	5	2325	3583
ARKANSAS					ARKANSAS				
CALIFORNIA	Included in #23				CALIFORNIA	Contracted			
COLORADO	Included in #24				COLORADO	N/A			
CONNECTICUT	N/A				CONNECTICUT	N/A			
DELAWARE	Traffic Op Mgr				DELAWARE	Traffic Sign Inst Sup			
FLORIDA					FLORIDA				
GEORGIA	Traf Operations Engr	1	2448	4159	GEORGIA	Hwy Mtce Supt	11	2014	3433
HAWAII					HAWAII	Trf Sign & Mkg Supv	3	2904	3046
IDAHO					IDAHO				
ILLINOIS	Dist Traffic Op Tech	16	2725	5755	ILLINOIS	Included in #25			
INDIANA					INDIANA				
IOWA	Transp Center Traff Tech	6	2890	3618	IOWA	N/A			
KANSAS	none				KANSAS	none			
KENTUCKY	Dist.Tran Eng Spvr	12	2952	5174	KENTUCKY	Dist Tran Eng Spvr	12	2952	5174
LOUISIANA	Traffic Plan Supv.	14	2051	3387	LOUISIANA	Dist. Traffic Oper. Spec.	8	2051	3387
MAINE					MAINE				
MARYLAND					MARYLAND	Admin Offr I	1	2309	3466
MASSACHUSETTS	Traf Sect Fore II	5	2457	3203	MASSACHUSETTS	Manager V	1	3170	3956
MICHIGAN	N/A				MICHIGAN	Traffic Svcs Mgr Tmw 9	1	2610	3187
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Sr Traffic Studies Engr	19	2983	4516	MISSOURI	Sign Shop Supv	1	2812	4256
MONTANA	N/A				MONTANA	N/A			
NEBRASKA	N/A				NEBRASKA	Sign Shop Supt	1	2629	3812
NEVADA					NEVADA				
NEW HAMPSHIRE	Traf Mtce Supv	1	2657	3170	NEW HAMPSHIRE	Traf Oper Tech	2	2395	2834
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Included in #9				NEW MEXICO	Highway Eng 3	1	3275	4912
NEW YORK	Civil Eng 3	8	4815	5883	NEW YORK				
NORTH CAROLINA	Traf Serv Supv	14	2443	3829	NORTH CAROLINA	Traf Serv Crew Ldr	28	2066	3193
NORTH DAKOTA	N/A				NORTH DAKOTA				
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Included in #24				OREGON				
PENNSYLVANIA	Sr Civil Eng Supv	11	3219	4892	PENNSYLVANIA	Sign Shop Mgr	1	2822	4287
RHODE ISLAND	N/A				RHODE ISLAND	Traffic Sign Tech	2	2141	2345
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	N/A				SOUTH DAKOTA	N/A			
TENNESSEE	Trns Tech 3	4	1986	3184	TENNESSEE	Hwy MF Supv 2	4	1986	3184
TEXAS	Traffic Sys Supv I-IV	40	2489	4030	TEXAS	N/A			
UTAH					UTAH	Shop Supv II	1	2574	3863
VERMONT					VERMONT				
VIRGINIA	Trans Res Mtce Op M	64	2710	4230	VIRGINIA	Trans Mtce Supv	357	1897	2961
WASHINGTON	N/A				WASHINGTON	N/A			
WEST VIRGINIA	Included in #23				WEST VIRGINIA	Sign Shop Supv.	10	1887	3071
WISCONSIN					WISCONSIN	Eng Spec Trans Supv 1,2, &	5	3076	4886
WYOMING	Crew Supv	5	2500	2740	WYOMING				

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

27. STATES SIGN SHOP FOREMAN			
	#	MIN	MAX
ALABAMA			
ALASKA	N/A		
ARIZONA	Sign Shop Supv	1	2325
ARKANSAS			3583
CALIFORNIA	Contracted		
COLORADO	Sign Fabricator IV	1	3150
CONNECTICUT	Tr Supv (Sign Shop)	1	3175
DELAWARE	Traffic Sign Shop Sup	1	2129
FLORIDA	Op & Mtce Supt V		1317
GEORGIA	Sign Shop Production	1	2014
HAWAII	included in # 26		
IDAHO	Sign Shop Supv	1	2137
ILLINOIS	Hwy Maint Lead/Lead	255	3634
INDIANA			3634
IOWA	Sign Shop Mgr	1	2752
KANSAS	Sign Shop Supv	1	2168
KENTUCKY	Adm. Br. Mgr.	1	2690
LOUISIANA	Signal Fabr. Supv.	2	1631
MAINE	Sign Shop Supv	1	2144
MARYLAND	Admin Offr I	1	2309
MASSACHUSETTS	Sign Pnt & Letter II	1	2374
MICHIGAN	Sign Shop Tms 11	1	2970
MINNESOTA			3861
MISSISSIPPI			
MISSOURI	Sign Production Supv	1	2404
MONTANA	Sign Shop Frmn	1	2386
NEBRASKA	N/A		
NEVADA		1	2874
NEW HAMPSHIRE	Sign Shop Foreman	1	2032
NEW JERSEY			2396
NEW MEXICO	Sign Shop Foreman	1	1777
NEW YORK	Sign Shop Supv I	1	2520
NORTH CAROLINA			3198
NORTH DAKOTA	Hwy Traff Cntrl Supv	8	1794
OHIO			2990
OKLAHOMA			
OREGON	Sign Shop Supv	1	2717
PENNSYLVANIA	Sign Tech Supv	1	2184
RHODE ISLAND	N/A		
SOUTH CAROLINA			
SOUTH DAKOTA	N/A		
TENNESSEE	Hwy MF Supv I	13	1752
TEXAS	Dist Sign Shop Supv	9	2336
UTAH			3011
VERMONT			
VIRGINIA	Trans Mtce Supt	265	2267
WASHINGTON	Sign Shop Mgr T	1	2864
WEST VIRGINIA	Traf. Sign Mtce Supv	10	1518
WISCONSIN	Engr Tech Trans 3	5	1990
WYOMING	Sign Shop Supv	1	2500

28. STATES TRAFFIC SIGNAL & LIGHTING FOREMAN			
	#	MIN	MAX
ALABAMA			
ALASKA	N/A		
ARIZONA	Ste Sign & Strp Supv	13	2149
ARKANSAS			3321
CALIFORNIA	Ct Elect Supv	45	3595
COLORADO	Electrical Trades III		4336
CONNECTICUT	Trns Dist Elec Supv	4	3237
DELAWARE	Traffic Signal Supv	4	4573
FLORIDA			3912
GEORGIA	Traf Sig Tech Supv	7	2014
HAWAII			3433
IDAHO	Traf Sig & Elec Frmn	1	3477
ILLINOIS	Traffic Signal	6	3651
INDIANA			2326
IOWA	Elec Mtce Supv	9	2725
KANSAS	none		5140
KENTUCKY	Hwy. Traffic Tech II & III	1	2882
LOUISIANA	Elect. Spec. Foreman	21	3175
MAINE	Elect Supv	1	2321
MARYLAND	Admin II	1	3105
MASSACHUSETTS	Electrician II	5	4527
MICHIGAN	Signal Shop Shop Ele	5	3235
MINNESOTA			2969
MISSISSIPPI			3861
MISSOURI	Signal & Light Supv	9	4256
MONTANA	Traf Engr III	1	2364
NEBRASKA	Electronics Mgr	1	3387
NEVADA			3812
NEW HAMPSHIRE	Signal Reprmn II, III	1	1804
NEW JERSEY			2396
NEW MEXICO	Hwy Elec Tech Supv	7	3077
NEW YORK	Supv Traf Sign Mech	12	2520
NORTH CAROLINA	Electronics tech II	14	3198
NORTH DAKOTA	N/A		3495
OHIO			
OKLAHOMA			
OREGON	Trades/Maint Supv II	2	3826
PENNSYLVANIA	Trfc Contr Spec Supv	15	4892
RHODE ISLAND	Hwy Mtce Supv - Traf	2	3094
SOUTH CAROLINA			
SOUTH DAKOTA	N/A		
TENNESSEE			
TEXAS	N/A		
UTAH	Electronics Supr	5	4305
VERMONT			
VIRGINIA	Traffic Signal Tech Su	10	3539
WASHINGTON	Traf Sign Supv	6	4467
WEST VIRGINIA	Included in #9		
WISCONSIN			
WYOMING	See # 25		

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	STRIPER FOREMAN	29.			STATES	30.			
		#	MIN	MAX		#	MIN	MAX	
ALABAMA					ALABAMA				
ALASKA	N/A				ALASKA	N/A			
ARIZONA	Striping Lead	5	2325	3583	ARIZONA	Sign Lead	5	1724	2616
ARKANSAS					ARKANSAS				
CALIFORNIA	Included in #8				CALIFORNIA	Included in #8			
COLORADO	N/A				COLORADO	N/A			
CONNECTICUT					CONNECTICUT	Included in #8			
DELAWARE					DELAWARE	Traffic Sign Inst Supv	3	1326	2277
FLORIDA	Op & Mtce Supt V		1317	4789	FLORIDA	Op & Mtce Supt Trd Lvl II		1487	3455
GEORGIA	Hwy Mtce Frmn	4	1837	3127	GEORGIA	Hwy Mtce Frmn	8	1837	3127
HAWAII	Included in # 26				HAWAII	Included in # 26			
IDAHO	Striping Foreman	4	2326	3420	IDAHO	Sign Foreman	6	2326	3420
ILLINOIS	Hwy Maint Lead/Lead	262	3634	3634	ILLINOIS	INLCUDED IN # 29			
INDIANA					INDIANA				
IOWA	Hwy Mtce	4	2752	3627	IOWA	N/A			
KANSAS	included in # 8				KANSAS	none			
KENTUCKY	Engineer Spvr.	12	2952	5174	KENTUCKY	Hwy. Traffic Tech II & III	21	1427	3175
LOUISIANA	Sign/Striping Coord.	3	1791	2958	LOUISIANA	Highway Foreman 2	5	1917	3165
MAINE	Highway Crew Supv	4	2142	2212	MAINE	Hwy Worker III	9	1598	2071
MARYLAND	Fac Maint Tech IV	7	2162	3243	MARYLAND	Fac Maint Tech IV	5	2162	3243
MASSACHUSETTS	Traffic Section Foreman	12	2199	2855	MASSACHUSETTS	Trf Sect Foreman I	12	2199	2855
MICHIGAN	N/A				MICHIGAN	Oh Sign Crw Sup Tm II	2	3161	3861
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Special Mtce Supv	32	2500	3706	MISSOURI	Sign & Strip Supv	8	2500	3706
MONTANA	Striping, Foreman	3	2386	2512	MONTANA	N/A			
NEBRASKA	N/A				NEBRASKA	N/A			
NEVADA	Supervisor I	5	2641	3566	NEVADA	Supervisor	4	2641	3566
NEW HAMPSHIRE	Pavement Mark Foreman	8	1876	2198	NEW HAMPSHIRE	Hwy/Dist Sign Foreman	12	1876	2396
NEW JERSEY					NEW JERSEY				
NEW MEXICO	N/A				NEW MEXICO	Included in #9			
NEW YORK	Pavement Mark Supv	13	1999	2590	NEW YORK	Sign Crew Supv	48	1999	2590
NORTH CAROLINA	see item #10				NORTH CAROLINA	see item #10			
NORTH DAKOTA	Included in #27				NORTH DAKOTA	Included in #27			
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Reg Traf Line Supv	16	2348	3305	OREGON	inlcuded in #8			
PENNSYLVANIA	Highway Foreman 2	13	2184	3289	PENNSYLVANIA	Highway Foreman 2	67	2184	3289
RHODE ISLAND	Road Mtce Supv	1	224	2493	RHODE ISLAND	Road Mtce Supv	1	2244	2493
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	N/A				SOUTH DAKOTA	N/A			
TENNESSEE	Hwy Mtce Wkr 2	19	1313	2102	TENNESSEE	Hwy Mtce Wkr 2	19	1313	2102
TEXAS	Striping Coordinator I-II	13	2195	3011	TEXAS	N/A			
UTAH	Included in #8				UTAH	Included in #8			
VERMONT					VERMONT				
VIRGINIA	Trans Crew Ldr	3	1735	2710	VIRGINIA				
WASHINGTON	Mtce Tecg 3/Region	6	2477	3161	WASHINGTON	N/A			
WEST VIRGINIA	Included in #9				WEST VIRGINIA	inlcuded in #9			
WISCONSIN	Eng Tech Trans 3	30	1990	2750	WISCONSIN	Eng Tech Tran 3	4	1990	2750
WYOMING	Striping Crew Ldr	10	2240	2440	WYOMING				

