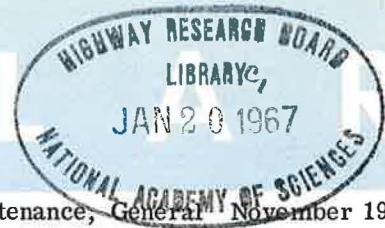


# HIGHWAY RESEARCH

# CIRCULAR



Number 57 Subject Classification: 12-Personnel Management; 40-Maintenance, General November 1966

## Progress Report of HRB-AASHO Joint Committee on Maintenance Personnel

Since its formation in 1944, the Joint Maintenance Committee on Maintenance Personnel has submitted twenty-two (22) annual reports. All state highway departments have cooperated in submitting information from which this and other annual reports were compiled.

During this twenty-two (22) year period the salaries of state maintenance engineers have increased 203%; common laborers, 203%; mechanics, 206%. These classifications selected at random give a reasonable cross-section of salary increases and/or adjustments.

This report, for comparative purposes, has been broken down into four regions, as follows:

1. The North Atlantic States (New Hampshire, Maine, Vermont, Connecticut, Massachusetts, Rhode Island, New York, New Jersey, Pennsylvania, Maryland and Delaware).
2. The Southeastern States (Louisiana, West Virginia, Virginia, Tennessee, North Carolina, South Carolina, Georgia, Alabama, Mississippi, Florida and Arkansas).
3. The Mississippi States (North Dakota, South Dakota, Nebraska, Minnesota, Wisconsin, Michigan, Iowa, Illinois, Indiana, Ohio, Kentucky, Kansas, Missouri and Oklahoma).
4. The Western States (Montana, Wyoming, Colorado, New Mexico, Texas, Arizona, Utah, Idaho, Oregon, Washington, Nevada, California, Hawaii and Alaska).

The following are the average monthly salaries, by regions and groups, as of July 1, 1966:

Job Title	Average Salary (\$/mo.)			
	North Atlantic States	Southeastern States	Miss. Valley States	Western States
State Maint. Engr.	1,324	1,146	1,204	1,262
Division Engr.	1,159	1,101	1,137	1,211
Res. Maint. Engr.	848	798	774	806
Common Laborer	327	268	330	372
Mechanic	479	382	450	537
Equip. Oper. I	372	305	379	445
Equip. Oper. II	414	325	433	494
Equip. Oper. III	482	382	451	552

These averages generally show an increase over 1965.

The following tabulation concerns Civil Service, a merit system or some other comparable plan:

North Atlantic States—All of the 11 have such a plan.

Southeastern States—One state (Arkansas) of the 11 has no such plan.

Mississippi Valley States—Six states (North Dakota, South Dakota, Nebraska, Iowa, Illinois and Missouri) of the 14 have no such plan.

Western States—Three states (Montana, Wyoming and Texas) of the 14 have no such plan.

Most state highway departments indicate that some (if not all) of their employees are protected by some form of state-sponsored retirement plan or Federal Social Security.

All states reporting indicate that they grant vacation leave to all of their permanent employees, ranging from 5 to 30 days and that they also grant sick leave to their personnel.

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Twelve states report either partial, complete or voluntary unionization of their maintenance employees. Thirty-nine states award pins or tokens for years of service.

### Working Hours and Conditions

Taking into consideration that all of the states did not indicate a preference in some categories, the following can be determined from the states that did report and indicate a preference:

Thirty-three states pay all employees on a salaried basis. Eight states pay office employees on a salaried basis. Eight states pay temporary and some labor classification employees on a salaried basis. One state reports that none of its employees are paid on a salaried basis.

Forty-two states have an eight hour day, 40 hours per week as the standard work week.

Thirty-three states prohibit nepotism.

Eight states use convict labor.

Six states require classification of highway employees by a point system.

Thirty-five states report that they have automatic or automatically recommended salary advances.

Thirty-three states allow either total or partial reimbursement when an employee is required to change his residence. Of this total, sixteen states pay either per diem allowances dollar-wise or reimburse employees for packing, moving and subsistence cost incidental to a change of work assignment.

Thirty-nine states report that they furnish some sort of protective clothing to their maintenance employees.

Ten states allow time and one-half to either all or certain classifications of employees. Nine states allow compensatory time. Twenty-five states allow straight time. Two states allow no adjustment or allowances for overtime work.

Forty-seven states require their employees to report to an assembly point preparatory to their day's work. Two states do not require its maintenance employees to report to an assembly point preparatory to their day's work. Thirty-five states pay all employees portal to portal. One state pays employees travel time one way. Nine states report that they do not allow any travel pay.

## ***Definitions of Maintenance and Operations Personnel Titles***

### State Maintenance Engineer

One in an executive capacity who supervises all activities of maintenance and operations of the state highway department.

### Assistant State Maintenance Engineer

One who assists the state maintenance engineer in the work of supervising the activities of maintenance and operations.

### Division Engineer (In some states called District Engineer)

One in an executive capacity who supervises highway activities within a major geographical area.

### Division Maintenance Engineer

One in an executive capacity who supervises maintenance and operations of highways within a major geographical area.

### Assistant Division Maintenance Engineer

One who assists the division engineer and/or the division maintenance engineer in supervising maintenance and operations in the division within a major geographical area.

### Resident Maintenance Engineer

One who directs the activities of all maintenance employees and equipment. Oversees the maintenance of highways within a minor geographical area.

### Area Supervisor (In some states called Superintendent)

One who directs the activities of all maintenance employees and equipment. Oversees the maintenance of highways within a minor geographical area, excluding engineering requirements.

### Gang Foreman

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

### Sectionman

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 man.

### Common Laborer

One who performs manual labor.

### Skilled Laborer

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

### Shop Superintendent

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

### Garage or Shop Foreman

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

### Mechanic

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

### Mechanic Helper

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

### Equipment Operator I

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

### Equipment Operator II

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

### Equipment Operator III

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

### Clerk or Timekeeper

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

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

## ***Definitions of Titles of Other Key Personnel***

### **Chief Engineer**

One in an executive capacity who supervises all engineering activities of a state highway department.

### **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.

### **Chief of Survey Party**

One who has charge in the field of a highway survey party with some latitude for exercising individual judgment but under the general supervision of an assistant division engineer or a division engineer.

### **Plans Designer**

One who designs highway construction plans, such as laying grade line, preparing intersection layouts, determining sizes and lengths of drainage structures except bridges, preparing construction estimates, etc., all under the direct supervision of a chief designer.

### **Bridge Designer**

One who designs highway bridges under the direct supervision of a chief bridge designer.

### **Chief Clerk**

One who has a knowledge of modern office methods, procedures and equipment, business arithmetic and business English, and supervises a large group of clerical employees engaged in performing important clerical work.

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### **Definitions:**

**Physical Maintenance**—The preservation and upkeep of a highway including all of its elements, in as nearly as practicable its original as constructed condition or its subsequently improved condition.

**Traffic Service—"Operations"**—The operation of a highway facility, and services incidental thereto, to provide safe, convenient, and economical highway transportation.

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MAINTENANCE AND OTHER KEY PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENTS

