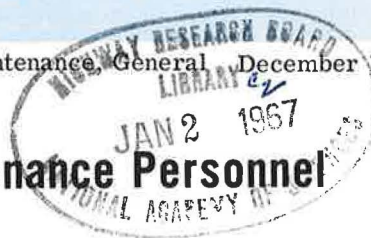


HIGHWAY RESEARCH CIRCULAR

Number 72 Subject Classification: 12-Personnel Management; 40-Maintenance, General December 1967

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-three (23) annual reports. All state highway departments have cooperated in submitting information from which this and other annual reports were compiled.

During this twenty-three (23) year period the salaries of state maintenance engineers have increased 227%; common laborers, 221%; mechanics, 228%. 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, 1967.

| Job Title | Average Salary (\$/mo.) | | | |
|--------------------|-------------------------|---------------------|---------------------|----------------|
| | North Atlantic States | Southeastern States | Miss. Valley States | Western States |
| State Maint. Engr. | 1356 | 1251 | 1396 | 1352 |
| Division Engr. | 1291 | 1189 | 1274 | 1291 |
| Res. Maint. Engr. | 845 | 776 | 825 | 877 |
| Common Laborer | 364 | 271 | 369 | 398 |
| Mechanic | 513 | 417 | 493 | 584 |
| Equip. Oper. I | 396 | 316 | 390 | 476 |
| Equip. Oper. II | 449 | 362 | 434 | 525 |
| Equip. Oper. III | 534 | 407 | 501 | 593 |

These averages generally show an increase over 1966.

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—Two states (Arkansas and Tennessee) of the 11 have no such plan.

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

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

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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.

Fifteen states report either partial, complete or voluntary unionization of their maintenance employees.

Thirty-seven 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.

Twenty-nine states pay all employees on a salaried basis. Eleven states pay office employees on a salaried basis. Eight states pay temporary and some labor classification employees on a salaried basis. Two states report that none of its employees are paid on a salaried basis.

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

Thirty-four states prohibit nepotism.

Six states use convict labor.

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

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

Thirty-seven states allow either total or partial reimbursement when an employee is required to change his residence. Of this total, seventeen 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-seven states report that they furnish some sort of protective clothing to their maintenance employees.

Sixteen states allow time and one-half to either all or certain classifications of employees. Seven states allow compensatory time. Twenty-one 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. Three states do not require its maintenance employees to report to an assembly point preparatory to their day's work. Thirty-eight states pay all employees portal to portal. One state pays employees travel time one way. Seven 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.

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.