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	SIGN FABRICATOR	31.			32.				
		#	MIN	MAX	STATES	SIGN TECHNICIAN	#	MIN	MAX
ALABAMA					ALABAMA				
ALASKA	N/A				ALASKA				
ARIZONA	Sign Fabricator	10	1724	2616	ARIZONA	Sign Tech	38	1652	2451
ARKANSAS					ARKANSAS				
CALIFORNIA	Contracted				CALIFORNIA	Contracted			
COLORADO	Sign Fabricator II	5	2351	3141	COLORADO	N/A			
CONNECTICUT	included in #17, #18				CONNECTICUT	DOT Crew Leader (Signs &	8	3029	3879
DELAWARE	Traffic Sign Fab II	5			DELAWARE				
FLORIDA	Op & Mtce Supt Trd Lvl II		1427	2594	FLORIDA				
GEORGIA	Sign Shop Printer	5	1401	2308	GEORGIA		7	1291	2308
HAWAII	Sign Painter	2	2478	2478	HAWAII				
IDAHO	Sign Fabricator	4	1700	2501	IDAHO	Lead Worker	5	1901	2796
ILLINOIS	Silk Streen Op	10	3609	3609	ILLINOIS	Sign Tech	9	2725	5140
INDIANA					INDIANA				
IOWA	Silk Scrn/Sign Shop Worker	6	1762	2128	IOWA	N/A			
KANSAS	Sign Shop Worker	4	1699	2392	KANSAS	none			
KENTUCKY	Sign Maker I II & III	12	1121	2745	KENTUCKY	Hwy. Traffic Tech II & III	21	1427	3175
LOUISIANA	Sign Fabricator 2	5	1430	2109	LOUISIANA	Dist. Sign Spec. 2	56	1367	2257
MAINE					MAINE	Sign Shop Tech I	1	1847	2433
MARYLAND	Sign Fabr II	5	1458	2178	MARYLAND	Sign Fabr III	2	1662	2487
MASSACHUSETTS	Sign Pnt & Letter I	2	2144	2873	MASSACHUSETTS	Signal Mtce Frmn	1	2318	3036
MICHIGAN	Fabr Shop Sup Tmw 9	1	2610	3187	MICHIGAN	Trans Mtc Wkr 9	7	2610	3187
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Sign Layout Spec	4	1824	2599	MISSOURI	N/A			
MONTANA	Painter	3	2386	2512	MONTANA	N/A			
NEBRASKA	Sign Printer II	7	1371	2385	NEBRASKA	N/A			
NEVADA	Sign Fabricator	2	2150	2874	NEVADA				
NEW HAMPSHIRE	Sign Fab & Sign Let	4	1737	2198	NEW HAMPSHIRE	Hwy Maintainer II	12	1484	1737
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Sign Tech 2	5	1376	1959	NEW MEXICO	Included in #9			
NEW YORK	Sign Shop Wrkr	7	1888	2459	NEW YORK				
NORTH CAROLINA	See item #10				NORTH CAROLINA	Trans Super II	29	2066	3193
NORTH DAKOTA	Hwy Traff Cntl Spec	14	1359	2748	NORTH DAKOTA	Included in #31			
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Sign Tech 3	6	1743	2399	OREGON	included in #31			
PENNSYLVANIA	Hwy Sign Worker	33	1716	2525	PENNSYLVANIA	Sign Tech	8	1716	2525
RHODE ISLAND	N/A				RHODE ISLAND	N/A			
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	N/A				SOUTH DAKOTA	Sr. Hwy Maint. Worker	5	1584	2374
TENNESSEE	Hwy Mtce Wkr 1	60	1097	1793	TENNESSEE	Hwy MF SV 1	13	1752	2769
TEXAS	Sign Shop Tech I-IV	72	1361	2649	TEXAS	N/A			
UTAH	Jr Hwy Sign Spec	3	1536	2187	UTAH	Included in #31			
VERMONT					VERMONT				
VIRGINIA	Trans Sign Fabricator	3	1453	2267	VIRGINIA	Trans Crew Ldr	3	1735	2710
WASHINGTON	Sign Inst Spec I/Sign F	10	2365	3010	WASHINGTON	Sign Fab Ld/Sign Inst S	33	2598	3322
WEST VIRGINIA	Included in #11				WEST VIRGINIA	included in #11			
WISCONSIN					WISCONSIN	Eng Tech Trans 2	16	1839	2537
WYOMING	Eng Tech Sr	4	1760	1960	WYOMING	Sign Tech	10	1475	1675

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	33.			STATES	34.			#	MIN	MAX
	TRAFFIC SIGNAL & LIGHTING TECHNICIAN				#	MIN	MAX			
ALABAMA				ALABAMA						
ALASKA	Maint Spec - Traff Control/EI	2	3600	4291	ALASKA	N/A				
ARIZONA	S/L Technician	51	1990	3079	ARIZONA	Striper Tech	36	1652	2451	
ARKANSAS				ARKANSAS						
CALIFORNIA	Ct Electrician I	49	3150	3457	CALIFORNIA	Included in #9				
COLORADO	Electrical Trades I	0	2536	3388	COLORADO	N/A				
CONNECTICUT	included in #11 QCW (Electr	51	2625	3398	CONNECTICUT	Included in #8				
DELAWARE	Traffic Signal Tech 1-4	14	1418	3416	DELAWARE					
FLORIDA				FLORIDA						
GEORGIA	Traf Sig Tech & Trainee	32	1667	3433	GEORGIA	Mtce Equip Oper	5	1513	2835	
HAWAII	Hwy Ltg Wkr I, II, ETS	14	2771	3100	HAWAII	Trf Strip Mach Oper.	4	2153	2153	
IDAHO	Traf Sig Electric	6	1901	2742	IDAHO	Lead Worker	5	1901	2796	
ILLINOIS	Traffic Control Supervisor	9	2220	5140	ILLINOIS	Traffic Op Tech	9	2725	5140	
INDIANA				INDIANA						
IOWA	Electrician II	2	2318	2830	IOWA	Equip Oper II-III	13	1970	2522	
KANSAS	none			KANSAS	none					
KENTUCKY	Hwy. Traffic Tech I II & III	43	1355	3175	KENTUCKY	Hwy. Equipment Operator I	312	1427	2879	
LOUISIANA	Electrician Spec.	46	1654	2584	LOUISIANA	Mobile Equip. Oper. 2	15	1400	2109	
MAINE				MAINE						
MARYLAND	Trf Const Tech III	28	2162	3243	MARYLAND	Fac Maint Tech III	7	1895	2839	
MASSACHUSETTS	Electrician I	5	2144	2873	MASSACHUSETTS	Spray Pnt Wkr Frmn	3	2144	2873	
MICHIGAN	Lic Elec 10	13	2577	3324	MICHIGAN	N/A				
MINNESOTA				MINNESOTA						
MISSISSIPPI				MISSISSIPPI						
MISSOURI	Sign & Lighting Elec	69	2404	3562	MISSOURI	Sr Crew Worker	6444	1897	2704	
MONTANA	N/A			MONTANA	Stiping For/Striping M	10	2320	2443		
NEBRASKA	Electronics Tech Senior	11	1703	2962	NEBRASKA	Included in #18				
NEVADA				NEVADA						
NEW HAMPSHIRE	Traf Signal Tech I	1	2300	2716	NEW HAMPSHIRE	Carriage Oper	6	1669	1954	
NEW JERSEY				NEW JERSEY						
NEW MEXICO	Hwy Traffic Tech 2	11	1777	2665	NEW MEXICO	Included in #18				
NEW YORK	Traff Sign Mech	60	2243	2875	NEW YORK	See item 16				
NORTH CAROLINA	Electronics Tech I	49	1986	3052	NORTH CAROLINA	see item # 10				
NORTH DAKOTA	N/A			NORTH DAKOTA	Included in #31					
OHIO				OHIO						
OKLAHOMA				OKLAHOMA						
OREGON	Traff Sgnl Tech / Electr	26	3346	3865	OREGON	Included in #16 & #18				
PENNSYLVANIA	Trfc Control Spec	40	2822	4287	PENNSYLVANIA	Trans Equip Oper B	55	1935	2885	
RHODE ISLAND	Elec Insp	13	2506	2871	RHODE ISLAND	N/A				
SOUTH CAROLINA				SOUTH CAROLINA						
SOUTH DAKOTA	N/A			SOUTH DAKOTA	Lead Hwy Maint. Worker	5	1809	2582		
TENNESSEE				TENNESSEE	Hwy MF SV 1	13	1752	2769		
TEXAS	Traf Syst Tech I-IV	162	1712	3209	TEXAS	N/A				
UTAH	Electronic Tech Spec	12	2574	3863	UTAH	Included in #17				
VERMONT				VERMONT						
VIRGINIA	Traffic Signal Tech	39	1897	2961	VIRGINIA	Hvy Equip Opr C	3	1588	2479	
WASHINGTON	Traf Sign Tech I-3	52	3010	3852	WASHINGTON	Mtce Tech III	82	2477	3161	
WEST VIRGINIA	included in #11			WEST VIRGINIA	Included in #11					
WISCONSIN	Traf Sig Mech-Jour	6	2070	2725	WISCONSIN					
WYOMING	Traf Ctrl Sys Spec	3	2000	2200	WYOMING	Striping tech II	15	1760	1960	

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

		35.		
STATES	CHIEF ENGINEER	#	MIN	MAX
ALABAMA				
ALASKA	State Chief Eng	1	6253	7486
ARIZONA	State Engr	1	5299	8043
ARKANSAS				
CALIFORNIA	Dir Eng Svc Center	1	7716	8505
COLORADO	Chief Eng - Sr Exec S	2	6097	9329
CONNECTICUT	Chief Engr	1	8397	10786
DELAWARE	Chief Engineer	1	7508	7508
FLORIDA	State Hwy Engr	1	4579	9340
GEORGIA	Chief Engr	1	5761	9788
HAWAII	Inlcuded in # 1			
IDAHO	Chief Engr	1	5914	8697
ILLINOIS	Dir of Hwys	1	5515	9420
INDIANA				
IOWA	Chief Engr	1	5627	6998
KANSAS	Asst Sec/St Trans Eng	1	5691	5691
KENTUCKY	State Hwy Engineer	1	4344	6834
LOUISIANA	DOTD Chief Eng. Adm.	1	5288	8734
MAINE	Chief Engineer	1	4788	6701
MARYLAND	SHA Chief Engr	1	6068	7427
MASSACHUSETTS	Chief Engr M-X	1	4770	6034
MICHIGAN	Bureau Of Hwy Sen Exec 20	1	6502	8574
MINNESOTA				
MISSISSIPPI				
MISSOURI	Chief Engr	1	4878	8382
MONTANA	Chief Engr	1	4988	7390
NEBRASKA	Dir State Engr	1	6970	12500
NEVADA	Asst Trans Dir	2	5102	7050
NEW HAMPSHIRE	Asst Commissioner	1	5210	6557
NEW JERSEY				
NEW MEXICO	Cabinet Secretary	1	6985	6985
NEW YORK	Asst Comm for Eng	1	6578	9687
NORTH CAROLINA	Hwy Administrator	1	6032	9742
NORTH DAKOTA	Chief Engr	1	4830	8050
OHIO				
OKLAHOMA				
OREGON	Deputy Dir	1	5662	8365
PENNSYLVANIA	Chief Eng Hwy Admn	1	6235	8365
RHODE ISLAND	Chief Engr	1	7137	7942
SOUTH CAROLINA				
SOUTH DAKOTA	Chief Engineer	1	3889	5834
TENNESSEE	Asst Comm 2	1	4109	6582
TEXAS	Exec Dir	1	9584	9584
UTAH	Deputy Dir, DOT	1	5495	8255
VERMONT				
VIRGINIA	Chief Engr Transp	1	6041	9432
WASHINGTON	Deputy Sec	1	8039	8698
WEST VIRGINIA	State Hwy. Engr	1	3981	6471
WISCONSIN	DOT Manager	1	4124	8248
WYOMING	Director	1	4583	7500