State	State Maintenance Engineer	Asst. State Maintenance Engineer	Division Engineer	Division Maintenance Engineer	Asst. Division Maintenance Engineer	Resident Maintenance Engineer	Area Supervisor	Gang Foreman	Sectionman	Common Laborer	Skilled Laborer	Shop Superintendent	State
Alabama	Maint. Engr.	Asst. Maint. Engr.	Div. Engr.	Asst. Div. Maint. Engr.	Res. Engr.	Hwy. Supt. I & II	Hwy. Foreman	Laborer & Utility Laborer	Carpenter, Plumber, Painter	Equip. Maint. Supt.	Alabama		
Alaska	State Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr. 1-2 & 3	Dist. Maint. Supt.	Hwy. Maint. Foreman III	Hwy. Maint. Foreman II	Highway Maint. Foreman I	Labor Maint. Mech.	Carpenter, Painter	Automotive Equip. Supt.	Alaska		
Arizona	Asst. State Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	Maint. Foreman	Hwy. Maint. I	Hwy. Maint. I	Gen. Shop Foreman	Various Titles	Gen. Shop Foreman	Arizona		
Arkansas	Oper. Maint. State Maint. Engr.	Maint. Engr.	Dist. Engr.	Hwy. Brdg. Maint. Engr.	Dist. Maint. Supt.	Dist. Maint. Supt.	Crew Leader	Various Titles	Various Titles		Arkansas		
California	Maint. Engr.	Asst. Maint. Engr.	Pr.-Asst. Hy. Engr. Metr. Dist. Engr.	Dist. Maint. Engr.	Asst. Dist. Maint. Engr.	Hwy. Supt.	Hwy. Maint. Man III	Laborer	Skilled Laborer	Hwy. Eq. Supt. II	California		
Colorado	Prin. Hwy. Engr.	Prin. Hwy. Engr.	Prin. Hwy. Engr.	Maint. Supt.	Asst. Maint. Supt. II	Sr. Hwy. Foreman	Sr. Hwy. Maint.	Laborer	Skilled Laborer		Colorado		
Connecticut	Chief Maint. Engr.	Asst. Chief Maint. Engr.	Dist. Engr.	Hwy. Div. Engr. Maint.	Hwy. General Foreman	Crew Leader	Crew Leader	Hwy. Maint. Gr. II	Trades Journeyman		Connecticut		
Delaware	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr. Supt.	Area Supervisor	Maint. Foreman	Laborer	Laborer	Skilled Laborer	Shop Supt.	Delaware		
Florida	Asst. State Maint. Engr.	Civil Engr. V	Civil Engr. VI	Civil Engr. IV	Civil Engr. III	Maint. Supt. I	Hwy. Foreman II	Laborer	Carp. Paint. Elec. Plumber	Equip. Repair Supt.	Florida		
Georgia	Civil Engr. VI	Civil Engr. V	Fld. Div. Engr.	Asst. Fld. Div. Engr.	Supt.	Foreman II	Foreman I	Laborer I & II	Skilled Laborer	Div. Mech.	Georgia		
Hawaii	Const. & Maint. Engr.	Const. & Maint. Engr. I-II-III	Dist. Engr.	Dist. Maint. Engr.	Various	Various	Various	Gen. Laborer I & II	Various		Hawaii		
Idaho	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr. Supt.	Sp. Maint. Foreman	Maint. Foreman	Maint. Foreman	Maint. Helper	Maint. Man		Idaho		
Illinois	Engr. of Maint.	Asst. Engr. of Maint.	Dist. Engr.	Dist. Maint. Engr.	Maint. Fld. Engr. (CE IV & III)	Hwy. Maint. Supt.	Hwy. Sectionman	Laborer Maint.	Section Helper Maint.	Garage Supt.	Illinois		
Indiana	Hwy. Engr. VI	Hwy. Engr. V	Hwy. Engr. IV	Hwy. Engr. IV	Hwy. Engr. III	Sub. Dist. Supt.	Gen. Foreman & Foreman	Laborer	Painter, Signman, etc.	Inspector	Indiana		
Iowa	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Res. Maint. Engr.	Foreman	Road Equip. Oper. H	Laborer	Shop Supt.	Shop Supt.	Iowa		
Kansas	Engr. of Maint.	Asst. Engr. of Maint.	Div. Engr.	Div. Maint. Engr.	Dist. Supt.	Hwy. Maint. Foreman	HM III	Laborer	Laborer	Shop Supt.	Kansas		
Kentucky	Dir. of Maint.	Asst. Dir. of Maint.	Dist. Engr.	Dist. Oper. Engr.	Maint. Assoc.	Maint. Foreman	Co. Foreman I	Laborer B	Laborer A	Garage Supt.	Kentucky		
Louisiana	Ch. Maint. & Oper. Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dist. Maint. Engr.	Res. Maint. Engr.	Hwy. Maint. Supt. I & II	Leaderman	Laborer	Laborer Utility	Auto. Shop Supt. II	Louisiana		
Maine	Civil Engr. IV	Civil Engr. III	Civil Engr. III	Hwy. Maint. Supt.	Hwy. Dist. Supt.	Hwy. Foreman II	Hwy. Foreman I	Hwy. Maint. I	Foreman Painter-Carp. Welder	Hwy. Equip. Engr.	Maine		
Maryland	Asst. Chief Maint. & Oper. Engr.	Ch. Bureau Maint. & Oper. Engr.	Dist. Engr.	Asst. Dist. Maint. Engr.	Res. Maint. Engr.	Road Foreman	Road Foreman	Hwy. Maint. & Laborer SRC	Hwy. Maint. Laborer SS & SS, SRC	Dist. Equip. Supt.	Maryland		
Massachusetts	Maint. Engr.	Asst. Maint. Engr.	Dist. Hwy. Engr.	Dist. Maint. Engr.	Asst. Dist. Maint. Engr.	Hwy. Maint. Foreman	Hwy. Repair Work Foreman	Laborer	Const. Handyman	Supt. Shops & Equip.	Massachusetts		
Michigan	Ch. Maint. Engr.	Maint. Oper. Engr.	Maint. Engr.	Dist. Maint. Engr.	Dist. Maint. Supt.	Area Cty. Hwy. Mnt. Fore.	Area/County Supt.	Mannual Work C-Hwy. B Free Trimmer B-41	Sign. Mech. Welder 94 Elec. Brdg. Worker	Traffic Sign & Signal Supt. & Supts.	Michigan		
Minnesota	Act. Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Area Maint. Engr.	Hwy. Dis. Foreman	Hwy. Maint. Foreman I	Hwy. Maint. II, I & I	Laborer I & II	Mason, Carpenter, Weld Upholster, Elec.	Hwy. Equip. Supt.	Minnesota		
Mississippi	Maint. Engr.	Engr. III	Dist. Engr.	Dist. Maint. Engr.	Engr. II	Supt. I	Foreman	Gen. Lab. II-Laborer I	Skilled Laborer	Supt. II	Mississippi		
Missouri	Dist. Engr.	Asst. Div. Engr. Maint. & Traffic	Dist. Engr.	Dist. Maint. & Traffic Engr.	Dist. Supt. Engr.	Area Supt.	Hwy. Maint. Foreman	Laborer	Garage	Missouri			

Montana	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Div. Maint. Engr.	Maint. Foreman	Maint. Supvr. I	Maint. I	Shop Foreman	Montana
Nebraska	Slate Maint. Engr.	Asst. to State Maint. E.	Div. Engr.	Div. Maint. Engr.	Maint. Supt.	Maint.	Patrol Foreman	Div. Mech.	Nebraska
Nevada	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	Maint. Supt.	Maint. Foreman III	Maint. Foreman I	Carpenter Etc.	Nevada
New Hampshire	Maint. Engr.	Asst. Maint. Engr.	Div. Engr.	Asst. Div. Engr.	Const. Supt.	Const. Foreman	Patrolman	Patrolman Helper	New Hampshire
New Jersey	Director	Asst. Director	Regional Engr.	Dist. Supt.	Dist. Supvr.	Hwy. Maint. Foreman	Asst. Foreman Hwy. Maint.	Constr. & Bridge	New Jersey
New Mexico	Maint. Engr.	Asst. Maint. Engr.	Dist. Hwy. Engr.	Asst. Dist. Hwy. Engr.	Hwy. Maint. Foreman II	Patrol Foreman	Laborer Foreman	Utilityworker	New Mexico
New York	Gen. Supvr. Hwy. Maint.	Asst. Gen. Supvr. Hwy. Maint.	Dist. Engr.	Dist. Maint. Supvr.	Res. Engr.	Hwy. Gen. Maint. Foreman	Hwy. Light Maint. Foreman	Various	New York
North Carolina	Slate Maint. Engr.	Area Maint. Engr.	Dist. Engr.	Asst. Div. Engr.	Dist. Engr.	Maint. Supvr.	Maint. Foreman IV	Gen. Utilityman	North Carolina
North Dakota	Maint. Engr.	Engr. Asst. Maint.	Engr. Dist.	Engr. Asst. Dist.	Engr. Supt.	Supl. Hwy. Maint.	Foreman I	Maint. Laborer	North Dakota
Ohio	Deputy Dir. Div. Oper.	Maint. Engr.	Div. Dept. Director	Div. Oper. Engr.	County Supt.	Div. Supt.	Traffic-Bridge Carpenter Laborer Foreman	Skilled Laborer	Ohio
Oklahoma	Maint. Engr.	Asst. Maint. Engr.	Div. Engr.	Asst. Div. Engr.	Asst. Div. Engr.	Co. Foreman	Const. Supt. II	Constr. Bridge Repairman	Oklahoma
Oregon	Maint. Engr.	Asst. Maint. Engr.	Div. Engr.	Asst. Div. Engr.	Dist. Maint. Supt.	Section Foreman	Section Foreman Helper	Hwy. Equip. Supt. shop Supt.	Oregon
Pennsylvania	Asst. Ch. Engr.	Asst. Bur. Director	Dist. Engr.	Dist. Maint. Engr.	Maint. Supt.	Asst. Maint. Supt.	Laborer	Hwy. Equip. Spec.	Pennsylvania
Rhode Island	Prin. Civil Engr.	St. Civil Engr.	Assoc. Civil Engr.	Ch. Hwy. Maint. Supvr.	Const. Engr. (Res.)	Hwy. Maint. Supt.	Road Maint. Foreman	Semi Skilled	Rhode Island
South Carolina	Maint. Engr.	Dist. Engr.	Dist. Engr.	Dist. Maint. Engr.	Res. Maint. Engr. & Supt.	Foreman I, II & III	Common Laborer	Skilled Laborer	South Carolina
South Dakota	Slate Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	Maint. Supt.	Gen. Foreman	Working Foreman	Shop Foreman	South Dakota
Tennessee	Slate Maint. Engr.	Asst. State Maint. Engr.	Regional Engr.	Regional Maint. Engr.	Dist. Maint. Engr.	Dist. Maint. Supt.	Flooding & Lab. Foreman	Constr. Lab. & Carpenter Bridge Painter	Tennessee
Texas	Ch. Eng. Maint. Oper.	Dist. Engr.	Dist. Engr.	Dist. Maint. Engr. & Supvr.	Maint. Const. Supt.	Maint. Const. Fore. III	Maint. Const. Fore. II	Shop Foreman V	Texas
Utah	Ch. Maint. Engr.	Asst. to Maint. Engr.	Dist. Engr.	Dist. Engr.	Maint. Supvr. II	Sheed Foreman	H/W Foreman	Painter* Carpenters Etc.	Utah
Vermont	Slate Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	Dist. Gen. Foreman	Maint. Foreman	Maint. Patrol	Supt. Garage	Vermont
Virginia	Slate Hwy. Maint. Engr.	State Hwy. Maint. Engr. Asst.	Hwy. Dist. Engr.	Hwy. Asst. Dist. Engr.	Hwy. Res. Engr.	Maint. Supt. B	Hwy. Foreman	Hwy. Dist. Equip. Supt.	Virginia
Washington	Asst. Dir. for Maint.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Hwy. Maint. Supt.	Hwy. Maint. Foreman	Hwy. Maint. I & Leadman	Hwy. Equip. Supt.	Washington
West Virginia	Dir. Maint. Div.	Asst. Dir. Maint. Div.	Dist. Engr.	Asst. Dist. Engr.	Sr. Reg. Engr.	Co. Maint. Supt.	Asst. Co. Maint. Supt.	District Equip. Supvr.	West Virginia
Wisconsin	Ch. Maint. Engr.	Civil Engr. V (Hwys.)	Dist. Engr.	Dist. Ch. Maint. Engr.	Area Maint. Supvr.	Dist. Ch. Maint. Engr.	Area Maint. Supvr.	Welders, Carpenters Etc.	Wisconsin
Wyoming	Slate Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Maint. Foreman III	Maint. Foreman II	Maint. Foreman I	Dist. Shop Foreman	Wyoming

MAINTENANCE AND OTHER KEY PERSONNEL TITLES USED BY STATE HIGHWAY DEPARTMENTS (Cont'd.)