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. Engr. | Hwy. Supt. I & II | Hwy. Foreman | Laborer | 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. Foreman | Hwy. Maint. Foreman III | Hwy. Maint. Foreman I | Hwy. Maint. Foreman II | Laborer | Laborer | Carpenter, Painter | Automotive Equip. Supt. | Alaska |
| Arizona | Maint. Engr. | Asst. Maint. Engr. | Dist. Engr. | Asst. Dist. Engr. | Asst. Dist. Engr. | Maint. Foreman | | | Hwy. Maint. I | Hwy. Maint. I | Hwy. Maint. IV | Gen. Shop Foreman | Arizona |
| Arkansas | C.E. V | C.E. III | C.E. IV | Hwy. Maint. Supt. II | Hwy. Maint. Supt. I | Hwy. Foreman | Hwy. Foreman | Hwy. Foreman | Crew Leader | Various Titles | Various Titles | Hwy. Dist. Equip. Supt. | Arkansas |
| California | Maint. Engr. | Asst. Maint. Engr. | Pr. Asst. Hy. Engr. Metr. Dist. Engr. | Dist. Maint. Engr. | Asst. Dist. Maint. Engr. | St. Hwy. Foreman | St. Hwy. Foreman | Hwy. Bri. Mt. F. F. & Hwy. F. Mt. | Hwy. Maint. Man III | Laborer | Skilled Laborer | Hwy. Eq. Supt. II Hwy. Eq. Supt. I | California |
| Colorado | Prin. Hwy. Engr. | Prin. Hwy. Engr. | Prin. Hwy. Engr. | Maint. Supt. | Asst. Maint. Supt. II | St. Hwy. Foreman | St. Hwy. Foreman | Hwy. Foreman | Sr. Hwy. Maint. | Laborer | Skilled Laborer | | Colorado |
| Connecticut | Chief Maint. | Asst. Chief Maint. | Dist. Engr. | Hwy. Dist. Maint. Adm. | Hwy. Dist. Supt., Planner | Hwy. General Foreman | Hwy. General Foreman | Hwy. Foreman | Crew Leader | Hwy. Maint. Gr. II | Trades Journeyman | | Connecticut |
| Delaware | Maint. Supt. | Civil Engr. | Civil Engr. | Civil Engr. IV | Asst. Div. Engr. | Area Supervisor | Maint. Supt. I | Maint. Foreman | Laborer | Laborer | Skilled Laborer | Equip. Admin. | Delaware |
| Florida | Asst. State Hwy. Maint. | Civil Engr. V | Civil Engr. VI | Civil Engr. IV | Civil Engr. | Civil Engr. III | Maint. Supt. I | Hwy. Foreman II | Hwy. Foreman I | Laborer | Semi-Skilled Lab. | Equip. Repair Foreman | Florida |
| Georgia | Civil Engr. VI | Civil Engr. V | Fld. Div. Engr. | Asst. Fld. Div. Engr. | Hwy. Maint. Engr. I | Hwy. Maint. Engr. I | Hwy. Maint. Supt. | Hwy. Maint. Foreman II | Hwy. Maint. Foreman I | Laborer I & Utility Worker I | Skilled Laborer Hwy Maint. | Div. Mech. | Georgia |
| Hawaii | Const. & Maint. Engr. | Const. & Maint. Engr. | Dist. Engr. | Dist. Maint. Engr. | Hwy. Maint. & Const. Supt. I-IV-III | Various | Various | Various | Gen. Labor Foreman | Gen. Laborer I & II | Various | | Hawaii |
| Idaho | Maint. Engr. | Asst. Maint. Engr. | Dist. Engr. | Dist. Maint. Engr. Supt. | Dist. Maint. Engr. Supt. | Sp. Maint. Foreman | Maint. Foreman | Maint. Foreman | Maint. Helper | Maint. Man | Maint. Man | | Idaho |
| Illinois | Engr. of Maint. | Asst. Engr. of Maint. | Dist. Engr. | Dist. Maint. Engr. | Asst. Dist. Maint. Engr. | Maint. Fld. Engr. (C.E. IV & III) | Hwy. Maint. Supt. | Hwy. Laborer Foreman | Hwy. Sectionman | Laborer Maint. | Hwy. Section Helper | | Illinois |
| Indiana | Ch. Div. of Maint. | Asst. Ch. Div. of Maint. | Dist. Engr. | Dist. Engr. | Engr. Asst. | Engr. Supt. | Maint. Supt. | Maint. Supt. | Hwy. Foreman | | | | Indiana |
| Iowa | Maint. Engr. Hwy. Engr. VI | Asst. Maint. Engr. Hwy. Engr. IV | Dist. Engr. Hwy. Engr. V | Hwy. Engr. III | Res. Maint. Engr. Hwy. Engr. I | Co. Foreman 2 | Hwy. Maint. Man 2 | Hwy. Maint. Man 2 | | | | Auto. Shop Supt. | Iowa |
| Kansas | Engr. of Maint. | Asst. Engr. of Maint. | Div. Engr. | Div. Maint. Engr. | Div. Supt. | Dist. Supt. | 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. | Asst. Dist. Maint. Engr. | Maint. Engr. Assoc. | Dist. Const. & Maint. Aide | Hwy. Foreman II, III, IV | Laborer B | Laborer B | Laborer A | St. Garage Foreman | Kentucky |
| Louisiana | Ch. Maint. & Oper. Engr. | Asst. Maint. Engr. | Dist. Engr. | Asst. Dist. Maint. Engr. | Res. Maint. Engr. | Res. Maint. Engr. | Hwy. Maint. Supt. | Gang Foreman | Leaderman | Laborer Utility | Laborer Utility | Auto. Shop Supt. II | Louisiana |
| Maine | Civil Engr. IV | Civil Engr. III | Civil Engr. III | Hwy. Maint. Supt. | Civil Engr. II | Hwy. Dist. Supt. | Hwy. Dist. Supt. | Hwy. Foreman II | Hwy. Foreman I | Hwy. Maint. I | Foreman Painter-Carp. Welder | Hwy. Equip. Engr. | Maine |
| Maryland | Asst. Chief Engr. Maint. & Operations | Ch. Bureau of Maint. Engr. Maint. Ch. Bureau of Operations | Dist. Engr. | Asst. Dist. Engr. Maint. | Res. Maint. Engr. | Hwy. Maint. Supt. | Road Foreman | Road Foreman | Hwy. Maint. Laborer SRC, SS | Hwy. Maint. & Laborer SRC, SS | Hwy. Maint. SS & Laborer, SS, SRC | Dist. Equip. Supt. | Maryland |
| Massachusetts | Hwy. Engr. | Supvr. C.E. | Dist. Hwy. Engr. | Asst. Dist. Maint. Engr. | Asst. C.E. | Hwy. Maint. Foreman | Hwy. Maint. Foreman | Hwy. Repair Foreman | Hwy. Repair Work Foreman | Laborer | Skill, Laborer | Supt. Shops & Equip. | Massachusetts |
| Michigan | Ch. Maint. Engr. | Maint. Oper. Engr. | Maint. Oper. Engr. | Dist. Maint. Engr. | Dist. Maint. Supt. | Area/County Maint. Supt. | Area/Cty. Maint. Supt. | Area/Cty. Maint. Fore. | Manual Work C-Hwy. Lab. B Tree Trimmer B-A1 | Manual Work C-Hwy. Lab. B Tree Trimmer B-A1 | Sign. Mech-Welder Elec. Brdg. Worker | Traffic Sign & Signal Supt. & Supts. | Michigan |
| Minnesota | Maint. Engr. | Dist. Engr. | Dist. Engr. | Maint. Oper. Engr. Maint. Pre Oper. Engr. | Area Maint. Engr. | Hwy. Maint. Foreman | Hwy. Maint. Foreman | Hwy. Maint. Foreman | Hwy. Maint. | Laborer I | Laborer II Mason, Carpenter, Weld Upholster, Elec. | Hwy. Equip. Supt. | Minnesota |
| Mississippi | Maint. Engr. | Engr. III | Dist. Engr. | Dist. Maint. Engr. | Supt. II | Supt. I | Supt. I | Foreman | Gen. Lab. II | Gen. Lab. I | Skilled Laborer | Dist. Equip. Supt. | Mississippi |