		36.		
STATES	PROJECT ENGINEER	#	MIN	MAX
ALABAMA				
ALASKA	Engineer II/III	47	4216	5708
ARIZONA	Resident Engr	28	2841	4728
ARKANSAS				
CALIFORNIA	Dist Const Engr	110	4891	5943
COLORADO	Prof Engr I	146	3999	5519
CONNECTICUT	Trans Eng III	55	3838	5248
DELAWARE	Civil Eng Prog Mgr			
FLORIDA	Eng, Arch, & Svy IV		2734	7170
GEORGIA	Constr Project Mgr II	90	2220	3769
HAWAII	Area Engr	2	3481	4954
IDAHO	Dist Reg Engr	8	3804	5593
ILLINOIS	Proj Impl Engr	9	4400	7335
INDIANA				
IOWA	Resident Const Engr	20	3426	4589
KANSAS	Const Engr	30	3363	4507
KENTUCKY	Trans Eng Spvr	115	2952	5174
LOUISIANA	Dist. Eng. Supv. I	47	4080	5083
MAINE	Res Engr/ Inspector	65	2305	3847
MARYLAND	Trans Engr IV	14	3010	4527
MASSACHUSETTS	Civil Engr III	150	3480	4435
MICHIGAN	Resident Eng Lte 14	52	4005	5395
MINNESOTA				
MISSISSIPPI				
MISSOURI	Resident Engr	43	3562	5289
MONTANA	Engr Proj Mgr	45	2586	3722
NEBRASKA	Project Engr	12	3400	4405
NEVADA	Resident Engr	22	3896	5341
NEW HAMPSHIRE	Civil Engr I-IV	55	2070	3617
NEW JERSEY				
NEW MEXICO	Hwy Proj Supv 2	3	2786	4179
NEW YORK				
NORTH CAROLINA	Resident Engr	48	3473	5529
NORTH DAKOTA	Hwy Const Coord	2	2924	4874
OHIO				
OKLAHOMA				
OREGON	Project Mgr	26	3469	5132
PENNSYLVANIA	Civil Eng Supv	104	2822	4287
RHODE ISLAND	Chief Spec Proj Engr	1	5529	6333
SOUTH CAROLINA				
SOUTH DAKOTA	Project Engineer	76	2576	3865
TENNESSEE	Opsn SP SV 1	49	3001	4839
TEXAS	N/A			
UTAH	Project Engineer	18	3760	5961
VERMONT				
VIRGINIA	Trans Const Proj Engr	68	2710	4230
WASHINGTON	Project Engr	64	3671	5744
WEST VIRGINIA	Major Proj Engr	10	3234	4935
WISCONSIN	CE Trans Supv 2	44	4133	6179
WYOMING	Resident Engr	61	3500	3900

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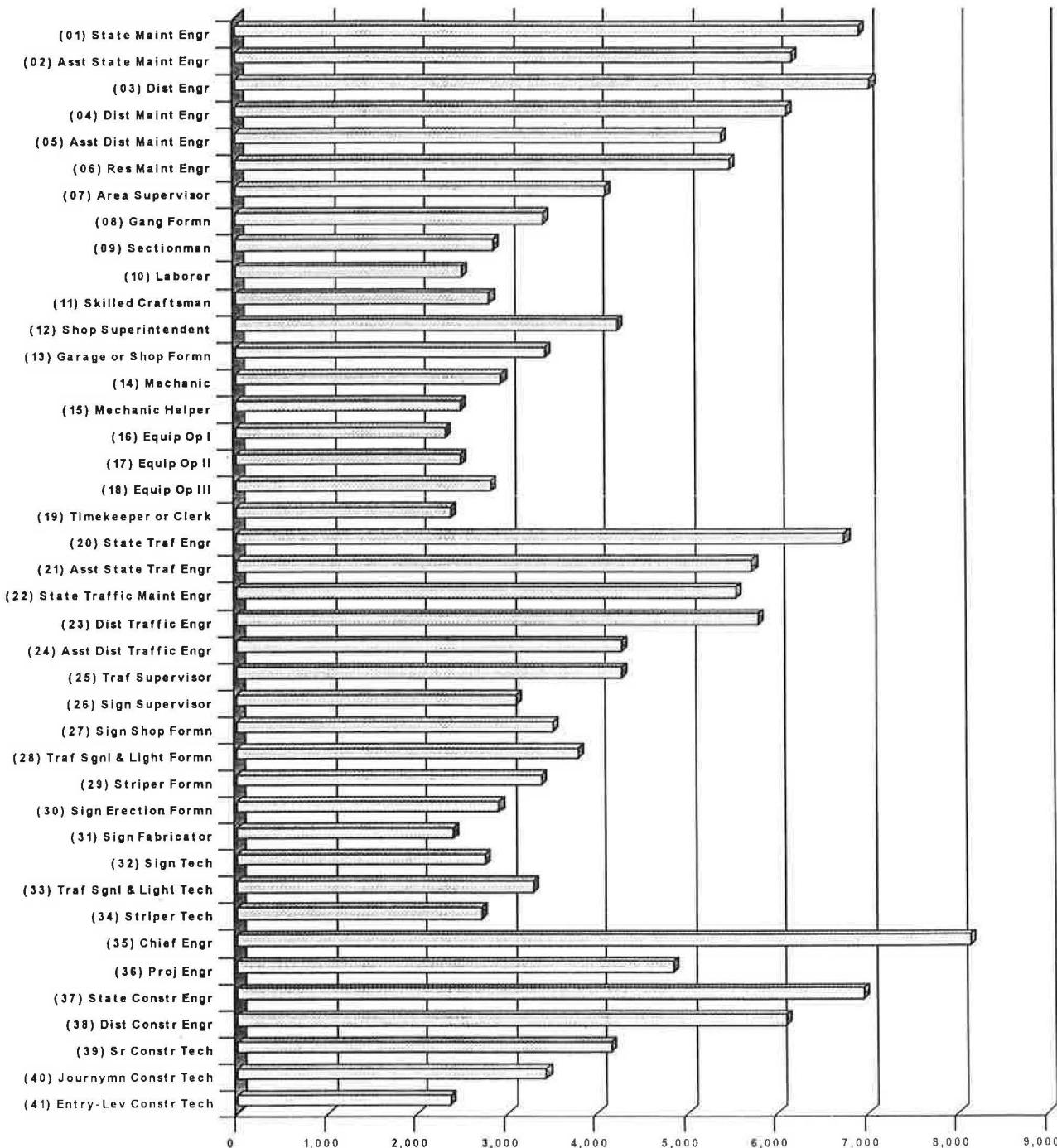
STATES	STATE CONSTRUCTION ENGINEER	37.			STATES	38.			
		#	MIN	MAX		#	MIN	MAX	
ALABAMA					ALABAMA				
ALASKA	N/A				ALASKA	Division Director	3	5850	7234
ARIZONA	St Const Engr	1	4052	6157	ARIZONA	Senior Resident	10	3394	5162
ARKANSAS					ARKANSAS				
CALIFORNIA	Prog Mgr - Const	1	7354	8108	CALIFORNIA	Dep Dist Dir - Constr	12	5937	6548
COLORADO	Stf Cnst - PE III	13	5908	7463	COLORADO	Dist Cnst Eng - PE III	13	5908	7463
CONNECTICUT	Trans Constr Admin	1	7188	9220	CONNECTICUT	Dist Engr	4	6646	8524
DELAWARE	Director Hwy Operations	1	7508	7508	DELAWARE	District Engineer	3	4794	7191
FLORIDA	Dir of Ofc of Const	1	3847	7823	FLORIDA	Dist Const Engr	8	3754	7586
GEORGIA	St Const Engr	1	4752	8067	GEORGIA	Dist Const Engr	7	3571	6083
HAWAII	Included in #1				HAWAII	Dist Const Engr	4	3915	5573
IDAHO	Const Engr	1	4432	6517	IDAHO	Asst Dist Engr	6	4096	6023
ILLINOIS	Construction Engr	1	4745	7920	ILLINOIS	Dist Const Eng	9	4095	6935
INDIANA					INDIANA				
IOWA	Development Div Director	1	6179	7687	IOWA	Transp Const Engr	6	3965	5285
KANSAS	Same as Title #1				KANSAS	Dist Const Engr	6	4087	5749
KENTUCKY	Trans Eng Dir, Const.	1	3264	6278	KENTUCKY	Trans Eng Branch Mgr, Cons	12	2952	5174
LOUISIANA	DOTD Staff Eng. Adm. 3	1	4619	7628	LOUISIANA	Dist. Eng. Mgr. 2	9	3771	6227
MAINE	Hwy/Bridge Contr Eng	3	3467	4844	MAINE	Area Hwy/Brg Constr Engr	7	3200	4466
MARYLAND	Deputy Chf Engr Cons	1	5631	6889	MARYLAND	Admin VII Hwy Asst DE	7	4201	6328
MASSACHUSETTS	M-IX	1	4388	5532	MASSACHUSETTS	Civil Engr VI	5	4406	5670
MICHIGAN	Const Eng SDA 17	1	5350	7274	MICHIGAN				
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Div Engr, Const	1	4466	7659	MISSOURI	N/A			
MONTANA	Const Engr	1	3401	5463	MONTANA	Dist Const Engr	5	3401	5465
NEBRASKA	Const Engr	1	5168	5883	NEBRASKA	Dist Const Engr	9	4420	5473
NEVADA	Chief Const Engr	1	4658	6421	NEVADA		3	4258	5854
NEW HAMPSHIRE	Admin Bureau Const	1	4150	4992	NEW HAMPSHIRE	Civil Engr VI	6	3780	4550
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Highway 5	1	3972	5959	NEW MEXICO	Highway Eng 4	6	3469	5203
NEW YORK	Const Div Dir	1	7811	9687	NEW YORK				
NORTH CAROLINA	State Hwy Const & Maint	1	5008	8056	NORTH CAROLINA	Division Engr	14	3980	6358
NORTH DAKOTA	Director, Const Div	1	3579	5965	NORTH DAKOTA	Included in #3			
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Tech Svcs Mgr	1	5132	7584	OREGON	Region Cost Engr	5	4225	6884
PENNSYLVANIA	Hwy Eng. Mgr. C	1	5464	7923	PENNSYLVANIA	Asst Hwy Dist Engr	11	4787	7276
RHODE ISLAND	Admin. Hwy & Bridge Const.	1	4812	5529	RHODE ISLAND	Asst Chf Hwy & Bridge	7	3751	4249
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	Director of Operations	1	4749	7123	SOUTH DAKOTA	N/A			
TENNESSEE	Asst Comm 2	1	4109	6583	TENNESSEE	Trns Regional Dir	4	3763	6027
TEXAS	Dir Const Div	1	6341	6916	TEXAS	Dir Of Const I-III	13	3885	5935
UTAH	Engr for Const	1	4190	6643	UTAH	Dist Const Engr	4	3969	6294
VERMONT					VERMONT				
VIRGINIA	Div Admin Trans	1	4228	6603	VIRGINIA	Trans Asst Dist Engr	9	3869	6041
WASHINGTON	State Constr Engr	1	7105	7318	WASHINGTON		4	4754	7079
WEST VIRGINIA	Included in #1 & #20				WEST VIRGINIA	Asst. Dist . Eng Const	10	3234	4935
WISCONSIN					WISCONSIN	DOT Manager	8	4124	8248
WYOMING		1	4300	4750	WYOMING	Dist Const Engr	5	4300	4750