State	Garage or Shop Foreman	Mechanic	Mechanic Helper	Equipment Operator I	Equipment Operator II	Equipment Operator III	Clerk or Timekeeper	Chief Engineer	Project Engineer	Chief of Survey Party	Plans Designer	Bridge Designer	Chief Clerk	State
Alabama	Mech. Foreman	Hwy. Equip. Mech. Auto. Mech.	Asst. Mech. Auto. Serviceman	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk	Project Eng.	Project Eng.	Ch. of Survey Party	Hwy. Design Eng. I, II, III	Bridge Design Eng. I, II, III	Office Mgr.	Alabama
Alaska	Auto. Shop Foreman	Auto. Mech. I, II & III	Mech. Helper	Auto. Equip. Oper. I	Auto. Equip. Oper. II	Equip. Oper. III	Clerk Typist I, II							Alaska
Arizona	Shop Foreman	Equipman II	Equipman I	Hwy. Maint. II	Hwy. Maint. III	Hwy. Maint. IV	Maint. Clerk I & II	State Hwy. Eng.	Res. Engr.	Sr. & Ch. Proj. Supvr.	Hwy. Des. I & II	Bridge Des. 1 - 7	Chief Clerk	Arizona
Arkansas		Mech. I & II	Mech. III	Various	Various	Various	Clerk	Chief Engr.	Res. Engr., Act. New Engr.	Party Chief	Designer	Designer		Arkansas
California	Hwy. Mech. Foreman	Hwy. Equip. & Auto. Mech.	Mech. Helper	Hwy. Maint. I	Hwy. Maint. II	Lt. & Hwy. Pwr. Shvl. Oper.	Hwy. Pld. Off. Asst.	Sr. Hwy. Eng.	Assoc. Hwy. & Brdg. Engr.	Asst. Hwy. Engr.	Assoc. Hwy. Engr.	Assoc. Hwy. Engr.	Acct. Off. III & IV Clerk II	California
Colorado	Sr. Shop Foreman	Auto. Mech.	Auto. Mech. Helper	Hwy. Maint. I	Hwy. Maint. II	Hwy. Equip. Oper.	Prin. Clerk	Chief Engr.	Assoc. Engr.	Asst. Engr.	Assoc. Engr.	St. Engr.		Colorado
Connecticut	Hwy. Garage Foreman	Trades Journeyman	Hwy. Maint. Gr. III & IV	Hwy. Maint. Gr. II	Hwy. Maint. Gr. III	Hwy. Maint. Gr. IV	Hwy. Maint. Gr. I, III, IV	Hwy. Jr. Engr.					Clerk Br. IV Hwy. Maint. Gr. IV	Connecticut
Delaware		Mechanic	Mech. Helper	Equip. Oper.	Hwy. Equip. Oper.	Equip. Oper.	Clerk I to IV	Ch. Engr.		Ch. Engr. Party	Rd. Designer	Bridge Designer		Delaware
Florida	Equip. Repair Foreman II	Equip. Mech. II	Equip. Mech. I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Maint. Clerk	State Hwy. Eng.	C. E. I & II	C. E. I	C. E. I & II	C. E. I & II	Clerk V	Florida
Georgia	Asst. Div. Mech.	Mech. I & II	Utility Worker II	Equip. Oper. I	Equip. Oper. II	Equip. Oper.	Clerk							Georgia
Hawaii	Auto. Mech. Foreman I & II	Auto. Mech. I & II	Auto. Mech. Helper	Various	Various	Various	Clerk II & III	Ch. Engr.	Proj. Engr.	Supvr. Engr. Aid	C. E. I to V	C. E. I to VI	Office Mgr. I	Hawaii
Idaho	Shop Foreman	Mech.	Mech. Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Maint. Clerk	State Hwy. Eng.	Res. Engr.	Engr. Tech. VII	Hwy. Des. III	Bridge Des.	Dist. Off. Mgr.	Idaho
Illinois	Auto. Motive Shop Foreman	Auto. Mech.	Auto. Mech. Helper	Hwy. Equip. Oper.	Hwy. Constr. Equip. Oper.	Hwy. Equip. Oper.	Ch. Hwy. Eng.	Ch. Hwy. Eng.	C. E. I, II, III, IV	C. E. III	C. E. I, II, IV	C. E. I, II, III, IV	Clerk V	Illinois
Indiana	Mechanic													Indiana
Iowa		Mech. II	Mech. I	Rd. Equip. Oper. I	Rd. Equip. Oper. II	Rd. Equip. Oper. III	Ch. Engr.	Ch. Engr.	Res. Const. Engr.	Ch. Surr. Party Prel.	Rd. Des. Engr.	Bridge Des. Engr.		Iowa
Kansas	AM II	AM I	AM	HM II	HM II	Hwy. Equip. Oper.	Dist. Clerk	State Hwy. Eng.	Res. Engr.	Party Ch. Location	Squad. Chrd. Design	Sq. Chief Bridge Des.	Div. Auditor II	Kansas
Kentucky	Garage Foreman	Mechanic	Mech. Helper	Lt. Equip. Oper.	Hwy. Equip. Oper.	Spec. Equip. Oper.	Timekeeper	State Hwy. Eng.	Res. Engr.	C. E. Engr. Asst.	Design Engr.	Design Engr.	Chief Clerk	Kentucky
Louisiana	Auto. Shop Supt. I	Mechanic	Trades Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk II	Ch. Engr.	Proj. Engr.	Ch. Party	Rd. Sq. Leader Sr.	St. Bridge Designer	Adm. Asst.	Louisiana
Maine	Equip. Engr.	Auto. Elec. & Mech.	Laborer II	Hwy. MM II	Hwy. MM III	Hwy. MM IV	Clerk III	Ch. Engr.	C. E. I & II	C. E. I	C. E. I & II	C. E. I & II		Maine
Maryland	Shop Foreman	Auto. Mech. II	Auto. Mech. I	Motor Equip. Oper. I	Motor Equip. Oper. II	Motor Equip. Oper. III	Shop Clerk	Ch. Engr.	Engr. Assoc. V, VI	Engr. Assoc. V, VI	Engr. Assoc. V, VI	C. E. V, VI	Asst. Comptroller	Maryland
Massachusetts	Dist. Hwy. Equip. Foreman	Motor Equip. Prepair	Skilled Mech.	Chauffeur Labor Skilled Labor	Hwy. Equip. Oper.	Hwy. Equip. Oper.	Clerk	Ch. Engr.	Proj. Engr.	Ch. Party	Plan Designer	Bridge Designer		Massachusetts
Michigan	Sign & Sg. Shop Foreman	Bridge Maint. Foreman	Bridge Maint. Foreman	Equip. Oper. A2	Equip. Oper. A1	Equip. Oper.	Store & Account							Michigan
Minnesota	Auto. Mec Foreman	Auto. Fld. Mech.	Auto. Mech. Appr.	Hwy. Equip. Oper.	Hwy. Equip. Oper.	Hwy. Equip. Oper.	Steno. & Typists	Hwy. Tech. III	Hwy. Tech. III	Hwy. Tech. III	Hwy. Tech. III	Hwy. Tech. III	Hwy. I & I	Minnesota
Mississippi		Auto. Mech. I	Gen. Laborer	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Ch. Engr. Dep. Dir.	Ch. Engr.						Mississippi



Missouri	Dist. Shop Foreman	Mechanic	Mech. Helper	Equip. Oper.	Maint.	Maint. Leader	Ch. Engr.	Res. Engr.	Sur. Party Ch.	Hwy. Des.	Struc. Des.	Dist. Off. Mgr.	Missouri
Montana	Work Shop Foreman	Maint. V	Maint. II	Maint. V	Maint. IV	Maint. III	Clerk II, III, IV, V	Res. Engr. I & II	Inst. Man Sr. Insp.	Designer I, II, III	Designer I, II, III	Office Mgr.	Montana
Nebraska	Shop Foreman	Mech.	Maint. II	Maint. V	Maint. IV	Maint. III	Clerk II, III, IV, V	Proj. Engr.	Engr. Aid	Designer	Bt. Designer	Office Mgr.	Nebraska
Nevada	Supvr. Mech. I	Equip. Mech. II	Gen. Mech. Jpr.	Hwy. Maint.	Sp. Equip. Oper. I	Sp. Equip. Oper. II	Asst. Deputy Sr. Hwy. Engr.	Proj. Engr.	Hwy. Engr. II	Hwy. Engr. II	Hwy. Engr. III	Chief Clerk	Nevada
New Hampshire	Garage Foreman	Mech.	Mech. Helper	Truck Driver	Truck Driver Lt. Equip. Oper.	Motor Equip. Oper. Hwy. Duty	Dep. Comm. Ch. Engr.	Res. Engr.	Ch. Party	Engr.	Sr. Engr.	Ch. Accountant	New Hampshire
New Jersey	Garage Foreman	Mech.	Mech. Helper	Truck Driver	Equip. Oper.	Hwy. Equip. Oper.	State Hwy. Engr.	Prin. Engr. Hwys.	Sr. Engr.	Sr. Engr.	Prin. Bridge Des.	Head Clerk	New Jersey
New Mexico	Shop Foreman I	Auto. Mech.	Serviceman	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Ch. Engr.	Hwy. Engr. I	Hwy. Asst. II	Hwy. Des. I	Bridge Des. Engr.	Chief Clerk	New Mexico
New York	Maint. Supvr.	Motor Equip. Repair	Maint. Mech.	Hwy. Equip. Oper.	Constr. Equip. Oper.	Crane. & Shovel OP	Ch. Engr.	Ch. Engr.	Asst. C. E.	Assoc. C. E.		Head & Prin. Clerk	New York
North Carolina	Dist. Mech.	Mech. II	Mech. I	Machine Oper. I	Machine Oper. II	Machine III & IV	Maint. Yd. Force	Res. Engr.	Party Ch.				North Carolina
North Dakota	Shop Foreman	Mech. I, II, III	Mech. I, II, III	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk I & II	Engr. Hwy. I & II	Tech. II, III, IV	Engr. Hwy. I, II, III	Engr. Hwy. I, II, III	Clerk Gen. Office	North Dakota
Ohio	Equip. Supt. I	Auto. Mech. II, III, IV	Auto. Mech. I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III, IV	Clerk	Proj. Engr.	Ch. Party	Plan Designer	Bt. Designer	Pers. Officer	Ohio
Oklahoma	Shop Foreman	Mech. III	Mech. Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Flc. Clerk	Res. Engr.	Constr. Tech. III	Sq. Boss	Bt. Des. IV	Office Engr.	Oklahoma
Oregon	Shop Foreman	Auto. Mech. I	Mech. Trade Helper	Hwy. Maint. I	Hwy. Maint. II	Hwy. Maint. IV	Timekeeper	Sr. Res. Engr.	Transitman	Sr. Des.	Sr. Des.	Executive	Oregon
Pennsylvania	Auto. Equip. Foreman	Auto. Mech.	Auto. Mech. Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk I, II, III	Proj. Engr.	Ch. Survey	Hwy. Des. Engr.	Bt. Des. Engr.	Bureau Dist. Clerk	Pennsylvania
Rhode Island	Labor Foreman	Auto. Mech.	MEO		Hwy. Motor Equip. Oper.								Rhode Island
South Carolina	Shop Supvr. I, II, III	Mech. I, II, III, IV	Skilled Lab.	Skilled Lab.	Skilled Lab.	Skilled Lab.	Clerk I, II, III, IV						South Carolina
South Dakota	Master Mech.	Shop. Mech.	Mech. Helper	Lt. Equip. Oper.	Hwy. Equip. Oper.		Bas. Engr.						South Dakota
Tennessee	Regional Shop Foreman	Regional Mech.	Regional Helper	Utility Oper.	Tt. Driver Utility Oper.	Various	Jr. Acct. Clerk	Sr. Civil Engr.	Proj. Mgr.	Sr. Road Designer	Sr. Bridge Designer	Ch. Clerk	Tennessee
Texas	Shop Foreman III	Skilled Laborer	Semi. Skilled	Skilled Laborer		Skilled Laborer		Sr. Res. Engr.	Engr. Tech. IV	Sr. Des. Engr.	Sr. Des. Engr.	Asst. Fiscal Officer	Texas
Utah	Truck Shop Foreman	Mech. Auto. & H. D.	Mech. Helper	Lt. Equip. Oper. A	Med. Equip. Oper. B	Hwy. Equip. Oper. C	Clerk	Res. Proj.	Ch. Party	Des. Engr.	Struc. Engr.	Office Mgr.	Utah
Vermont	Garage Shop Foreman	Maint. Mech. A Equip. C	Equip. Rep.	Equip. Oper. A	Equip. Oper. B	Equip. Oper. C	Clerk	Proj. Engr.	Ch. Party	Plan Des.	Bridge Des.	Adm. Asst. C.	Vermont
Virginia	Hwy. Equip. Rep. Fore. A	Hwy. Equip. Mech. A	Mech. Helper Hwy. Equip.	Hwy. Equip. Oper. A	Hwy. Equip. Oper. B	Hwy. Equip. Oper. C	Hwy. Timekeeper	Hwy. Constr. Proj. Engr.	Sur. Party Ch.	Rd. Des. A & B	Hwy. Br. Des. Engr. A & B	Asst. A	Virginia
Washington	Hwy. Equip. Foreman	Hwy. Equip. Mech. I, II	Shop Asst.	Hwy. Maint. II	Hwy. Equip. Oper. II	Hwy. Equip. Oper. III	Dir. of Hwys.	Proj. Engr.	Hwy. Engr. II	Hwy. Engr. II	Assoc. Engr.	Supvr. Clerk	Washington
West Virginia	Dist. Shop Foreman	Mech.	Mech. Helper	Equip. Oper.	Equip. Oper.	Equip. Oper.	Asst. Dist. Acct.	State Hwy. Engr.	Hwy. Sur. Tech. I			Hwy. Maint. Tech. II	West Virginia
Wisconsin								State Hwy. Engr.	C. E. II	C. E. III	C. E. III & IV	Dist. Office Supvr.	Wisconsin
Wyoming	Shop Foreman I & II	Mech. II, III	Mech. I	Maint. I	Maint. II	Maint. III	Timekeeper II	Proj. Engr.	Tech. Engr. IV	Designer	Designer	Director Acct. Div.	Wyoming