| State | Position | Education | Experience | Salary | Notes |
|----------------|----------------------------|-------------------------------|---------------------|--|--|
| Montana | Maint. & Traffic | Asst. Maint. Engr. | Dist. Engr. | Div. Maint. Engr. | Div. Maint. Engr. |
| Nebraska | Maint. Engr. | Asst. to Maint. Engr. | Div. Maint. Engr. | Div. Maint. Engr. | Div. Maint. Engr. |
| Nevada | Maint. Engr. | Maint. Engr. | Dist. Engr. | Asst. Dist. Engr. | Asst. Dist. Engr. |
| New Hampshire | Maint. Engr. | Asst. Maint. Engr. | Div. Engr. | Div. Engr. | Div. Engr. |
| New Jersey | Director | Asst. Director | Regional Engr. | Regional Engr. | Regional Engr. |
| New Mexico | Maint. Engr. | Maint. Engr. | Dist. Engr. | Dist. Engr. | Dist. Engr. |
| New York | Gen. Supvr. Hwy. Maint. | Asst. Gen. Supvr. Hwy. Maint. | Dist. Engr. | Dist. Engr. | Dist. Engr. |
| North Carolina | State Maint. Engr. | Area Maint. Engr. | Div. Engr. | Div. Engr. | Div. Engr. |
| North Dakota | Maint. Engr. | Engr. Asst. Maint. | Engr. Dist. | Engr. Dist. | Engr. Dist. |
| Ohio | Deputy Dir. Div. Oper. | Maint. Engr. | Div. Dept. Director | Div. Oper. Engr. | Div. Oper. Engr. |
| Oklahoma | Maint. Engr. | Asst. Maint. Engr. | Div. Engr. | Div. Engr. | Div. Engr. |
| Oregon | Maint. Engr. H.E. 8 | Asst. Maint. Engr. H.E. 7 | Div. Engr. H.E. 6 | Asst. Div. Engr. H.E. 4 | Dist. Maint. Supt. H.E. 4 |
| Pennsylvania | Asst. Ch. Engr. | Asst. Dir. Director | Dist. Engr. | Dist. Maint. Engr. | Dist. Maint. Engr. |
| Rhode Island | Prin. Civil Engr. | Sr. Civil Engr. | Assoc. Civil Engr. | Ch. Hwy. Maint. Supvr. | C. E. Road Res. |
| South Carolina | Maint. Engr. | Dist. Engr. | Dist. Engr. | Dist. Maint. Engr. | Res. Maint. Engr. Assoc. Res. Maint. Engr. |
| South Dakota | State Maint. Engr. | Asst. State Maint. Engr. | Dist. Engr. | Dist. Engr. | Asst. Dist. Engr. |
| Tennessee | State Maint. Engr. | Asst. State Maint. Engr. | Regional Engr. | Regional Maint. Engr. | Asst. Reg. Maint. Engr. |
| Texas | Ch. Engr. Maint. Oper. | Dist. Engr. | Dist. Engr. | Dist. Maint. Engr. & Supvr. Maint. Engr. | Sr. Maint. Engr. |
| Utah | Engr. for Maint. 17 | Maint. Oper. Supvr. 12 | Dist. Engr. | Dist. Engr. | Maint. Supvr. II |
| Vermont | State Maint. Engr. | Asst. State Maint. Engr. | Dist. Engr. | Asst. Dist. Engr. | Dist. Gen. Foreman |
| Virginia | State Hwy. Maint. Engr. | State Hwy. Maint. Engr. Asst. | Hwy. Dist. Engr. | Hwy. Asst. Dist. Engr. | Hwy. Res. Engr. |
| Washington | Asst. Dir. Hwy. for Maint. | Dist. Engr. | Dist. Engr. | Dist. Maint. Engr. | Asst. Dist. Maint. Engr. |
| West Virginia | Dir. Maint. Div. | Asst. Dir. | Dist. Engr. | Asst. Dist. Engr. | Co. Maint. Supt. |
| Wisconsin | Ch. Maint. | Civil Engr. V (Hwys.) | Dist. Engr. | Dist. Ch. Maint. Engr. | Area Maint. Supvr. |
| Wyoming | State Maint. Engr. | Asst. State Maint. Engr. | Dist. Engr. | Dist. Maint. Engr. | Maint. Foreman III |