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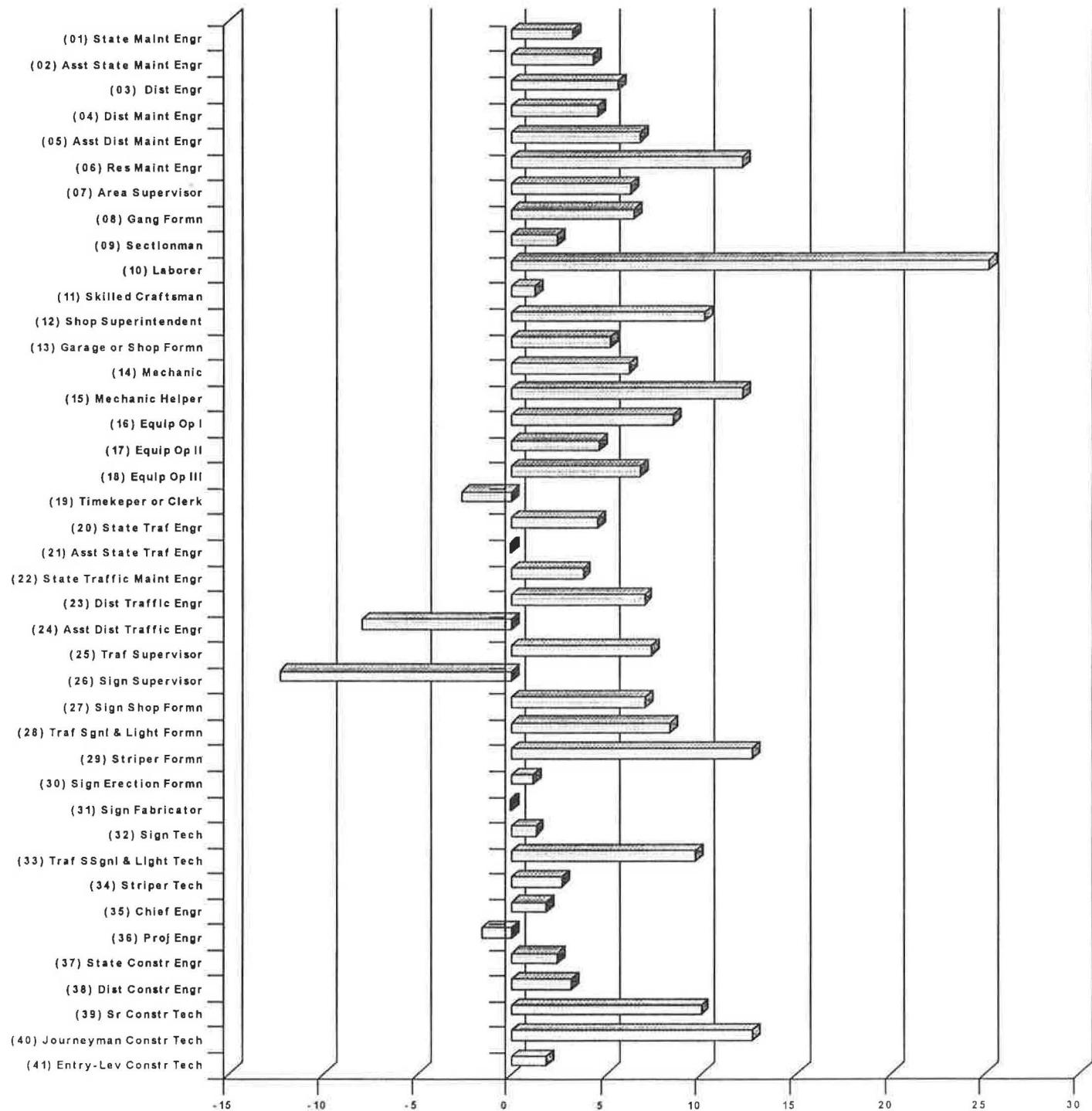
STATES	SENIOR CONSTRUCTION TECHNICIAN	39.			STATES	40.			
		#	MIN	MAX		#	MIN	MAX	
ALABAMA					ALABAMA				
ALASKA	Engineering Technician - Jou	42	2986	3579	ALASKA	Engineering Technician - Sub	32	2534	2993
ARIZONA	Tr Engr Spec	62	2589	3976	ARIZONA	Const Tech Supv	121	2449	3321
ARKANSAS					ARKANSAS				
CALIFORNIA	Resident Engineer	826	3609	5415	CALIFORNIA	Trans Engr Tech	230	2260	3921
COLORADO	Civ Eng Proj Mgr II	58	3531	4872	COLORADO	Civ Eng Proj Mgr I	69	3203	4419
CONNECTICUT	Trns Engr2/Tr Const Ins	242	3177	4367	CONNECTICUT	Trns Egr 1/Tr Const In	216	2947	3964
DELAWARE	Construction Tech V	19	2437	3656	DELAWARE	Construction Tech IV	66	2129	3193
FLORIDA	Eng, Arch, & Svy Lvl II		2431	6556	FLORIDA	Eng, Arch, Svy Lvl II		1774	3302
GEORGIA	Constr Proj Mgr II	46	2014	3433	GEORGIA	Constr Inspection Sr	54	1837	3127
HAWAII	Engr IV	34	3219	4583	HAWAII	Engr Tech V, VI, VII, HCl III	49	2117	3811
IDAHO	Trans Tech Princp	106	2326	3420	IDAHO	Trans Tech Sr	123	2137	3142
ILLINOIS	Sr Resident Tech	96	2725	5140	ILLINOIS	Resident Tech	273	2220	3960
INDIANA					INDIANA				
IOWA	N/A				IOWA	N/A			
KANSAS	Engr Tech Sr	100	2276	3201	KANSAS	Engr Tech	263	1874	2633
KENTUCKY	Dist Trans Eng Spvr	12	2952	5174	KENTUCKY	Trans Eng Tech I	226	2246	3500
LOUISIANA	Eng. Tech 4/Supv. 1	180	1674	2958	LOUISIANA	Eng. Tech. 3	109	1462	2415
MAINE	Asst Hwy/Brg Resident Engr	27	2209	3010	MAINE	Hwy Bridge Insp	30	1741	2567
MARYLAND	Engr Tech VI Const	68	2467	3705	MARYLAND	Engr Tech IV & V	167	2024	3243
MASSACHUSETTS	Civil Engr IV	20	3785	4851	MASSACHUSETTS	Civil Engr I	180	2744	3471
MICHIGAN	Constr Tech 11/12	90	2589	3866	MICHIGAN	Const Tech E10	127	2412	3194
MINNESOTA					MINNESOTA				
MISSISSIPPI					MISSISSIPPI				
MISSOURI	Const Inspector	130	2500	3706	MISSOURI	Sr Const Tech	98	2310	3292
MONTANA	Engr Proj Tech III	90	1984	3089	MONTANA	Engr Proj Tech II	107	1414	2158
NEBRASKA	Project Mgr	62	3038	4405	NEBRASKA	Const Tech III	129	2116	2962
NEVADA	Assistant Resident	25	3413	4658	NEVADA	Engr Tech III & IV	200	2534	3727
NEW HAMPSHIRE	Engr Tech V	10	2607	3082	NEW HAMPSHIRE	Engr Tech III	14	2032	2396
NEW JERSEY					NEW JERSEY				
NEW MEXICO	Included in #36				NEW MEXICO	Hwy Eng Tech 3/Hwy Svy 3	127	1777	2665
NEW YORK	Eng in Charge				NEW YORK	Const Insp	750	2262	4561
NORTH CAROLINA	Transp Tech III	264	2248	3495	NORTH CAROLINA	Transp Tech II	351	2066	3193
NORTH DAKOTA	Project Mgr	9	2159	3599	NORTH DAKOTA	Tech IV	40	1951	3251
OHIO					OHIO				
OKLAHOMA					OKLAHOMA				
OREGON	Trans Engr II	186	3349	4795	OREGON	Engr Spec 2 & 3 , Asst T	383	2156	3752
PENNSYLVANIA	Trans Constr Insp Sup	212	2471	3756	PENNSYLVANIA	Trans Const Inspec	428	2184	3289
RHODE ISLAND	Engr Tech IV	30	2980	3357	RHODE ISLAND	Engr Tech III	25	2506	2871
SOUTH CAROLINA					SOUTH CAROLINA				
SOUTH DAKOTA	Sr Trans Tech	76	1993	2818	SOUTH DAKOTA	Jrny Trans Tech	65	1938	2582
TENNESSEE	Trns Tech 3	32	1986	3184	TENNESSEE	Trns Tech 1	440	1548	2478
TEXAS	Const Insp VII-IX	143	2649	4297	TEXAS	Const Insp III-VI	674	1712	3209
UTAH	Const Tech IV	75	2524	4079	UTAH	Const Tech III	81	2189	3466
VERMONT					VERMONT				
VIRGINIA	Transp Const Insp Sr	292	2267	3539	VIRGINIA	Trans Const Insp	189	1897	2961
WASHINGTON	Trans Engr II	583	3161	4047	WASHINGTON	Trans Tech III	213	3161	4047
WEST VIRGINIA	Sr. Eng. Tech Const.	62	2476	4028	WEST VIRGINIA	Eng. Tech. Const. / HE1/HE2	207	2020	4310
WISCONSIN	Eng Spec Trans Adv 2	58	3296	4481	WISCONSIN	Eng Spec Trans Sr.	35	2831	3849
WYOMING	Eng Tech Supv	60	2500	2740	WYOMING	Engr Tech Spec	90	2000	2200

MONTHLY SALARIES OF HIGHWAY PERSONNEL: 1999

STATES	41. ENTRY-LEVEL CONSTRUCTION TECHNICIAN			
		#	MIN	MAX
ALABAMA				
ALASKA	Engineering Technician - Sub	16	2257	2669
ARIZONA	Const Tech	78	1846	2863
ARKANSAS				
CALIFORNIA	Included in #40			
COLORADO	Eng/Phy Sci Assistant I	29	1635	2185
CONNECTICUT	Trns Eng In Train 1	21	1932	2898
DELAWARE	Hwy Eng Tech I	11	1518	2277
FLORIDA	Eng, Arch, & Svy Lvl I		1372	2463
GEORGIA	Engr Tech	84	1401	2308
HAWAII	EA I/II, HCI I	13	1547	2897
IDAHO	Trans Tecj	60	1700	2501
ILLINOIS	Technician	121	1485	2770
INDIANA				
IOWA	N/A			
KANSAS	Engr Tech Assoc	49	1468	2064
KENTUCKY	Trans. Eng Aide I	52	1121	2157
LOUISIANA	Eng. Tech. 1/2	310	1116	2109
MAINE	Hwy/Brg Insp	22	1487	1919
MARYLAND	Engr Tech I, II, III	72	1366	2657
MASSACHUSETTS	Gen Const Insp I	94	2744	3471
MICHIGAN	Const Tech 8	27	2010	2530
MINNESOTA				
MISSISSIPPI				
MISSOURI	Const Tech	72	1824	2599
MONTANA	Engr Proj Aide	85	1107	1813
NEBRASKA	Const Tech I	39	1371	1919
NEVADA	Engr Tech I & II	75	2150	3130
NEW HAMPSHIRE	Engr Tech II	13	1804	2111
NEW JERSEY				
NEW MEXICO	Hwy Eng Tech I/Hwy Svy 1	67	1363	2045
NEW YORK	Temp Const Insp	268	1435	1603
NORTH CAROLINA	Transp Tech I	327	1909	2921
NORTH DAKOTA	Tech I	1	1235	2059
OHIO				
OKLAHOMA				
OREGON	Engr Spec Entry	44	1420	2421
PENNSYLVANIA	Engr Tech	34	1935	2885
RHODE ISLAND	Engr Tech I	42	1967	2130
SOUTH CAROLINA				
SOUTH DAKOTA	Trans Tech	7	1458	2187
TENNESSEE	Trns Asst 1	230	1097	1793
TEXAS	Const Insp I & II	38	1521	2195
UTAH	Const Tech I	18	1495	2373
VERMONT				
VIRGINIA	Trans Const Insp Trn	79	1517	1940
WASHINGTON	Trans Tech I	67	2204	2794
WEST VIRGINIA	Tit / Aet Const.	130	1343	2682
WISCONSIN	Eng Tech Trans 2	21	1839	2537
WYOMING	Hwy Worker	15	1266	1426