## Maintenance Questionnaire

Questions asked the various state highway departments are answered in the table below. The numbers at the head of each column of the table refer to the question numbers below:

1. Are your maintenance employees under a civil service plan, merit system or some other comparable plan?
  - a. All
  - b. Salaried only
  - c. All but temporary
  - d. None
2. Are your maintenance employees included in any State-sponsored or controlled retirement plan?
  - a. All
  - b. Salaried only
  - c. All but temporary
  - d. None
- 2A. Are your maintenance employees included in a Federal social security retirement plan?
  - a. All
  - b. Salaried only
  - c. All but temporary
  - d. None
- 2B. Are your maintenance employees included in a combination State-sponsored and Federal social security retirement plan?
  - a. All
  - b. Salaried only
  - c. All but temporary
  - d. None
- 2C. Are copies of the retirement plan, now in effect in your state, available upon request?
- 2D. Do you consider the retirement plan in effect in your state to be advantageous to the operation of your department?
- 2E. How long has the retirement plan for maintenance employees been in effect in your state?

STATE HIGHWAY DEPARTMENTS POLICIES AFFECTING MAINTENANCE PERSONNEL (As of July 1, 1966)

State	Civil Service				Retirement Plan																3a	3b
	1a	1b	1c	1d	2a	2b	2c	2d	2Aa	2Ab	2Ac	2Ad	2Ba	2Bb	2Bc	2Bd	2C	2D	2E			
Alabama	-	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	Yes	Yes	21	-	Yes	
Alaska	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	5	-	-	
Arizona	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	-	-	Yes	Yes	13	-	-	
Arkansas	-	-	-	No	Yes	-	-	-	Yes	-	-	-	-	-	-	No	Yes	Yes	16	Yes	-	
California	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	34	Yes	-	
Colorado	-	Yes	-	-	-	Yes	-	-	-	-	-	No	-	-	-	No	Yes	Yes	35	-	Yes	
Connecticut	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	27	-	-	
Delaware	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	19	Yes	-	
Florida	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	21	-	-	
Georgia	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	13	Yes	-	
Hawaii	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	40	Yes	-	
Idaho	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	1	-	Yes	
Illinois	-	-	-	No	Yes	-	-	-	-	-	-	No	-	-	-	-	Yes	Yes	22	-	Yes	
Indiana	-	Yes	-	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	20	Yes	-	
Iowa	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	13	-	-	
Kansas	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	4	-	-	
Kentucky	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	10	-	-	
Louisiana	Yes	-	-	-	Yes	-	-	-	No	-	-	-	No	-	-	-	Yes	Yes	18	Yes	-	
Maine	Yes	-	-	-	-	-	Yes	-	No	-	-	-	No	-	-	-	Yes	Yes	24	-	-	
Maryland	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	-	-	-	-	Yes	Yes	26	Yes	-	
Massachusetts	Yes	-	-	-	Yes	-	-	-	-	-	-	No	-	-	-	No	Yes	Yes	72	Yes	-	
Michigan	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	23	Yes	-	
Minnesota	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	37	Yes	-	
Mississippi	-	Yes	-	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	15	-	Yes	
Missouri	-	-	-	No	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	Yes	Yes	11	-	Yes	
Montana	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	21	Yes	-	
Nebraska	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	2	No	No	
Nevada	Yes	-	-	-	Yes	-	-	-	-	-	-	No	-	-	-	No	Yes	Yes	18	Yes	-	
New Hampshire	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	21	-	-	
New Jersey	Yes	-	-	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	Yes	Yes	45	Yes	-	
New Mexico	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	-	No	Yes	Yes	19	-	-	
New York	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	46	Yes	-	
North Carolina	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	24	-	-	
North Dakota	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	2-12	Yes	-	
Ohio	Yes	-	-	-	Yes	-	-	-	No	-	-	-	-	-	-	No	Yes	Yes	31	Yes	-	
Oklahoma	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	-	Yes	Yes	2	-	-	
Oregon	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	-	No	Yes	Yes	19	-	-	
Pennsylvania	-	Yes	-	-	Yes	-	-	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	10	Yes	-	
Rhode Island	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	30	Yes	-	
South Carolina	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	-	Yes	-	-	Yes	Yes	21	-	-	
South Dakota	-	-	-	No	-	-	-	No	Yes	-	-	-	-	-	-	No	-	-	-	Yes	-	
Tennessee	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	Yes	Yes	19	-	-	
Texas	No	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	19	Yes	-	
Utah	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	No	Yes	Yes	5	-	-	
Vermont	-	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	22	-	-	
Virginia	-	Yes	-	-	-	-	Yes	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	24	-	Yes	
Washington	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	19	-	-	
West Virginia	-	Yes	-	-	-	-	Yes	-	Yes	-	-	-	-	-	-	No	Yes	Yes	5	-	-	
Wisconsin	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	23	Yes	-	
Wyoming	-	-	-	No	Yes	-	-	-	Yes	-	-	-	Yes	-	-	-	Yes	Yes	17	-	-	

3. Do maintenance employees receive an annual vacation on full pay?
  - a. All
  - b. Salaried only
  - c. All but temporary
  - d. None
- 3A. What is the length of your annual vacation? (Working days per year)
- 3B. Are your annual vacations cumulative? If so, to what extent?
4. Do you grant sick leave with pay to maintenance employees? (Working days per year)
  - a. All
  - b. Salaried only
  - c. All but temporary
  - d. None
- 4A. Is your sick leave cumulative? If so, to what extent?
5. Are your maintenance employees protected by a state financed hospitalization plan?
  - a. Whole
  - b. Part
6. Are your maintenance employees protected by a state financed life insurance plan?
  - a. Whole
  - b. Part
7. Are your maintenance employees protected by a state financed public liability plan?
  - a. Whole
  - b. Part