AVERAGE MONTHLY SALARIES FROM 1998 TO 1999

PERCENT CHANGE IN SALARIES FROM 1998 TO 1999



POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	(1)	RETIREMENT PLAN						
		State Plan	Fed Soc Sec	Compulsory Retirement			Voluntary Retirement	
				(4)	(4a)	Age	Min Yrs Service	Min Age
ALABAMA								
ALASKA	a. All	Yes	No	No		Yes	5	55
ARIZONA	a. All	Yes	Yes	No		Yes	5	50
ARKANSAS								
CALIFORNIA	a. All	Yes	Yes	No		Yes	5 or 10	50
COLORADO	b. All but temporary	Yes	No	No		Yes	5	50
CONNECTICUT	b. All but temporary	Yes	Yes	No		Yes	10	55
DELAWARE	b. All but temporary	Yes	Yes	No		Yes	5	55
FLORIDA	b. All but temporary	Yes	Yes	No		Yes	10	
GEORGIA	b. All but temporary	Yes	Yes	No		Yes	10	none
HAWAII	a. All	Yes	Yes	No		Yes	5-10	55
IDAHO	b. All but temporary	Yes	Yes	No		Yes	5	55
ILLINOIS	a. All	Yes	Yes	No		Yes	30	55
INDIANA								
IOWA	b. All but temporary	Yes	Yes	No		Yes	4	55
KANSAS	a. All	Yes	Yes	No		Yes	10	any age
KENTUCKY	b. All but temporary	Yes	Yes	No		Yes	27	
LOUISIANA	a. All	Yes	No	No		Yes	10	37
MAINE	b. All but temporary	Yes	No	No		Yes	25	
MARYLAND	a. All	Yes	Yes	No		Yes	25	55
MASSACHUSETTS	b. All but temporary	Yes	No	No		Yes	10	55
MICHIGAN	a. All	Yes	Yes	No		Yes	10	60
MINNESOTA								
MISSISSIPPI								
MISSOURI	d. None	Yes	Yes	No		Yes		50w/30
MONTANA	a. All	Yes	No	No		Yes	5	50
NEBRASKA	a. All	Yes	Yes	No		Yes	5	55
NEVADA	b. All but temporary	Yes	Yes	No		Yes	5	any w/30
NEW HAMPSHIRE	a. All	Yes	Yes	No		Yes	10	50
NEW JERSEY								
NEW MEXICO	a. All	Yes	Yes	No		Yes	25	any
NEW YORK	a. All	Yes	Yes	No		Yes	5 vested	55
NORTH CAROLINA		Yes	No	No		Yes	30	50
NORTH DAKOTA	d. None	Yes	Yes	No		Yes	none	none
OHIO								
OKLAHOMA								
OREGON	d. None	Yes	Yes	No		Yes	30	55 or 30 yrs,
PENNSYLVANIA	c. Supervisory only	Yes	Yes	No		Yes	10 under 60	3 yrs/60
RHODE ISLAND	a. All	Yes	Yes	No		Yes	10	60
SOUTH CAROLINA								
SOUTH DAKOTA	b. All but temporary	Yes	Yes	No		Yes	5	55
TENNESSEE	a. All	Yes	Yes	No		Yes	30	48
TEXAS	a. All	Yes	Yes	No		Yes	5	60
UTAH	b. All but temporary	Yes	Yes	No		Yes	30	
VIRGINIA	d. None	Yes	No	No		Yes	5	55
WASHINGTON	b. All but temporary	Yes	Yes	No		Yes	5	age +30 or 55 + 25
WEST VIRGINIA	b. All but temporary	Yes	Yes	No		Yes	5	60
WISCONSIN	b. All but temporary	Yes	No	No		Yes	30	57
WYOMING	a. All	Yes	Yes	No		Yes	4	50

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	(6)	VACATION					
		Min Hrs/Yrs of Service		Max Hrs/Yrs of Service		Cumulative Maximum	
		Hrs/Yr (7a)	Service (7b)	Hrs/Yr (7c)	Service (7d)	(8)	Hrs (8a)
ALABAMA							
ALASKA	Yes	180	0-2	270	10	Yes	no limit
ARIZONA	Yes	8	1-2	14	15	Yes	240
ARKANSAS							
CALIFORNIA	Yes	84	3	168	20	Yes	400
COLORADO	Yes	96	1-5	168	16	Yes	336
CONNECTICUT	Yes	90	0-5	150	20	Yes	75
DELAWARE	Yes	1125	1-10			Yes	
FLORIDA	Yes	104	0-5	156	10	Yes	360
GEORGIA	Yes	120	0-5	168	10	Yes	360
HAWAII	Yes	168		168		Yes	720
IDAHO	Yes	96.2	1-5	168	16	Yes	336
ILLINOIS	Yes	80	0-5	200	26	Yes	2 years
INDIANA							
IOWA	Yes	96	1-4	216	5	Yes	2/annual
KANSAS	Yes	96	0-5	168	15	Yes	240
KENTUCKY	Yes	96	0-4	192	20+	Yes	480
LOUISIANA	Yes	96	0-3	193	15	Yes	no max
MAINE	Yes	96	0-5	192	20	Yes	320
MARYLAND	Yes	80	0-5	200	21	Yes	400
MASSACHUSETTS	Yes	80	0-4.5	200	19.5	Yes	2 years
MICHIGAN	Yes		0-1	10.2	45	Yes	300
MINNESOTA							
MISSISSIPPI							
MISSOURI	Yes	120	0-10	168	15	Yes	336
MONTANA	Yes	120	1-10	192	20	Yes	384
NEBRASKA	Yes	96	1-5	200	16	Yes	280
NEVADA	Yes	120	0-15	170	15	Yes	240
NEW HAMPSHIRE	Yes	120	1-8	192	21	Yes	384
NEW JERSEY							
NEW MEXICO	Yes	80	0-3	160	15	Yes	240
NEW YORK	Yes	104	01	160	7	Yes	320
NORTH CAROLINA	Yes	94	0-2	206	20	Yes	240
NORTH DAKOTA	Yes	96	0-3	192	18	Yes	240
OHIO							
OKLAHOMA							
OREGON	Yes	96	0-5	192	20+	Yes	250
PENNSYLVANIA	Yes	52.5	0-2	195	25	Yes	337.5
RHODE ISLAND	Yes	80	0-5	224	25	Yes	varies
SOUTH CAROLINA							
SOUTH DAKOTA	Yes	120	0-15	160	15	Yes	240/320
TENNESSEE	Yes	90	1-5	180	20	No	
TEXAS	Yes	84	0-2	164	20	Yes	376
UTAH	Yes	104	0-6	156	11	Yes	320
VIRGINIA	Yes	96	0-5	168	20	Yes	336
WASHINGTON	Yes	96	1	176	16	Yes	240
WEST VIRGINIA	Yes	120	0-5	192	15	Yes	240
WISCONSIN	Yes	80	1-5	200	25+	Yes	40
WYOMING	Yes	96	1-5	192	20	Yes	384

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	(9)	SICK LEAVE		Hrs/Yr (10a)	Service (10b)	Hrs/Yr (10c)	Service (10d)	Service (11)	Cumulative Maximum (11a)
		Minimum Hrs/Yr of Service	Maximum Hrs/Yr of Service						
ALABAMA									
ALASKA									
ARIZONA	Yes					96		Yes	none
ARKANSAS									
CALIFORNIA	Yes	96		1 year		96		all Yes	none
COLORADO	Yes	79.92						Yes	360
CONNECTICUT	Yes	112.5			all	112.5		all Yes	none
DELAWARE	Yes							Yes	unlimited
FLORIDA	Yes	104						Yes	none
GEORGIA	Yes	120			all	120		all Yes	720
HAWAII	Yes	168				168		Yes	none
IDAHO	Yes	96.2		1-unlimited		96.2		Yes	unlimited
ILLINOIS	Yes					8 a month		Yes	none
INDIANA									
IOWA	Yes	144				144		Yes	unlimited
KANSAS	Yes	96						Yes	no limit
KENTUCKY	Yes	96			all	96		all Yes	unlimited
LOUISIANA	Yes	96		2-3		192		15 Yes	no max
MAINE	Yes	96				96		Yes	960
MARYLAND	Yes	120		0-5		120		6 Yes	none
MASSACHUSETTS	Yes	1.25				1.25		Yes	no max
MICHIGAN	Yes							Yes	
MINNESOTA									
MISSISSIPPI									
MISSOURI	Yes	120			any	120		any Yes	no max
MONTANA	Yes					95	1	1 Yes	
NEBRASKA	Yes	96			1-5	144		16 Yes	no max
NEVADA	Yes	120			0	120		0 Yes	unlimited
NEW HAMPSHIRE	Yes	120			0-8	120		16 Yes	960
NEW JERSEY									
NEW MEXICO	Yes	96				96		Yes	none
NEW YORK	Yes	104			0-1	104		1 Yes	1600
NORTH CAROLINA	Yes	96			0	96		0 Yes	no max
NORTH DAKOTA	Yes	96			0-3	96		18 Yes	none
OHIO									
OKLAHOMA									
OREGON	Yes	96			0-5	96		20+ Yes	no max
PENNSYLVANIA	Yes	97.5				97.5		all Yes	2250
RHODE ISLAND	Yes		130 ann. for 40 hr/wk emp.					Yes	1000
SOUTH CAROLINA									
SOUTH DAKOTA	Yes	112						Yes	unlimited
TENNESSEE	Yes	90				90		Yes	no max
TEXAS	Yes	96			all	96		all Yes	no limit
UTAH	Yes	104				104		Yes	no max
VIRGINIA	Yes				120/yr			120/yr Yes	no max
WASHINGTON	Yes	96			any	96		any Yes	no max
WEST VIRGINIA	Yes	144			0	144		0 Yes	unlimited
WISCONSIN	Yes	130				130		Yes	none
WYOMING	Yes	96				96		Yes	unlimited

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	INSURANCE						
	Hospitalization			Life Insurance			Public Liability
	(12)	(12a)	(12b)	(13)	(13a)	(13b)	(14)
ALABAMA							
ALASKA	Yes	Partially	Mandatory	Yes	Wholly	Mandatory	a. All
ARIZONA	Yes	Partially	Optional	Yes	Partially	Mandatory	a. All
ARKANSAS							
CALIFORNIA	Yes	Partially	Optional	No			a. All
COLORADO	Yes	Partially	Optional	Yes	Wholly	Mandatory	b. All but temporary
CONNECTICUT	Yes	Wholly	Optional	Yes	Partially	Optional	d. None
DELAWARE	Yes	Partially	Optional	Yes	Partially	Optional	d. None
FLORIDA	Yes	Partially	Optional	Yes	Partially	Optional	d. None
GEORGIA	Yes	Partially	Optional	Yes	Partially	Mandatory	a. All
HAWAII	Yes	Partially	Optional	Yes	Wholly	Optional	d. None
IDAHO	Yes	Partially	Optional	Yes	Wholly	Mandatory	a. All
ILLINOIS	Yes	Partially	Mandatory	Yes	Wholly	Mandatory	a. All
INDIANA							
IOWA	Yes	Partially	Optional	Yes	Wholly	Optional	a. All
KANSAS	Yes	Wholly	Optional	Yes	Wholly	Mandatory	d. None
KENTUCKY	Yes	Wholly	Optional	Yes	Wholly	Optional	d. None
LOUISIANA	Yes	Partially	Optional	Yes	Partially	Optional	a. All
MAINE	Yes	Wholly	Optional	Yes	Wholly	Optional	a. All
MARYLAND	Yes	Partially	Optional	Yes	Partially	Optional	a. All
MASSACHUSETTS	Yes	Partially	Optional	Yes	Partially	Optional	a. All
MICHIGAN	Yes	Partially	Optional	Yes	Wholly	Optional	a. All
MINNESOTA							
MISSISSIPPI							
MISSOURI	Yes	Partially	Optional	Yes	Partially	Optional	a. All
MONTANA	Yes	Wholly	Optional	Yes	Wholly	Optional	d. None
NEBRASKA	Yes	Partially	Optional	Yes	Wholly	Optional	d. None
NEVADA	Yes	Partially	Mandatory	Yes	Wholly	Mandatory	c. Supervisory only
NEW HAMPSHIRE	Yes	Wholly	Optional	Yes	Partially	Optional	a. All
NEW JERSEY							
NEW MEXICO	Yes	Partially	Optional	Yes	Partially	Optional	a. All
NEW YORK	Yes	Partially	Optional	Yes	Wholly	Mandatory	a. All
NORTH CAROLINA	Yes	Wholly	Optional	Yes	Wholly	Optional	a. All
NORTH DAKOTA	Yes	Wholly	Optional	Yes	Partially	Optional	d. None
OHIO							
OKLAHOMA							
OREGON	Yes	Wholly	Mandatory	No		Optional	a. All
PENNSYLVANIA	Yes	Wholly	Optional	Yes	Wholly	Optional	a. All
RHODE ISLAND	Yes	Wholly	Mandatory	Yes	Partially	Optional	a. All
SOUTH CAROLINA							
SOUTH DAKOTA	Yes	Wholly	Optional	Yes	Wholly	Mandatory	a. All
TENNESSEE	Yes	Partially	Optional	Yes	Partially	Optional	a. All
TEXAS	Yes	Wholly	Optional	Yes	Wholly	Optional	d. None
UTAH	Yes	Partially	Optional	Yes	Wholly	Optional	
VIRGINIA	Yes	Partially	Optional	Yes	Wholly	Mandatory	a. All
WASHINGTON	Yes	Partially	Mandatory	Yes	Wholly	Optional	c. Supervisory only
WEST VIRGINIA	Yes	Partially	Optional	Yes	Partially	Optional	
WISCONSIN	Yes	Partially	Optional	Yes	Partially	Optional	a. All
WYOMING	Yes	Partially	Optional	Yes	Partially	Optional	a. All

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	UNIONIZATION										Service Awards	
	Collective Bargaining		Supervisory				Non-Supervisory					
	Sup (15a)	Non-S (15b)	National Union (16Aa 1 and 2)	Local Union (16Ab 1 and 2)	National Union (16Ba 1 and 2)	Local Union (16Bb 1 and 2)	(17)					
ALABAMA												
ALASKA	Yes	Yes			Yes	Mandatory		Yes	Mandatory	Yes		
ARIZONA	No	No	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Voluntary	Yes		
ARKANSAS												
CALIFORNIA	No	Yes	No		Yes	Voluntary	No		Voluntary	Yes		
COLORADO	No	No	No		Yes	Voluntary	No		Voluntary	Yes		
CONNECTICUT	Yes	Yes	No			Voluntary	No		Voluntary	Yes		
DELAWARE	Yes	Yes	Yes	Mandatory	Yes	Mandatory			Mandatory	Yes		
FLORIDA	No	Yes	No		No		Yes	Voluntary		Yes		
GEORGIA	No	No	No		Yes	Voluntary	No		Voluntary	Yes		
HAWAII	Yes	Yes	No		Yes	Voluntary	No		Voluntary	Yes		
IDAHO	No	No	No		No		No		No	Yes		
ILLINOIS	No	Yes	Yes	Mandatory	Yes	Mandatory	Yes	Mandatory	Mandatory	Yes		
INDIANA												
IOWA	No	Yes	No		No		Yes	Voluntary	Voluntary	Yes		
KANSAS	No	No	No		No		Yes	Voluntary	Voluntary	Yes		
KENTUCKY	No	No	No		Yes	Voluntary	No		Voluntary	Yes		
LOUISIANA	No	No			Yes	Voluntary			Voluntary	Yes		
MAINE	Yes	Yes	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Voluntary	Yes		
MARYLAND	No	Yes	No		Yes	Voluntary	Yes	Voluntary	Voluntary	Yes		
MASSACHUSETTS	Yes	Yes	Yes	Voluntary						No		
MICHIGAN	No	Yes	No				No		Mandatory	Yes		
MINNESOTA												
MISSISSIPPI												
MISSOURI	No	No	No		Yes	Voluntary	No		Voluntary	Yes		
MONTANA	No	Yes	No		No		No		Mandatory	Yes		
NEBRASKA	No	Yes	No		No		Yes	Voluntary		Yes		
NEVADA	No	No	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Voluntary	Yes		
NEW HAMPSHIRE	Yes	Yes	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Voluntary	Yes		
NEW JERSEY												
NEW MEXICO	No	No	No		No		No		No	Yes		
NEW YORK	Yes	Yes	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Voluntary	Yes		
NORTH CAROLINA	No	No	No		No		No		No	Yes		
NORTH DAKOTA	No	No	No		No		No		No	Yes		
OHIO												
OKLAHOMA												
OREGON	No	Yes	No		Yes	Mandatory	No		Voluntary	Yes		
PENNSYLVANIA	Yes	Yes	Yes	Voluntary	Yes	Voluntary	Yes	Voluntary	Voluntary	Yes		
RHODE ISLAND	Yes	Yes	Yes		Yes		Yes			Yes		
SOUTH CAROLINA												
SOUTH DAKOTA	No	Yes	No		No		Yes	Voluntary		Yes		
TENNESSEE	No	No	No		Yes	Voluntary	No		Voluntary	Yes		
TEXAS	No	No	No		No		No			Yes		
UTAH	No	No	No		Yes	Voluntary	No		Voluntary	Yes		
VIRGINIA	No	No	No		No		No		No	Yes		
WASHINGTON	Yes	Yes	Yes	Mandatory	Yes	Mandatory	Yes	Mandatory	Mandatory	Yes		
WEST VIRGINIA	No	No	No		No		Yes	Voluntary	Voluntary	No		
WISCONSIN	No	Yes	No		No		No		Mandatory	Yes		
WYOMING	No	No	No		Yes	Voluntary	No		Voluntary	Yes		

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	Working Conditions								Adjustment for Overtime	
	Salary Basis				Working Hours					
	All (18a)	Perm Field (18b)	Super (18c)	Temp (18d)	Per Day (19a)	Per Week (19b)	Permanent (20) (20a)	Supervisory (20b)	Temporary (20c)	
ALABAMA										
ALASKA	Hourly	Hourly	Hourly	Hourly	7.5	37.5	Yes	Time and a Half	Time and a Half	Time and a Half
ARIZONA	Salaried	Salaried	Salaried	Hourly	8	40	Yes	Time and a Half	Straight Time	Time and a Half
ARKANSAS										
CALIFORNIA	Salaried	Salaried	Salaried	Hourly	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
COLORADO	Salaried	Salaried	Salaried	Hourly	8	40	Yes	Time and a Half	Straight Time	Time and a Half
CONNECTICUT		Hourly	Salaried		7.5	37.5	Yes	Time and a Half	Time and a Half	
DELAWARE		Hourly	Hourly	Hourly	7.5	37.5	Yes	Time and a Half	Straight Time	Time and a Half
FLORIDA	Salaried	Salaried	Salaried	Salaried	8-10	40	Yes	Time and a Half	Time and a Half	Time and a Half
GEORGIA	Salaried	Salaried	Salaried	Salaried	8	40	Yes	Time and a Half	Compensatory Tim	Time and a Half
HAWAII	Salaried	Salaried	Salaried	Hourly	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
IDAHO	Hourly	Hourly	Hourly	Hourly	8 or 10	40	Yes	Time and a Half	Time and a Half	Time and a Half
ILLINOIS		Salaried	Salaried	Salaried	8	40	Yes	Time and a Half		Time and a Half
INDIANA										
IOWA	Hourly	Hourly	Salaried	Hourly	8	40	Yes	Time and a Half	None	Time and a Half
KANSAS		Hourly	Salaried	Hourly	8	40	Yes	Time and a Half	None	Time and a Half
KENTUCKY	Hourly	Hourly	Hourly	Salaried	8	40	Yes	Time and a Half	Compensatory Tim	Time and a Half
LOUISIANA		Salaried			10	40	Yes	Compensatory Tim	Compensatory Tim	
MAINE	Hourly	Hourly	Salaried	Hourly	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
MARYLAND	Salaried	Salaried	Salaried	Salaried	8	40	Yes	Time and a Half	Compensatory Tim	Time and a Half
MASSACHUSETTS	Hourly	Hourly	Hourly	Hourly	8	40	Yes	Time and a Half	Time and a Half	
MICHIGAN	Hourly	Hourly	Hourly	Hourly	8	40	Yes	Time and a Half	Straight Time	Time and a Half
MINNESOTA										
MISSISSIPPI										
MISSOURI		Salaried	Salaried	Hourly	8	40	Yes	Time and a Half	Straight Time	Time and a Half
MONTANA	Hourly	Hourly	Hourly	Hourly	8	40	Yes	Time and a Half	Straight Time	Time and a Half
NEBRASKA	Hourly	Hourly	Hourly	Hourly	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
NEVADA	Hourly	Hourly	Hourly	Hourly	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
NEW HAMPSHIRE	Hourly	Hourly	Hourly	Hourly	8	40	Yes	Time and a Half	Straight Time	Time and a Half
NEW JERSEY										
NEW MEXICO	Hourly	Hourly	Hourly	Hourly	8	40	Yes	Time and a Half	Straight Time	Time and a Half
NEW YORK		Salaried	Salaried	Salaried	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
NORTH CAROLINA	Salaried	Salaried	Salaried	Hourly	8	40	Yes		Time and a Half	Time and a Half
NORTH DAKOTA		Salaried	Salaried	Hourly	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
OHIO										
OKLAHOMA										
OREGON		Salaried	Salaried	Hourly	8	40	Yes	Time and a Half		
PENNSYLVANIA	Salaried	Salaried	Salaried	Hourly	7.5	37.5	Yes	Time and a Half	Time and a Half	Time and a Half
RHODE ISLAND		Hourly	Salaried	Hourly	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
SOUTH CAROLINA										
SOUTH DAKOTA	Hourly	Hourly	Hourly	Hourly	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
TENNESSEE	Salaried	Salaried	Salaried	Salaried	7.5	37.5	Yes	Time and a Half	Time and a Half	Time and a Half
TEXAS		Salaried	Salaried	Hourly	8	40	Yes	Time and a Half	Straight Time	Time and a Half
UTAH	Hourly				8	40	Yes	Time and a Half		Time and a Half
VIRGINIA		Salaried	Salaried	Hourly	8	40	Yes	Time and a Half	Straight Time	Time and a Half
WASHINGTON	Salaried	Salaried	Salaried	Hourly	8 - 10	40	Yes	Time and a Half	Time and a Half	Time and a Half
WEST VIRGINIA		Hourly	Salaried	Hourly	8	40	Yes	Time and a Half	Time and a Half	Time and a Half
WISCONSIN		Hourly	Salaried	Hourly	8	40	Yes	Time and a Half	None	Time and a Half
WYOMING		Salaried	Salaried	Hourly	8	40	Yes	Time and a Half	None	Time and a Half

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	WORKING CONDITIONS						Auto Salary Adv (23)	Formal Job Class (24)	Use Convict Labor (25)
	Travel Req (21)	Time Paid (21a)	(22a)	Protective Clothing (22b)	(22c)	(22d)			
ALABAMA									
ALASKA	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
ARIZONA	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
ARKANSAS									
CALIFORNIA	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
COLORADO	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
CONNECTICUT	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
DELAWARE	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	
FLORIDA	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
GEORGIA	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
HAWAII	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
IDAHO	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
ILLINOIS	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
INDIANA									
IOWA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
KANSAS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
KENTUCKY	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
LOUISIANA	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
MAINE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MARYLAND	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MASSACHUSETTS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MICHIGAN	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
MINNESOTA									
MISSISSIPPI									
MISSOURI	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
MONTANA	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
NEBRASKA	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
NEVADA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
NEW HAMPSHIRE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
NEW JERSEY									
NEW MEXICO	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
NEW YORK	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
NORTH CAROLINA	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
NORTH DAKOTA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
OHIO									
OKLAHOMA									
OREGON	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
PENNSYLVANIA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
RHODE ISLAND	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
SOUTH CAROLINA									
SOUTH DAKOTA	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
TENNESSEE	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
TEXAS	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
UTAH	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
VIRGINIA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
WASHINGTON	No		Yes	Yes	Yes	Yes	Yes	Yes	No
WEST VIRGINIA	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
WISCONSIN	No		Yes	Yes	Yes	Yes	Yes	Yes	No
WYOMING	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

WORKING CONDITIONS

STATES	Paid (26)	Meals (26a)	Travel Expenses	Moving Expenses
			Lodging (26b)	(27)
ALABAMA				
ALASKA	Yes	c. Per Deim	a. Actual	
ARIZONA	Yes	a. Actual	b. Actual with a maximum	Total
ARKANSAS				
CALIFORNIA	Yes	c. Per Deim	c. Per Deim	Limited
COLORADO	Yes	c. Per Deim	a. Actual	Limited
CONNECTICUT	Yes	c. Per Deim	b. Actual with a maximum	None
DELAWARE	Yes	b. Actual with a maximum	a. Actual	Limited
FLORIDA	Yes	c. Per Deim	a. Actual	Limited
GEORGIA	Yes	b. Actual with a maximum	b. Actual with a maximum	Limited
HAWAII	Yes	c. Per Deim	c. Per Deim	Limited
IDAHO	Yes	b. Actual with a maximum	b. Actual with a maximum	Limited
ILLINOIS	Yes	c. Per Deim	b. Actual with a maximum	Limited
INDIANA				
IOWA	Yes	b. Actual with a maximum	b. Actual with a maximum	Limited
KANSAS	Yes	c. Per Deim	b. Actual with a maximum	Limited
KENTUCKY	Yes	c. Per Deim	a. Actual	Limited
LOUISIANA	Yes	b. Actual with a maximum	b. Actual with a maximum	None
MAINE	Yes	c. Per Deim	b. Actual with a maximum	Total
MARYLAND	Yes	c. Per Deim	b. Actual with a maximum	Limited
MASSACHUSETTS	Yes	c. Per Deim	a. Actual	Limited
MICHIGAN	Yes	c. Per Deim	a. Actual	Limited
MINNESOTA				
MISSISSIPPI				
MISSOURI	Yes	a. Actual	a. Actual	Limited
MONTANA	Yes	c. Per Deim	c. Per Deim	Limited
NEBRASKA	Yes	b. Actual with a maximum	a. Actual	Limited
NEVADA	Yes	c. Per Deim	c. Per Deim	Limited
NEW HAMPSHIRE	Yes	a. Actual	a. Actual	None
NEW JERSEY				
NEW MEXICO	Yes	c. Per Deim	c. Per Deim	
NEW YORK	Yes	c. Per Deim	b. Actual with a maximum	Limited
NORTH CAROLINA	Yes	c. Per Deim	c. Per Deim	Limited
NORTH DAKOTA	Yes	c. Per Deim	b. Actual with a maximum	Limited
OHIO				
OKLAHOMA				
OREGON	Yes	b. Actual with a maximum	b. Actual with a maximum	Limited
PENNSYLVANIA	Yes	c. Per Deim	b. Actual with a maximum	Limited
RHODE ISLAND	Yes	c. Per Deim	a. Actual	None
SOUTH CAROLINA				
SOUTH DAKOTA	Yes	c. Per Deim	b. Actual with a maximum	Limited
TENNESSEE	Yes	c. Per Deim	c. Per Deim	None
TEXAS	Yes	b. Actual with a maximum	b. Actual with a maximum	Limited
UTAH	Yes	c. Per Deim	b. Actual with a maximum	Limited
VIRGINIA	Yes	c. Per Deim	c. Per Deim	Limited
WASHINGTON	Yes	c. Per Deim	b. Actual with a maximum	Limited
WEST VIRGINIA	Yes	b. Actual with a maximum	b. Actual with a maximum	Limited
WISCONSIN	Yes	b. Actual with a maximum	b. Actual with a maximum	Limited
WYOMING	Yes	a. Actual	a. Actual	Limited