Vacation				Sick Leave					Hospitalization and Insurance						State
3c	3d	3A	3B	4a	4b	4c	4d	4A	5a	5b	6a	6b	7a	7b	
-	-	12	Yes, 30	-	Yes, 12	-	-	Yes, 90	Yes	-	No	-	No	-	Alabama
Yes	-	15-30	Yes, 60	-	-	Yes, 15	-	No limit	Yes	-	No	-	Yes	-	Alaska
Yes	-	18	Yes, 21	-	-	-	Yes, 12	Yes, 60	No	-	No	-	Yes	-	Arizona
-	-	10	Yes, 15	Yes	-	-	-	Yes, 90	No	-	No	-	No	-	Arkansas
-	-	10-20	Yes, 30	Yes	-	-	-	Yes, no limit	-	Yes	No	-	No	-	California
-	-	15	Yes, 30	-	Yes	-	-	Yes, 180	-	Yes	No	-	-	-	Colorado
Yes	-	15-20	No	-	-	Yes	-	Yes, 120	-	Yes	-	Yes	No	-	Connecticut
-	-	12-20	Yes, 1 yr	Yes, 15	-	-	-	Yes, 90	No	-	No	-	Yes	-	Delaware
Yes	-	10-15	Yes, 30	-	-	Yes	-	Yes, no limit	No	-	No	-	No	-	Florida
-	-	15	Yes, 45	Yes, 15	-	-	-	Yes, 90	-	Yes	-	Yes	No	-	Georgia
-	-	21	Yes, 90	Yes, 21	-	-	-	Yes, no limit	-	Yes	No	No	-	Yes	Hawaii
-	-	12	Yes, 24	-	Yes, 12	-	-	Yes, 60	Yes	-	Yes	-	Yes	-	Idaho
-	-	10-15	Yes, 2 yr	-	Yes	-	-	Yes, no limit	-	Yes	No	-	No	-	Illinois
-	-	5-15	No	-	Yes	-	-	Yes, 30	-	No	-	No	Yes	-	Indiana
Yes	-	5-20	Yes, 2 Yr	-	-	Yes	-	Yes, 90	-	Yes	No	-	Yes	-	Iowa
Yes	-	12	Yes, 18-24	-	-	Yes	-	Yes, 90	No	-	-	Yes	Yes	-	Kansas
Yes	-	12	Yes, 24	Yes, 12	-	-	-	Yes, 120	No	-	No	-	Yes	-	Kentucky
-	-	12-18	Yes, no limit	Yes, 12-18	-	-	-	Yes, no limit	-	Yes	-	Yes	No	-	Louisiana
Yes	-	12-24	Yes, 24-30	-	-	Yes	-	Yes, 90+	No	-	No	-	Yes	-	Maine
-	-	10-20	Yes, 30	Yes	-	-	-	Yes, 100	No	-	No	-	-	Yes	Maryland
-	-	10-20	Yes, 2 yr	Yes, 15	-	-	-	Yes, no limit	-	Yes	-	Yes	No	-	Massachusetts
-	-	13	Yes, 30	Yes, 13	-	-	-	Yes, no limit	-	Yes	-	Yes	Yes	-	Michigan
-	-	13-16	Yes, 24	Yes	-	-	-	Yes, 100	Yes	-	Yes	-	Yes	-	Minnesota
-	-	12	Yes, 30	-	Yes	-	-	Yes, no limit	-	Yes	-	Yes	No	-	Mississippi
-	-	15	Yes, 30	-	Yes	-	-	Yes, 100	No	-	No	-	No	-	Missouri
-	-	15	Yes, 30	Yes, 12	-	-	-	Yes, no limit	No	-	No	-	Yes	-	Montana
Yes	-	10-20	No	-	-	Yes	-	Yes, 120	No	-	No	-	No	-	Nebraska
-	-	15-18	Yes, 30	Yes	-	-	-	Yes, 90	-	Yes	No	-	Yes	-	Nevada
Yes	-	15	Yes, 30	Yes	-	-	-	Yes, 90	-	Yes	-	Yes	No	-	New Hampshire
-	-	12-20	Yes	Yes	-	-	-	Yes, no limit	Yes	-	Yes	-	Yes	-	New Jersey
Yes	-	13	Yes, 30	-	-	Yes	-	Yes, 60	-	Yes	-	Yes	-	Yes	New Mexico
-	-	13-20	Yes, 30	Yes, 13	-	-	-	Yes	No	-	-	Yes	Yes	-	New York
Yes	-	15	Yes, 30	-	-	Yes	-	Yes, no limit	No	-	No	-	-	Yes	North Carolina
-	-	1-21	Yes, 30	Yes	-	-	-	Yes, no limit	-	Yes	-	Yes	-	-	North Dakota
-	-	10-20	No	Yes	-	-	-	Yes, 90	No	-	No	-	No	-	Ohio
Yes	-	15	Yes, 30	Yes	-	-	-	Yes, 45	No	-	No	-	-	Yes	Oklahoma
Yes	-	1-20	Yes, 25	-	-	Yes	-	Yes, no limit	No	-	No	-	No	-	Oregon
-	-	15	Yes, 30	Yes	-	-	-	Yes, 90	No	-	No	-	Yes	-	Pennsylvania
-	-	13-20	Yes, 13	Yes	-	-	-	Yes, 120	Yes	-	-	Yes	-	Yes	Rhode Island
Yes	-	15	Yes, 45	-	-	Yes	-	Yes, 90	No	-	No	-	No	-	South Carolina
-	-	15-20	Yes, 30	Yes	-	-	-	No	No	-	No	-	No	-	South Dakota
Yes	-	12	Yes, 24	-	-	Yes	-	Yes, 120	-	Yes	-	Yes	No	No	Tennessee
-	-	10	Yes	Yes	-	-	-	Yes, 36	Yes	-	Yes	-	No	No	Texas
Yes	-	12-15	Yes, 30	-	-	Yes	-	Yes, 90	Yes	-	-	Yes	No	-	Utah
Yes	-	12-18	Yes, 35	-	-	Yes	-	Yes, no limit	-	Yes	-	Yes	Yes	-	Vermont
-	-	12-18	Yes, 36	-	Yes	-	-	Yes, 90	No	No	Yes	-	Yes	-	Virginia
Yes	-	12-15	Yes, 25	-	-	Yes	-	Yes, 120	Yes	-	No	-	Yes	-	Washington
Yes	-	15	Yes, 30	-	-	Yes	-	Yes, 60	No	-	No	-	Yes	-	West Virginia
-	-	10-20	No	Yes	-	-	-	Yes, 60	-	Yes	-	Yes	Yes	-	Wisconsin
Yes	-	12	Yes, 30	-	-	Yes	-	Yes, 90	No	-	No	-	Yes	-	Wyoming

8. Are your maintenance employees organized by a national union?  
 a. All  
 b. Salaried only  
 c. All but temporary  
 d. None
9. Does your maintenance department give pins or tokens to employees serving a certain length of time with the department or encourage the formation of clubs, such as 10 year clubs, etc.?
10. Are your regular or permanent employees paid on a salaried basis?  
 a. All  
 b. Office  
 c. Supervisory only  
 d. All but temporary  
 e. None
- 10A. Standard number of hours worked per day, per week.
- 10B. Is any allowance or adjustment made for overtime work? If the answer to this question is "Yes", please state rate of pay for regular or scheduled working time.
11. Are your maintenance employees required to report at an assembly point, such as a headquarters garage or shop, preparatory to their day's work?
- 11A. If answer to question 11 is "YES", are they paid from the time they leave this assembly point until they return at the close of the day's work? (portal to portal)  
 a. Foreman  
 b. Operators  
 c. Laborers

STATE HIGHWAY DEPARTMENTS POLICIES AFFECTING MAINTENANCE PERSONNEL (As of July 1, 1966) (cont'd)

State	Unionized				Clubs					10A	10B	11	11Aa	
	8a	8b	8c	8d	9	10a	10b	10c	10d					10e
Alabama	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Compensatory	Yes	Yes
Alaska	-	-	-	No	No	-	-	-	Yes	-	7½-37½	Yes, straight time	Yes	Yes
Arizona	No	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes, time & one-half	Yes	-
Arkansas	-	-	-	No	Yes	-	Yes	Yes	-	-	8-40	Yes, hourly	Yes	Oneway
California	-	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes, hourly	Yes	Yes
Colorado	No	-	-	-	Yes	Yes	-	-	-	-	8-40	Compensatory only	No	-
Connecticut	-	-	Yes	-	Yes	-	-	Yes	-	-	8-40	Yes, time & one-half	Yes	Yes
Delaware	Yes	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes, time & one-half	Yes	No
Florida	-	-	-	-	No	Yes	-	-	-	-	8-40	Yes, comp. time or est. rate	Yes	Yes
Georgia	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Yes, regular rate	Yes	No
Hawaii	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Yes, cash or comp. time	Yes	Yes
Idaho	-	-	-	No	Yes	-	-	-	Yes	-	8-40	Yes, straight time	Yes	No
Illinois	Yes	-	-	-	Yes	-	-	-	Yes	-	8-40	Yes, comp. time	Yes	Yes
Indiana	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Yes, hourly rate	Yes	Yes
Iowa	-	-	-	No	No	-	-	-	Yes	-	8-40	Yes, based on yearly salary	Yes	No
Kansas	-	-	-	No	-	Yes	-	-	-	-	8-40	No	Yes	Yes
Kentucky	-	-	-	No	Yes	Yes	-	-	-	-	8-40	-	Yes	No
Louisiana	No	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes	Yes	Yes
Maine	Yes	-	-	-	No	Yes	-	-	-	-	-	Yes, regular rate	Yes	Yes
Maryland	-	-	-	-	No	Yes	-	-	-	-	8-40	Yes, straight time	Yes	Yes
Massachusetts	Yes	-	-	-	No	Yes	-	-	-	-	8-40	Yes, time & one-half	Yes	Yes
Michigan	-	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes, time & one-half	Yes	Yes
Minnesota	Yes	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes, 100% straight	Yes	Yes
Mississippi	No	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes, comp. time	Yes	Yes
Missouri	-	-	-	No	Yes	-	-	-	Yes	-	8-40	Yes, comp. time	Yes	Yes
Montana	Yes	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes, time & one-half	Yes	Yes
Nebraska	No	-	-	-	Yes	No	-	Yes	-	-	8-40	No	Yes	Yes
Nevada	-	-	-	No	Yes	Yes	-	-	-	-	40	Yes, straight	Yes	Yes
New Hampshire	-	-	-	No	Yes	-	Yes	-	-	-	8-40	Yes, time & one-half	Yes	Yes
New Jersey	-	-	-	No	No	Yes	-	-	-	-	8-40	Yes, 1/2000 of annual salary	Yes	Yes
New Mexico	-	-	-	No	-	Yes	-	-	Yes	-	8-40	Yes, straight	Yes	Yes
New York	Yes	-	-	-	No	Yes	-	-	-	-	8-40	Yes, straight	Yes	Yes
North Carolina	-	-	-	No	Yes	Yes	-	-	-	-	8	No, comp. time	Yes	Yes
North Dakota	Yes	-	-	-	Yes	-	Yes	-	-	-	8-48	Yes, straight	Yes	Yes
Ohio	No	-	-	-	Yes	Yes	-	-	-	-	8-40	Yes, straight	Yes	No
Oklahoma	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Yes, comp. time	Yes	No
Oregon	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Yes, time & one-half	Yes	Yes
Pennsylvania	-	-	-	No	Yes	-	Yes	Yes	-	-	8-40	Yes, straight	Yes	Yes
Rhode Island	Yes	-	-	-	Yes	-	Yes	-	-	-	8-40	Yes, time & one-half	Yes	Yes
South Carolina	-	-	-	No	Yes	Yes	-	-	-	-	9-45	Yes, regular rate	Yes	Yes
South Dakota	-	-	-	No	No	Yes	-	-	-	-	8-40	Yes, regular rate	Yes	Yes
Tennessee	Yes	-	-	-	Yes	-	Yes	Yes	-	-	9-45	Yes, straight time	Yes	No
Texas	-	-	-	No	Yes	-	-	Yes	-	-	9-45	Yes, regular rate	Yes	Yes
Utah	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Yes, straight time	Yes	Yes
Vermont	-	-	-	No	Yes	-	Yes	-	-	-	9-45	Yes, regular rate	Yes	Yes
Virginia	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Yes, straight time	Yes	Yes
Washington	Yes	-	-	-	Yes	-	-	-	Yes	-	8-40	Yes, time & one-half	Yes	No
West Virginia	-	-	-	-	No	-	Yes	Yes	-	-	8-40	Yes, straight time	No	-
Wisconsin	-	-	-	No	No	Yes	-	-	-	-	8-40	Yes, regular rate	-	-
Wyoming	-	-	-	No	Yes	Yes	-	-	-	-	8-40	Yes, equal time	Yes	-

12. Are maintenance employees furnished protective clothing?  
 \* Specialized operations  
 \*\* Normal operations  
 NOTE: \* Bituminous work, shop mechanics, etc.  
 \*\* Rain outfits, insulated undergarments, etc.
13. Do you have automatic or automatic recommended salary advancements?  
 Do you use convict labor?
14. Do your rules of employment prohibit nepotism?
15. Do you pay men on crews which are required to move frequently?  
 a. Actual expenses  
 b. Per diem allowances  
 c. Increase wage of stationary crews  
 d. None
17. Does the law or policy require a classification of highway employees by a point system?
18. Does your policy provide for reimbursement of expenses incurred when an employee is required to change residence which necessitates his moving his family and furniture?  
 a. Total  
 b. Partial  
 c. None

Working Hours and Conditions

Working Hours and Conditions														State	
11Ab	11Ac	12*	12**	13	14	15	16a	16b	16c	16d	17	18a	18b	18c	
Yes	Yes	-	-	Yes	Yes	Yes	-	Yes	-	-	Yes	-	Yes	-	Alabama
Yes	Yes	Yes	-	Yes	No	Yes	-	Yes	-	-	Yes	-	Yes	-	Alaska
Yes	Yes	Yes	-	No	No	Yes	-	Yes	-	-	No	-	Yes	-	Arizona
Oneway	No	No	No	No	No	Yes	\$ 10 per day	-	-	-	No	\$ 120	-	-	Arkansas
Yes	Yes	Yes	No	Yes	No	Yes	-	Yes	-	-	No	8000 lb	-	-	California
Yes	-	Yes	-	Yes	No	Yes	-	Yes	-	-	No	-	-	No	Colorado
Yes	Yes	Yes	Yes	Yes	No	No	-	-	-	No	No	-	-	No	Connecticut
No	No	Yes	-	No	No	No	-	-	-	No	No	-	Yes	-	Delaware
Yes	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	-	-	No	Yes	-	-	Florida
No	No	Yes	Yes	No	Yes	No	-	Yes	-	-	No	-	-	No	Georgia
No	Yes	No	Yes	Yes	No	Yes	-	Yes	-	-	No	Yes	-	-	Hawaii
No	No	Yes	No	No	No	Yes	-	Yes	-	-	No	-	Yes	-	Idaho
Yes	Yes	Yes	Yes	No	No	No	Yes	-	-	-	No	Yes	-	-	Illinois
Yes	Yes	Yes	Yes	No	No	Yes	-	Yes	-	-	No	-	-	No	Indiana
Yes	Yes	No	Yes	Yes	No	Yes	Yes	-	-	-	No	-	Yes	-	Iowa
Yes	Yes	Yes	No	No	No	No	Yes	-	-	-	No	Yes	-	-	Kansas
No	No	No	-	Yes	No	Yes	Yes	-	Yes	-	Yes	-	-	Yes	Kentucky
Yes	Yes	Yes	Yes	Yes	No	No	Yes	-	-	-	Yes	Yes	-	-	Louisiana
Yes	Yes	Yes	-	Yes	No	Yes	Yes	-	-	-	No	-	Yes	-	Maine
Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	-	-	-	No	-	Yes	-	Maryland
Yes	Yes	Yes	No	Yes	No	No	Yes	-	-	-	No	-	-	No	Massachusetts
Yes	Yes	Yes	Yes	Yes	No	Yes	-	Yes	-	-	No	Yes	-	-	Michigan
Yes	Yes	Yes	-	Yes	No	No	Yes	-	-	-	No	Yes	-	-	Minnesota
Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	-	-	No	-	-	No	Mississippi
Yes	Yes	Yes	No	Yes	No	Yes	Yes	-	-	-	No	Yes	-	-	Missouri
Yes	-	No	-	No	No	Yes	-	Yes	-	-	No	-	Yes	-	Montana
Yes	Yes	No	No	Yes	No	Yes	No	Yes	No	-	No	-	Yes	-	Nebraska
Yes	Yes	Yes	-	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Nevada
Yes	Yes	No	Yes	Yes	No	No	-	Yes	-	-	No	-	-	No	New Hampshire
Yes	Yes	Yes	Yes	Yes	No	Yes	-	Yes	-	-	Yes	-	-	Yes	New Jersey
Yes	Yes	Yes	-	Yes	No	No	-	Yes	-	-	No	-	Yes	-	New Mexico
Yes	Yes	Yes	Yes	Yes	No	No	-	Yes	-	-	No	-	Yes	-	New York
Yes	Yes	Yes	-	Yes	Yes	Yes	-	Yes	-	-	No	Yes	-	-	North Carolina
Yes	Yes	-	-	Yes	Yes	No	-	Yes	-	-	No	No	-	No	North Dakota
No	No	No	Yes	Yes	No	No	-	-	Yes	-	No	-	-	No	Ohio
No	No	No	No	No	No	No	-	Yes	-	-	No	-	Yes	-	Oklahoma
Yes	Yes	No	No	Yes	No	No	-	Yes	-	-	No	Yes	-	-	Oregon
Yes	Yes	Yes	-	Yes	No	Yes	-	-	-	No	No	-	Yes	-	Pennsylvania
Yes	Yes	Yes	No	Yes	No	Yes	-	-	-	No	No	-	-	No	Rhode Island
Yes	Yes	-	Yes	No	No	Yes	-	Yes	-	-	No	Yes	-	-	South Carolina
Yes	Yes	No	No	Yes	Yes	Yes	-	Yes	-	-	No	-	Yes	-	South Dakota
No	No	No	No	No	No	No	-	-	Yes	-	No	Yes	-	-	Tennessee
Yes	Yes	Yes	Yes	No	No	Yes	-	Yes	-	-	No	-	-	No	Texas
Yes	Yes	Yes	-	No	No	Yes	-	Yes	-	-	No	No	-	-	Utah
Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	-	-	-	Yes	Yes	-	-	Vermont
Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	-	-	-	No	Yes	-	-	Virginia
No	No	Yes	No	Yes	No	Yes	Yes	-	-	-	No	Yes	-	-	Washington
-	-	Yes	Yes	No	No	Yes	Yes	-	-	-	No	Yes	-	-	West Virginia
-	-	Yes	-	Yes	No	Yes	-	-	-	-	No	-	Yes	-	Wisconsin
-	-	No	-	Yes	No	Yes	Yes	-	-	-	No	Yes	-	-	Wyoming

MINIMUM-MAXIMUM MONTHLY SALARIES OF HIGHWAY PERSONNEL (as of July 1, 1966)

MAINTENANCE PERSONNEL

State	State Maintenance Engineer			Asst. State Maintenance Engineer			Division Engineer			Division Maintenance Engineer			Asst. Division Maintenance Engineer			Resident Maintenance Engineer			
	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.
Alabama	1	869	1,041	1	788	975	8	869	1,041	8	788	975				35	577	735	93
Alaska	1	1,538	1,538	1	1,294	1,294	5	1,362	1,631	4	1,025	1,353							6
Arizona	2	1,000	1,375	1	1,000	1,250	6	1,250					7	875	1,095				38
Arkansas	1	925	1,000	1	775	850	10	875	950	1	775	850				10	625	750	10
California	1	1,406	1,709	9	1,049	1,476	11	1,406	1,979	11	1,049	1,476	17	906	1,275	89	863	1,049	62
Colorado	1	1,023	1,372				12	1,023	1,372	8	802	1,075	1	727	975				26
Connecticut	1	983	1,251	1	893	1,114	4	1,018	1,192	4	836	992	10	730	829				15
Delaware							3	910	955										14
Florida	1	920	1,150	2	800	1,000	5	880	1,100	5	725	920	17	660	840	98	660	840	7
Georgia	1	1,159	1,553	2	953	1,278	6	1,051	1,409	6	865	1,159	35	712	953				15
Hawaii	1	996	1,547				4	996	1,547	1	744	1,153	4	709	1,211				
Idaho	1	1,002	1,218	0	825	1,002	6	954	1,160	6	647	786							
Illinois	1	1,250	1,700	1	1,100	1,475	10	1,250	1,700	10	900	1,300	10	775	1,150	70	700	1,150	76
Indiana	1	1,115	1,360	1	980	1,210	6	900	1,115	5	900	1,115				6	785	980	36
Iowa	1	1,070	1,270	1	925	1,035	6	975	1,120	6	825	925				27	750	850	112
Kansas	1	750	1,277	1	680	1,158	6	680	1,158	6	616	1,050	6	458	788				27
Kentucky	1	951	1,213	1	862	1,100	12	951	1,213	12	782	998	24	710	906	8	612	745	46
Louisiana	1	1,000	1,200	1	920	1,120	9	920	1,120	9	840	1,040	9	750	900	3	690	840	78
Maine	1	937	1,260	1	849	1,140	7	849	1,140	7	632	849	7	733	984				37
Maryland	1	1,122	1,403	2	1,000	1,250	7	1,000	1,250	7	885	1,106				24	713	891	79
Massachusetts	1	1,137	1,448	1	1,043	1,324	8	1,138	1,448	8	937	1,199	8	848	1,074	56	708	894	28
Michigan	1		1,729	3	1,592					10	1,218	1,355	5	1,009	1,120	12	803	91	15
Minnesota	1	1,028	1,300	0	950	1,202	9	1,028	1,300	16	878	1,112	16	526	667				63
Mississippi	1	957	957				6	1,005	1,005	5	795	921	3	757	795				35
Missouri	1	1,125	1,125	2	961	1,065	10	1,075	1,100	10	851	1,035	12	741	932				87
Montana	1	980	1,225	1	815	945	5	895	1,125	17	745	945							22
Nebraska	1	1,025	1,200	6	595	920	8	925	1,025	2	770	920				14	595	830	16
Nevada	1	1,058	1,284	1	960	1,166	6	1,058	1,284							5	960	1,166	7
New Hampshire	1	950	1,135	1	841	1,027	7	800	985	7	716	885	4	516	694				2
New Jersey	1	1,276	1,659	1	1,157	1,505				4	864	1,123	1	783	1,018				4
New Mexico	1	820	1,115				5	900	1,205	9	820	1,115	5	550	750	6	460	630	19
New York	1			1			10	1,800	2,140	10	1,125	1,420				63	900	1,160	
North Carolina	1	1,084	1,380	3	894	1,137	14	1,084	1,380	14	894	1,137				34	811	1,032	
North Dakota	1	813	1,178	1	737	1,068	7	774	1,122	12	702	1,018							7
Ohio	1	1,150	1,380	1	1,060	1,260	12	1,060	1,260	12	820	980				95	460	550	96
Oklahoma	1	1,115	1,380	1	1,000	1,240	8	1,115	1,380				8	1,000	1,240				77
Oregon	1	1,070	1,285	1	950	1,150	5	950	1,150	10	845	1,030				16	745	915	
Pennsylvania	1	1,165	1,560	1	958	1,282	11	1,056	1,560	11	827	1,108	11	680	912	66	560	827	
Rhode Island	1	711	911	1	646	824	1	484	555	1	586	746	2	400	506	1	558	644	8
South Carolina	1	930	1,212				7	844	1,169	7	779	1,039				48	714	974	
South Dakota	1	1,000	1,250	1	850	975	5	925	1,050				7	850	975				10
Tennessee	1	940	1,100	3	860	1,020	4	900	1,060	4	790	940	4	755	900	23	620	860	7
Texas	1		1,250				25	1,166	1,250	19	743	968	9	696	848				28
Utah	1	919	1,228	1	599	835	6	835	1,228										6
Vermont	1	762	953	1	697	873	9	762	953				9	637	797				11
Virginia	1	956	1,194	2	836	1,044	8	956	1,194	6	836	1,044				45	732	916	267
Washington	1			1			7	1,112	1,377	6	932	1,112	6	575	685	25	685	816	
West Virginia	1	1,115	1,365	3	1,015	1,265	10	1,015	1,265	10	915	1,165							55
Wisconsin	1	1,238	1,608	2	1,053	1,368	9	1,238	1,743	9	1,053	1,368	20	888	1,153				
Wyoming																			
District of Columbia																			
Puerto Rico																			
1966 Average		1,318			1,165			1,249			1,090			968			866		
1944 Average		434			341						292			264					
% Increase 1966/1944		203			242						267			267					
% Increase 1966/1965		17.7			18.4			16.0			19.9			21.6			14.7		