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

MAINTENANCE RESPONSIBILITY

STATES	Signing and Marking Responsibility			Vehicle Maintenance	
	(28a)	(28b)	(28c)	(29)	(29a)
ALABAMA					
ALASKA	Yes	Yes	Yes	Yes	c. Vehicles for all state agencies
ARIZONA	No	Yes	Yes	Yes	b. Vehicles for several state agencies
ARKANSAS					
CALIFORNIA	No	Yes	Yes	Yes	a. Highway Department vehicles only
COLORADO	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
CONNECTICUT	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
DELAWARE	No	No	No	Yes	a. Highway Department vehicles only
FLORIDA	No	Yes	Yes	Yes	a. Highway Department vehicles only
GEORGIA	No	Yes	Yes	Yes	a. Highway Department vehicles only
HAWAII	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
IDAHO	No	No	No	Yes	b. Vehicles for several state agencies
ILLINOIS	Yes	Yes	Yes	No	
INDIANA					
IOWA	Yes	Yes	Yes	Yes	b. Vehicles for several state agencies
KANSAS	No	Yes	Yes	Yes	b. Vehicles for several state agencies
KENTUCKY	No	No	No	Yes	a. Highway Department vehicles only
LOUISIANA	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
MAINE	Yes	Yes	Yes	Yes	b. Vehicles for several state agencies
MARYLAND	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
MASSACHUSETTS	Yes	No	Yes	Yes	a. Highway Department vehicles only
MICHIGAN	No	Yes	No	Yes	a. Highway Department vehicles only
MINNESOTA					
MISSISSIPPI					
MISSOURI	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
MONTANA	No	Yes	Yes	Yes	a. Highway Department vehicles only
NEBRASKA	No	No	No	Yes	a. Highway Department vehicles only
NEVADA	No	Yes	Yes	Yes	a. Highway Department vehicles only
NEW HAMPSHIRE	No	No	No	Yes	a. Highway Department vehicles only
NEW JERSEY					
NEW MEXICO	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
NEW YORK	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
NORTH CAROLINA	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
NORTH DAKOTA	Yes	Yes	Yes	Yes	b. Vehicles for several state agencies
OHIO					
OKLAHOMA					
OREGON	No	Yes	Yes	Yes	a. Highway Department vehicles only
PENNSYLVANIA	No	Yes	Yes	Yes	a. Highway Department vehicles only
RHODE ISLAND	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
SOUTH CAROLINA					
SOUTH DAKOTA	Yes	Yes	Yes	Yes	c. Vehicles for all state agencies
TENNESSEE	No	Yes	Yes	Yes	c. Vehicles for all state agencies
TEXAS	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
UTAH	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
VIRGINIA	No	No	No	Yes	c. Vehicles for all state agencies
WASHINGTON	Yes	Yes	Yes	Yes	a. Highway Department vehicles only
WEST VIRGINIA	Yes	Yes	Yes	Yes	b. Vehicles for several state agencies
WISCONSIN	No	Yes	No	Yes	a. Highway Department vehicles only
WYOMING	No	Yes	Yes	Yes	a. Highway Department vehicles only

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	LANE MILES							
	Relationship Between Number of Lane Miles				Number of Employees			
	I F (30a)	P S (30b)	Lane Miles (30c)	Total (30d)	Average Number of Employees	Permanent (31a)	Temporary (31b)	Total (31c)
ALABAMA								
ALASKA								
ARIZONA	18684	18684		25163	957	19	970	
ARKANSAS								
CALIFORNIA	15213	41289		56502	5472	497	5969	
COLORADO				22586	1413	65	1478	
CONNECTICUT	6000	5000		11000	1427		1427	
DELAWARE				12243				
FLORIDA	9301	30116		39417				
GEORGIA	7219	38607		45826	2666	68	2746	
HAWAII	335	2235		2570	290	5	295	
IDAHO	2465	9378	0	11843	538	21	559	
ILLINOIS	8300	32000	5500	45800	2400	460	2860	
INDIANA								
IOWA	3850	21618		25468	1510	74	1584	
KANSAS					1498	30	1528	
KENTUCKY	5899	26526	28966	61391	2653	0	2653	
LOUISIANA	3969	34350		38319	1989		1989	
MAINE	1168	7030	7403	15601	1291	43	1334	
MARYLAND	2829	14874		17703	1160		1160	
MASSACHUSETTS					515			
MICHIGAN	Yes			9600	599	213	812	
MINNESOTA								
MISSISSIPPI								
MISSOURI	6653	64985		71638	3145	231	3376	
MONTANA	4765	11835	2954	19554	594	32	626	
NEBRASKA	3881	18239		22120	868	22	890	
NEVADA	2739	9951	562	13252	470	30	500	
NEW HAMPSHIRE	858	7809		8667	833	48	881	
NEW JERSEY								
NEW MEXICO	4072	16583	6247	26902	710	48	758	
NEW YORK	9800	32400		42200	4800	30	4830	
NORTH CAROLINA	14549	77978	17780	98583	5335	4	5339	
NORTH DAKOTA	2284	14662		16946	364	41	405	
OHIO								
OKLAHOMA								
OREGON	3211	14908	2341	20460	1130	43	1145	
PENNSYLVANIA	8672	80061		88733	5126	707	5933	
RHODE ISLAND					260		260	
SOUTH CAROLINA								
SOUTH DAKOTA	3165	14454	651	18270	292	100	392	
TENNESSEE	5201	30577		35778	1670		1670	
TEXAS	14735	83778	88030	186544	6434	0	6434	
UTAH	4591	12167	0	16758	509	66	675	
VIRGINIA	5276	115646	27392	120992	4264	266	4530	
WASHINGTON	3850	5659		17972	972	100	1072	
WEST VIRGINIA	2926	10761	56748	70435	2664	173	2837	
WISCONSIN				30000	340	100	440	
WYOMING	3654	10916	1518	16088	554		554	

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	BASIS OF OPERATIONS						
	Average Lane Miles Per Crew (32)	Same Crew		Traffic Signs		Striping Lane Miles Per Crew (33c2)	
		Lane Miles Per Crew (33a1)	Lane Miles Per Crew (33a2)	Lane Miles Per Crew (33b1)	Lane Miles Per Crew (33b2)		
ALABAMA							
ALASKA							
ARIZONA	400	Yes		6240			
ARKANSAS							
CALIFORNIA	217	Yes		3503	Yes	3281	Yes
COLORADO		Yes		3800			
CONNECTICUT	240	Yes		2750			
DELAWARE							
FLORIDA	772	No				593	570
GEORGIA	200	No			Yes		Yes
HAWAII	32	No			Yes	530	Yes
IDAHO	156	No			Yes	1974	Yes
ILLINOIS	321.8 m/s	Yes		3270			
INDIANA							
IOWA	181	No			No		Yes
KANSAS		No			No		Yes
KENTUCKY	495	No					
LOUISIANA	620.14	No			Yes	340	Yes
MAINE	220	No			Yes	2300	Yes
MARYLAND	153.9	No			Yes	376	Yes
MASSACHUSETTS	300	Yes			Yes	600	Yes
MICHIGAN	32	Yes		no	No	0	No
MINNESOTA							
MISSISSIPPI							
MISSOURI		Yes			Yes varies 200-250		Yes
MONTANA	148	No		No			Yes
NEBRASKA	200	No			No		Yes
NEVADA	242	Yes		1584	Yes	1184	Yes
NEW HAMPSHIRE	93	No			Yes		Yes
NEW JERSEY							
NEW MEXICO	355	No			Yes	4740	No
NEW YORK		No			Yes	190	Yes
NORTH CAROLINA	379	No			Yes	1767	Yes
NORTH DAKOTA	200	No			No		No
OHIO							
OKLAHOMA							
OREGON	240.7	No				1462	
PENNSYLVANIA	119	No			Yes	1328	Yes
RHODE ISLAND					Yes		Yes
SOUTH CAROLINA							
SOUTH DAKOTA	257	Yes		3654			
TENNESSEE	377	Yes		8944			
TEXAS	640	No			Yes	498	Yes
UTAH	198						Yes
VIRGINIA		No			Yes		Yes
WASHINGTON	363	Yes		1000	Yes		Yes
WEST VIRGINIA	1247	No					
WISCONSIN	400	No			Yes	600	Yes
WYOMING	37.4				Yes	265	Yes
							265

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	BASIS OF OPERATIONS						
	Current System (34)	Intend to Implement (35)	Equipment Management System				
			(36a)	(36b)	(36c)	(36d)	(36e)
ALABAMA							
ALASKA							
ARIZONA	Yes		Yes	Yes	Yes	Yes	Yes
ARKANSAS							
CALIFORNIA	Yes		Yes	Yes	Yes	Yes	Yes
COLORADO	Yes		No	Yes	No	Yes	Yes
CONNECTICUT	Yes		Yes	Yes	Yes	Yes	Yes
DELAWARE	Yes		Yes	Yes	No	Yes	Yes
FLORIDA	Yes		Yes	Yes			Yes
GEORGIA	Yes		Yes	Yes	Yes	Yes	Yes
HAWAII	No	Yes	Yes	Yes		Yes	No
IDAHO	Yes		Yes	No	No	No	Yes
ILLINOIS	Yes		Yes	No	No	No	Yes
INDIANA							
IOWA	Yes		Yes	No	No	Yes	Yes
KANSAS	Yes						
KENTUCKY	Yes		Yes	No	No	Yes	Yes
LOUISIANA	Yes		Yes	Yes	Yes	Yes	Yes
MAINE	Yes		Yes	Yes	Yes	Yes	Yes
MARYLAND	Yes		Yes	Yes	No	Yes	Yes
MASSACHUSETTS	No						
MICHIGAN	Yes		Yes	Yes	Yes	Yes	Yes
MINNESOTA							
MISSISSIPPI							
MISSOURI	Yes		Yes	Yes	Yes	Yes	Yes
MONTANA	Yes		Yes	Yes	Yes	No	Yes
NEBRASKA	Yes		Yes	Yes	Yes	Yes	No
NEVADA	Yes		Yes	Yes	Yes	Yes	Yes
NEW HAMPSHIRE	Yes		Yes	Yes	No	Yes	
NEW JERSEY							
NEW MEXICO	Yes		Yes	Yes	Yes	Yes	Yes
NEW YORK	Yes		Yes	Yes	Yes	Yes	Yes
NORTH CAROLINA	Yes		Yes	Yes	Yes	Yes	Yes
NORTH DAKOTA	Yes		Yes	Yes	Yes	Yes	Yes
OHIO							
OKLAHOMA							
OREGON	Yes		Yes	Yes	Yes	Yes	Yes
PENNSYLVANIA	Yes		Yes	Yes	Yes	Yes	Yes
RIODE ISLAND							
SOUTH CAROLINA							
SOUTH DAKOTA	Yes		Yes	Yes	No	No	Yes
TENNESSEE	Yes		Yes	Yes	No	No	Yes
TEXAS	Yes		Yes	Yes	No	No	No
UTAH	Yes		Yes	Yes	Yes	Yes	Yes
VIRGINIA	Yes		Yes	Yes	Yes	Yes	Yes
WASHINGTON	Yes		Yes	Yes	Yes		Yes
WEST VIRGINIA	Yes		Yes	Yes	Yes	No	Yes
WISCONSIN	Yes		Yes	Yes	Yes	Yes	Yes
WYOMING	Yes						Yes