Area Supervisor	Gang Foreman		Sectionman			Common Laborer			Skilled Laborer			Shop Superintendent			State	
	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.		
399	630	195	294	399				196	326	62	326	462	8	504	656	Alabama
895	1,181	27	761	1,031	30	727	959	9	514	18	583	1,031	5	1,025	1,261	Alaska
550	690							84	350		500	625	1	600	750	Arizona
575	700	121	380	540	74	264	308	373	220	13	308	404				Arkansas
1,049	1,275	358	585	823	358	585	667	56	458	36	530	585	17	863	1,156	California
543	727	19	492	660	316	447	598	150		50						Colorado
572	758	62	537	698	248	442	533	255	321	82	425	511				Connecticut
460	700	87	347	433				107	277	121	295	330	6	460	700	Delaware
460	600	73	400	525	66	315	420	669	220	92	300	400	3	460	757	Florida
382	600	89	275	466	249	270	400	1,704	225	72	235	355	8	460	650	Georgia
		20	504	996	12	340	583	71	294	38	414	744				Hawaii
		7	559	879	46	483	587	50	360	182	397	483				Idaho
Negotiated Rated		109	Negotiated Rated		763	Negotiated Rated		224	Negotiated Rated	1,138	Negotiated Rated		6	620	770	Illinois
550	690	170	372	467				900	312	124	338	364	44	330	420	Indiana
480	575	22	440	525	172	360	440	5	288				1	550	650	Iowa
548	788	45	358	616	96	341	587	44	231	6	458	788	6	458	788	Kansas
356	480	6	457	583	32	376	480	599	219	509	253	324	1	643	821	Kentucky
380	520	210	305	380	6	275	350			834	245	320	9	460	560	Louisiana
546	733	88	520	569	112	409	447	318	296	31	395	527	1	698	938	Maine
555	693	188	420	525				632	266	409	297	329	7	555	693	Maryland
581	737	87	499	632	77	439	556	620	349	61	368	462	1	995	1,260	Massachusetts
739	833	42	647	716				170	396	94	431	619	3	588	910	Michigan
487	616	4	433	547	1,154	329	468	893	292	18	468	592	2	569	722	Minnesota
	623	10	353	488	116	275	465	964	224	31	259	379				Mississippi
	713	44	499	627	362	439	552	57	277				1	656	825	Missouri
	705				135		675	110					12		705	Montana
520	625	28	385	490	53	380	410	21	286				13	455	560	Nebraska
648	788	34	488	618	35	464	562	25	332	23	488	590				Nevada
466	594	14	351	444	113	351	444	270	290	145	319	377	1	691	852	New Hampshire
677	880	84	505	656	91	458	595	705	342	61	436	567	1	677	880	New Jersey
400	550	78	330	460	17	300	420	79	220	118	264	360	6	440	600	New Mexico
		201	525	660	617	395	525	2,770	335	270	375	620	19	580	900	New York
527	669	603	360	457				11	216	38	260	327				North Carolina
575	754	6	545	687	77	541	653									North Dakota
500	660	191	330	660	741	345	420	2,208	276	385	288	440	11	460	550	Ohio
440	550	31	550	685				301	260	21	310	390	1	615	765	Oklahoma
		128	500	575	125	460	525	10	342	14	525	600	7	550	915	Oregon
508	751	1,064	439	439				7,615	329	467	379	417	1	751	1,006	Pennsylvania
465	506	23	397	437				327	282	14	313	342				Rhode Island
		231	292	627				1,724	243	588	272	438				South Carolina
450	825	14	420	545	92	380	480	119	285				9	410	510	South Dakota
560	685	37	302	380	267	273	331	776	244	124	263	342	4	470	590	Tennessee
610	743	299	468	571	16	384	468	1,850	195				26	571	696	Texas
544	759	74	449	627	16	408	627	7	307	22	371	518	1	544	759	Utah
409	526	31	351	455	113	299	390	275	253	3	351	455	1	637	797	Vermont
430	560	530	360	450						723	240	276	9	670	836	Virginia
		56	504	655	586	407	550	1	358	45	443	527	6	655	781	Washington
480	940	57	295	545	393	306	341	2,440	260	195	280	375	10	485	635	West Virginia
																Wisconsin
																Wyoming
																District of Columbia
																Puerto Rico
705			577			508			367		468			773		1966 Average
			141			152			121		155					1944 Average
			295			234			203		201					% Increase 1966/1944
20.3			21.0			20.9			17.6		16.1			19.5		% Increase 1966/1965

MINIMUM-MAXIMUM MONTHLY SALARIES OF HIGHWAY PERSONNEL (as of July 1, 1966) (cont'd)

MAINTENANCE PERSONNEL (cont'd)

State	Garage or Shop Foreman			Mechanic			Mechanic Helper			Equipment Operator I			Equipment Operator II			Equipment Operator III		
	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.
Alabama	14	441	577	197	342	483	30	233	359	107	248	342	265	294	399	313	359	483
Alaska	9	835	1,102	68	625	959	9	546	721	30	546	721	81	625	825	48	684	903
Arizona	13	550	690	103	500	625	32	350	440	332	410	515	110	455	570	164	500	625
Arkansas				160	237	404	2	220	237	168	264	378	1,094	220	308			
California	20	746	863	221	614	711	46	505	557	591	481	530	1,301	557	585	13	585	823
Colorado	7	543	727	54	447	598	10	386	517	538	386	517	9	447	598	30	469	628
Connecticut	14	563	698	113	425	511	50	390	498	397	355	425	756	390	477	304	407	498
Delaware				45	370	580	6	310	385	82	329	399	26	416	503			
Florida	18	400	500	78	345	420	25	315	380	1,031	270	345	178	300	360	80	345	400
Georgia	6	419	515	133	245	429	33	235	289	342	225	312	174	245	400			
Hawaii	3	504	861	15	435	709	7	340	529	65	309	555	32	340	643	23	394	781
Idaho	6	559	679	53	438	532	3	360	438	9	327	397	53	397	483	51	438	532
Illinois	19	Negotiated Rate		163	Negotiated Rate		16	Negotiated Rate		508	Negotiated Rate		68	Negotiated Rate				
Indiana	41	390	424	188	346	407	44	338	364	1,206	338	364	250	346	381	75	372	407
Iowa				115	400	480	30	360	440				1,134	345	420	34	380	460
Kansas	14	415	714	92	358	616	28	294	505	846	267	458	368	294	505	151	324	557
Kentucky	18	415	530	87	308	395	40	230	279	1,588	279	340	874	340	436	51	376	457
Louisiana	10	420	520	119	340	480	121	260	335	1,326	260	335	731	290	365	234	320	420
Maine	2	520	698	96	395	527	6	341	457	480	325	375	89	375	414	99	457	503
Maryland	28	445	557	83	420	525				311	320	401	151	357	447	18	399	499
Massachusetts	8	542	683	15	412	512	61	368	462	—	—	—	744	368	462	28	439	556
Michigan	40	542	716							202	431	506	254	461	535			
Minnesota	18	526	667	118	468	616	79	329	468	55	370	592	52	450	641	39	468	
Mississippi				71	286	402				494	235	319	126	248	365	37	300	
Missouri	10	532	759	178	412	552	17	339	427	318	303	338	1,528	318	400	837	361	454
Montana	12		675	49		650	9		575	50	650		36	625		278		600
Nebraska	8	380	410	71	347	375	40	321	355	817	286	321	660	321	355	290	347	400
Nevada	10	590	750	50	512	618	8	422	512	205	422	512	31	422	536	16	488	590
New Hampshire	12	400	569	15	366	469	4	309	356				80	309	356	40	325	398
New Jersey	8	505	656	68	436	567	40	310	403	456	359	466	156	395	514	49	436	567
New Mexico	5	400	550	24	330	460	13	264	360	350	252	345	288	300	420	88	330	460
New York				165	490	620	39	350	435	1,097	350	475	370	410	500	109	510	620
North Carolina										902	285	360	576	313	396	1,084	344	457
North Dakota	8	573	722	36	373	653				176	339	500	66	410	540	27	472	592
Ohio	23	446	525	287	360	525	23	330	400	3	288	345	511	315	380	181	345	460
Oklahoma	8	550	685	43	415	520	9	260	330	568	290	370	232	330	415	106	370	465
Oregon	5	550	600	19	480	525	19	420	480	300	360	440	500	400	480	125	440	525
Pennsylvania	66	508	648	275	398	588	81	327	439	1,077	361	361	1,011	379	417	226	439	439
Rhode Island	5	359	397	4	376	416				124	313	342	17	342	376			
South Carolina	25	346	627	163	259	562												
South Dakota	7	390	490	22	360	460	10	310	385	642	320	395	63	350	450			
Tennessee	4	302	380	78	283	351	31	253	292	1,028	253	283	187	263	312	90	292	370
Texas	30	500	610	465	376	458	211	284	374				3,552	284	374	2,447	376	458
Utah	11	449	627	63	408	570	5	371	518	184	338	471	194	371	518	113	408	570
Vermont	3	478	608	7	333	502	14	283	455	3	253	333	16	299	390	40	333	431
Virginia	70	430	560	227	344	450	88	276	360	2,084	288	360	684	312	392	45	344	450
Washington	7	550	655	100	504	601	9	424	504	128	424	504	71	462	550	18	504	601
West Virginia	10	410	540	62	280	315							757	280	341			
Wisconsin																		
Wyoming																		
District of Columbia																		
Puerto Rico																		
1966 Average		628			527			426			416			456			523	
1944 Average		206			172			136										
% Increase 1966/1944		205			206			213										
% Increase 1966/1965		20.1			20.0			16.4			13.7			14.3			14.9	





AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1966)

State	State Maintenance Engineer	Asst. State Maintenance Engineer	Division Engineer	Division Maintenance Engineer	Asst. Division Maintenance Engineer	Resident Maintenance Engineer	Area Supervisor	Gang Foreman	Sectionman	Common Laborer	Skilled Laborer	Shop Superintendent	State
Alabama	1,020	897	1,038	891		723	507	383		236	414	606	Alabama
Alaska	1,538	1,294	1,452	1,189			1,038	906	823	596	807	1,143	Alaska
Arizona	1,188	1,200	1,142		994		673	390		390	563	690	Arizona
Arkansas	1,000	850	950	850		750	670	479	286	240	366		Arkansas
California	1,709	1,275	1,709	1,275	1,102	999	1,156	783	644	481	557	1,049	California
Colorado	1,306	1,270	1,270	1,023	928		688	631	573	300	350		Colorado
Connecticut	1,200	1,001	1,061	914	757		518	636	525	321	489		Connecticut
Delaware			955				518	532		285	315	530	Delaware
Florida	1,200	1,000	1,100	880	800	800	575	500	420	256	400	600	Florida
Georgia	1,479	1,188	1,354	1,057	761		462	372	317	232	264	528	Georgia
Hawaii	1,272		1,251	949	926			667	471	373	573		Hawaii
Idaho	1,160		1,079	755				604	539	407	454		Idaho
Illinois	1,545	1,345	1,470	1,170	1,070	892	594	574	539	454	496	700	Illinois
Indiana	1,205	1,115	1,070	1,025		940	630	390	463	321	351	380	Indiana
Iowa	1,320	1,050	1,110	871		871	604	559		354	700	700	Iowa
Kansas	1,150	1,103	1,002	886	647		648	515	475	233	639		Kansas
Kentucky	1,048	951	1,048	862	782	643	415	504	415	219	279	710	Kentucky
Louisiana	1,160	1,080	1,080	960	840	780	460	350	335		290	520	Louisiana
Maine	1,260	1,140	1,140	849	938		733	569	447	310	503	892	Maine
Maryland	1,403	1,165	1,264	1,034		880	708	523		286	308	721	Maryland
Massachusetts	1,448	1,324	1,448	1,199	1,074	837	737	632	556	407	462	1,260	Massachusetts
Michigan			1,284	1,284	1,064	856	786	682		525	593	856	Michigan
Minnesota	1,202		1,215	1,061	845		588	532	415	344	531	722	Minnesota
Mississippi	1,957	1,050	1,080	941	782		546	412	473	250	310		Mississippi
Missouri	1,125		1,125	900	851		657	553		294	825		Missouri
Montana	1,225	734	1,121	914				690	651	494	685		Montana
Nebraska	1,130		1,007	888				436	401	286	502		Nebraska
Nevada	1,284	960	1,225					583	550	332	546		Nevada
New Hampshire	1,135	1,027	985	885	1,110		788	444	527	311	377	852	New Hampshire
New Jersey	1,468	1,331	1,027	993	694		778	581	421	391	501	778	New Jersey
New Mexico	1,940		1,016	882	782	599	509	425	339	245	283	618	New Mexico
New York	2,140	1,630	2,052	1,300		1,080	580	640	495	390	490	730	New York
North Carolina	1,194	984	1,194	984		894	592	436	396	415	285		North Carolina
North Dakota	1,039	942	990	875				562	510				North Dakota
Ohio	1,380	1,260	1,260	980	900	525	600	440	420	345	380	550	Ohio
Oklahoma	1,175	1,055	1,175	880	1,055		465	580		290	330		Oklahoma
Oregon	1,240	1,150	1,150	990	751	880	588	550	500	380	575	785	Oregon
Pennsylvania	1,262	1,056	1,221	1,006	506	798	506	437		329	402	369	Pennsylvania
Rhode Island	911	825	555	746		644		454		308	340		Rhode Island
South Carolina	1,143		1,082	974		779		454	470	265	350		South Carolina
South Dakota	1,100	875	990		915	790	640	530		300	500	500	South Dakota
Tennessee	1,020	880	1,020	900	825		650	370	312	258	304	560	Tennessee
Texas	1,250		1,250	862	791		705	556	426	262	638	638	Texas
Utah	965	725	919				582	475	495	339	442	599	Utah
Vermont	996	873	912		730		502	431	351	283	431	730	Vermont
Virginia	1,144	978	1,144	979		871	488	414		390	483	705	Virginia
Washington	1,377		1,270	1,018	655	747		575	483	250	250	715	Washington
West Virginia	1,265	1,115	1,100	917			508	385	333	260	345	604	West Virginia
Wisconsin	1,238	1,150	1,238	1,175	970								Wisconsin
Wyoming	1,215	1,105	1,100	1,000			695	600	560	335	420	730	Wyoming
1966 Average	1,232	1,068	1,155	981	856	803	631	523	467	335	420	707	1966 Average

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1966) (cont'd.)

State	Garage or Shop Foreman	Mechanic	Mechanic Helper	Equipment Operator I	Equipment Operator II	Equipment Operator III	Clerk or Timekeeper	Chief Engineer	Project Engineer	Chief of Survey Party	Plans Designer	Bridge Designer	Chief Clerk	State
Alabama	568	449	294	320	356	437	368	571	664	560	659	583	Alabama	
Alaska	968	792	633	633	725	793	468						Alaska	
Arizona	656	586	391	474	519	577	290	831	723	659	662	584	Arizona	
Arkansas		320	228	330	260		365	752	657	827	816		Arkansas	
California	823	660	530	505	614	695	530	999	823	999	999	1,049	California	
Colorado	712	560	455	413	531	610	512	841	720	798	943		Colorado	
Connecticut	640	489	459	381	444	475	433		644			496	Connecticut	
Delaware		418	332	370	470		413	677	625	535	573	480	Delaware	
Florida	500	420	360	315	360	400	440		630	677			Florida	
Georgia	442	300	267	253	282		304						Georgia	
Hawaii	653	563	383	422	509	551	483	864	750	831	832	659	Hawaii	
Idaho	627	512	384	349	438	515	465	765	586	696	658	642	Idaho	
Illinois	628	568	438	539	701			742	593	700	722	563	Illinois	
Indiana	407	377	357	357	363	390	400	750		854	836		Indiana	
Iowa		481	440	440	408	484	455	851	700	920			Iowa	
Kansas	537	460	375	324	399	436	279	800	776	920	879	598	Kansas	
Kentucky	487	340	253	308	376	415	279	782	643	710	710	415	Kentucky	
Louisiana	480	420	305	320	335	380	320	810	600	840	690	520	Louisiana	
Maine	698	503	457	358	395	480	450	892	767	892	892		Maine	
Maryland	571	505		383	440	501	462	831	728	791	750	1,300	Maryland	
Massachusetts	683	512	362	494	446	556	436	817	764	1,065	1,018		Massachusetts	
Michigan	682			496	525	591	475	873	728	781	781	606	Michigan	
Minnesota	651	575	404	496	560	638	374						Minnesota	
Mississippi		344		267	297	338		1,408					Mississippi	
Missouri	684	472	381	321	348	406	476	836	678	714	693	800	Missouri	
Montana	644	610	535	619	553	537	338	783	665	705	675	672	Montana	
Nebraska	406	364	335	290	338	368		650	497	650	715	404	Nebraska	
Nevada	750	573	463	477	502	569		834	828	740	920		Nevada	
New Hampshire	544	469	356	544	356	398		713	801	885	985	952	New Hampshire	
New Jersey	581	501	356	412	455	501	310	858	741	741	993	553	New Jersey	
New Mexico	507	391	315	278	345	411	475	785	521	701	799	593	New Mexico	
New York		585	400	450	475	600	475		880			810	New York	
North Carolina				313	344	378	344						North Carolina	
North Dakota	476			374	422	487	325	655	590	690	690	468	North Dakota	
Ohio	480	420	380	345	380	420	400	720	690	785	940	630	Ohio	
Oklahoma	580	440	290	330	370	415	310	900	520	855	855	810	Oklahoma	
Oregon	575	500	460	420	460	500	440	880	625	915	915	845	Oregon	
Pennsylvania	533	439	361	361	395	439	327	788	750	788	750	588	Pennsylvania	
Rhode Island	397	416		336	369							441	Rhode Island	
South Carolina	519	454	350	350	350	350	389	800		700	850	345	South Carolina	
South Dakota	480	455	355	380	435			760	630	790	790	360	South Dakota	
Tennessee	370	342	283	273	302	331	346		601			681	Tennessee	
Texas	551	438	333	333	333	419		1,875	609	606	636	558	Texas	
Utah	544	474	394	363	416	457	385	740	609	606	636	558	Utah	
Vermont	580	455	409	299	351	390	299	697	697	606	665	608	Vermont	
Virginia	544	420	312	324	375	438	329	711	673	688	758	445	Virginia	
Washington	601	550	462	462	504	550	424	853	655	655	747	443	Washington	
West Virginia	503	355	332		317			918	858	923	937	799	West Virginia	
Wisconsin		510	430	400	460	550	415	790	650	680	720	1,000	Wisconsin	
Wyoming	605	474	381	381	422	477	396	792	682	762	798	644	Wyoming	
1966 Average	578	474	381	381	422	477	396	792	682	762	798	644	1966 Average	