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

POLICIES AFFECTING MAINTENANCE PERSONNEL: 1999

STATES	BASIS OF OPERATIONS							
	Four 10-hour-day Work Week							
	Field Crews (37a)	Shop Pers (37b)	Summer (37c)	Winter Months (37d)	Mgmt's Prerog (37e)	Union Concur (37f)	Work by Contract (38)	% of Budget by Contract (39)
ALABAMA								
ALASKA								
ARIZONA	Yes	Yes	Yes	Yes	Yes	No	Yes	13%
ARKANSAS								
CALIFORNIA	Yes	Yes	Yes	No	Yes	Yes	Yes	10%
COLORADO	Yes	Yes	Yes	No	Yes	No		
CONNECTICUT							Yes	40%
DELAWARE					Yes	Yes	Yes	15%
FLORIDA							Yes	51%
GEORGIA	Yes		Yes		Yes		No	
HAWAII	No						Yes	7%
IDAHO	Yes	Yes	Yes	Yes	Yes	No	Yes	15%
ILLINOIS	No						Yes	20%
INDIANA								
IOWA	Yes	Yes	Yes		Yes		Yes	14%
KANSAS							Yes	60%
KENTUCKY	No						Yes	25%
LOUISIANA	Yes	Yes	Yes	Yes	Yes		Yes	22%
MAINE	No	No	No	No	No		Yes	20%
MARYLAND	No	No	No	No			Yes	38%
MASSACHUSETTS	No						Yes	25%
MICHIGAN	Yes	No	Yes	Yes	Yes	Yes	Yes	70%
MINNESOTA								
MISSISSIPPI								
MISSOURI					Yes		Yes	
MONTANA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	45%
NEBRASKA	No	No	Yes	No	Yes	No	Yes	3%
NEVADA	Yes	Yes	Yes		Yes		Yes	15%
NEW HAMPSHIRE	Yes		Yes		Yes	Yes	Yes	10%
NEW JERSEY								
NEW MEXICO	Yes	Yes	Yes	No	Yes	No	Yes	30%
NEW YORK	Yes	Yes	Yes	Yes	Yes	Yes	Yes	45%
NORTH CAROLINA	Yes	No	Yes	No	Yes	No	Yes	35%
NORTH DAKOTA	Yes	No	Yes	No	Yes	No	Yes	40%
OHIO								
OKLAHOMA								
OREGON	Yes	Yes	Yes	Yes	Yes	Yes	Yes	30%
PENNSYLVANIA	No	No	No	No	No	No	Yes	43%
RHODE ISLAND	No						Yes	
SOUTH CAROLINA								
SOUTH DAKOTA	Yes	Yes	Yes	No	Yes	Yes	Yes	32%
TENNESSEE	Yes	No	Yes	No	No		Yes	39.71%
TEXAS	Yes	No	Yes	Yes	Yes		Yes	53.1%
UTAH	Yes		Yes		Yes		Yes	25%
VIRGINIA	Yes		Yes		Yes		Yes	52%
WASHINGTON	Yes	Yes	Yes	Yes		Yes	Yes	2.8%
WEST VIRGINIA			Yes	Yes	Yes		No	
WISCONSIN	No						Yes	90%
WYOMING	Yes		Yes				Yes	33%

Note: Numbers in parentheses at the tops of columns refer to survey questions (see Appendix, page 45).

APPENDIX

Survey Form

TRB-AASHTO JOINT COMMITTEE ON MAINTENANCE AND OPERATIONS
TRB COMMITTEE A3C03

STATE OF _____

SURVEY UPDATE AFFECTING MAINTENANCE PERSONNEL POLICIES AS OF _____

Because of the length of the report and the limited space available for each item, the completed tabulations will not be able to indicate exceptions or show additional information furnished by you to clarify your statements. We believe each state can more accurately correlate its information to fit the spaces provided than for committee personnel to try to interpret it as they compile the tabulation. Therefore, check the appropriate item that most nearly indicates the policy of your state rather than qualifying your answer. On questions where you have a different policy in effect for engineers and non-engineering or field personnel, show the policy for non-engineering or field personnel that would more closely reflect maintenance policy.

Civil Service or Merit System

1. Are your maintenance and operations employees under a civil service plan, merit system, or some other comparable plan? _____

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 / No
3. Are your maintenance and operations employees included in a Federal Social Security retirement plan? Yes / No
4. Do you have a compulsory retirement age? If answer is "Yes", answer questions 4a and 4b. Yes / No
4a. Is it established by policy or statute? Policy / Statute
4b. What is the compulsory retirement age? _____
5. Is voluntary retirement possible after a prescribed number of years? If answer is "Yes", answer questions 5a and 5b. Yes / No
5a. Minimum years of service at which voluntary retirement is possible: _____
5b. Minimum age at which voluntary retirement is possible: _____

Vacations

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

Sick Leave

9. Do you grant sick leave with pay to maintenance and operations employees? Yes / No
10. What is your annual sick leave schedule for maintenance and operations personnel (working hours per year per years of service)?
10a. / 10b. Minimum = _____ Working hours per year for _____ years of service.
10c. / 10d. Maximum = _____ Working hours per year for _____ or more years of years of service.
11. Is your sick leave cumulative? If the answer is "Yes", answer question 11a. Yes / No
11a. What is the maximum hours of sick leave? _____ Working hours.

Insurance

12. Are your maintenance and operations employees protected by a wholly or partially state financed hospitalization plan? Yes / No
If answer is "Yes", answer question 12a and 12b.
12a. Is the plan wholly state financed or partially state financed? Wholly / Partially
12b. Is participation optional or mandatory with employee? Optional / Mandatory
13. Are your maintenance and operations employees protected by a wholly or partially state financed life insurance plan? Yes / No
If answer is "Yes", answer question 13a and 13b.
13a. Is the plan wholly state financed or partially state financed? Wholly / Partially
13b. Is participation optional or mandatory with employee? Optional / Mandatory
14. Are your maintenance and operations employees protected against lawsuit by a state financed public liability plan?

a. All
b. All but temporary
c. Supervisory only
d. None

Unionization

15. Do maintenance and operations employees have collective bargaining rights? 15a. Supervisory: Yes / No
15b. Non-supervisory: Yes / No
16. Are your maintenance and operations employees organized by the following: and if so, is membership mandatory or voluntary?
Supervisory: 16Aa1 / 16Aa2 National union: Yes / No Mandatory / Voluntary
16Ab1 / 16Ab2 Local union or employee association: Yes / No Mandatory / Voluntary
Non-supervisory: 16Ba1 / 16Ba2 National union: Yes / No Mandatory / Voluntary
16Bb1 / 16Bb2 Local union or employee association: Yes / No Mandatory / Voluntary

TRB-AASHTO JOINT COMMITTEE ON MAINTENANCE AND OPERATIONS
TRB COMMITTEE A3C03

STATE OF

SURVEY UPDATE AFFECTING MAINTENANCE PERSONNEL POLICIES AS OF

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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 / No

Working Conditions

18. Which of your maintenance and operations field employees are paid on a salaried basis and which are paid on an hourly basis?

18a. All: Salaried / Hourly 18c. Supervisory: Salaried / Hourly

18b. Permanent field employees: Salaried / Hourly 18d. Non-supervisory: Salaried / Hourly

19. Standard number of hours worked by each permanent field employee: 19a. Per Day:
19b. Per Week:

20. Is any allowance or adjustment made for overtime work? Yes / No
If answer is "Yes", indicate basis of payment for overtime for 20a, 20b, and 20c.

20a. Permanent field employees a. / b. / c. / d. 20b. Supervisory: a. / b. / c. / d.
(exclusive of supervisory): 20c. Non-supervisory: a. / b. / c. / d.

a. Straight Time
b. Time and a half
c. Compensatory
d. None

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?
If answer is "Yes", answer question 21a. Yes / No

21a. 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 / No

22. Are maintenance and operations employees furnished any type of protective clothing as indicated below:

22a. Hard hats and safety vests: Yes / No 22c. Other protective clothing for specialized operations
(bituminous work, shop mechanics, etc.): Yes / No

22a. Welding goggles and helmets: Yes / No 22d. Normal operations
(rain outfits, insulated undergarments, etc): Yes / No

23. Do you have automatic or automatic-recommended salary advancements? Yes / No

24. Do you, by law or by policy, require a formalized job classification plan? Yes / No

25. Do you use convict labor? Yes / No

26. Do you pay any travel expenses for maintenance and operations employees when they are away from the home station overnight?
If answer is "Yes", answer questions 26a and 26b about what expense payments are based on. Yes / No

26a. Meals: a. / b. / c. 26b. Lodging: a. / b. / c.

a. Actual
b. Actual with a maximum
c. None

27. Does your policy provide reimbursement of expenses incurred when a maintenance or operations employee is required to change residence which necessitates his moving his family and furniture?

Maintenance Responsibility

28. Is the physical placement and maintenance of signing and marking the responsibility of the Maintenance Division?

 28a. Original placement of highway signs: Yes / No

 28b. Replacement and maintenance of highway signs: Yes / No

 28c. Pavement marking: Yes / No

29. Are garage or shop operations for vehicle maintenance under the jurisdiction of the Highway Department? Yes / No
If answer is "Yes", answer question 29a.

 29a. Which of the following do you maintain?
 a. Highway Department vehicles only
 b. Vehicles for several state agencies
 c. Vehicles for all state agencies

TRB-AASHTO JOINT COMMITTEE ON MAINTENANCE AND OPERATIONS
TRB COMMITTEE A3C03

STATE OF _____

SURVEY UPDATE AFFECTING MAINTENANCE PERSONNEL POLICIES AS OF _____

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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:

30a. Interstate and freeways: _____ 30c. County, township, municipal and service roads: _____

30b. Primary and secondary: _____ 30d. Total lane miles: _____

31. What is your average number of field maintenance and traffic operations employees?

This would include permanent and temporary employees in the following titles on the Personnel Questionnaire:

Maintenance Personnel:

"Area Supervisor" through "Skilled Craftsman" and "Equipment Operator I" through "Timekeeper or Clerk".

Traffic Operations Personnel:

"Traffic Supervisor" through "Striper Technician".

Should some field maintenance employees not be covered by the titles shown above, the total number of these employees should also be included in the total for this question.

This does NOT include garage or equipment shop personnel.

The number of temporary employees included should be computed to the monthly average for the year, NOT the number as of July 1. Use this formula:

$$[(\text{No. of Temporaries for the Year}) \times (\text{Average Months Worked})] / 12 = \text{Average Number of Temporaries}$$

Average number of maintenance and traffic employees:

31a. Permanent: _____ 31b. Temporary: _____ 31c. Total: _____

Basis of Operations

32. Average lane miles covered by each general maintenance crew working out of one location (gang or section headquarters)? _____

33. Do you have special crews for traffic signs and striping; and if so, what are the lane miles handled by each crew? _____

Average lane miles per crew

33a1. / 33a2. Same crew handles traffic signs and striping. Yes / No _____

33b1. / 33b2. Traffic signs. Yes / No _____

33c1. / 33c2. Striping. Yes / No _____

34. Have you implemented an equipment management system? Yes / No _____

35. If the answer to Question 34 is "No", do you intend to implement one? Yes / No _____

36. If the answer to Question 34 is "Yes", does your system provide for:

36a. Control of number of units: Yes / No _____ 36d. Determination of parts requirements: Yes / No _____

36b. Determination of optimum replacement intervals: Yes / No _____ 36e. Managing preventative maintenance programs: Yes / No _____

36c. Determination of shop personnel requirements: Yes / No _____ 36f. Control of utilization: Yes / No _____

37. Do you work a four 10-hour-day work week? If yes, check the applicable statements:

37a. Field crews: Yes / No _____ 37d. Winter months: Yes / No _____

37b. Shop personnel: Yes / No _____ 37e. Management's prerogative: Yes / No _____

37c. Summer months: Yes / No _____ 37f. Union concurrence: Yes / No _____

38. Do you perform maintenance work by contract? Yes / No _____

39. What is the approximate percentage of your maintenance budget that is done by contract? _____ %

This report was prepared by:

Name: _____

Address: _____

Telephone Number: _____

THE NATIONAL ACADEMIES

Advisers to the Nation on Science, Engineering, and Medicine

National Academy of Sciences
National Academy of Engineering
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