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. | 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. III | Equip. Auto. Oper. III | Clerk Typist I, II | State Hwy. Eng. | Res. Engr. | St. & Ch. Proj. Supvr. | Hwy. Des. I & II | Bridge Des. I, 2 | Chief Clerk | Alaska |
| Arizona | Shop Foreman | Equipment II | Equipment I | Hwy. Maint. II | Hwy. Maint. III | Hwy. Maint. IV | Maint. Clerk I & II | State Hwy. Eng. | Res. Engr. | St. & Ch. Proj. Supvr. | Hwy. Des. I & II | Bridge Des. I, 2 | Chief Clerk | Arizona |
| Arkansas | | Mech. I & II | Mech. III | Various | Various | Various | Clerk | Chief Engr. | C. E. III | Engr. Aid I | Hwy. Design Eng. I, II, III | Br. Design Eng. I, II, III | Acct. Off. III & IV | Arkansas |
| California | Hwy. Mech. Foreman | Hwy. Equip. & Auto. Mech. | Mech. Helper | Hwy. Maint. I | Hwy. Maint. II | Lt. & Hwy. Pwr. Svlt. Oper. | Hwy. Fid. Of. Asst. | St. Hwy. Engr. | Assoc. Hwy. & Bldg. Engr. | Asst. Hwy. Engr. | Assoc. Hwy. Engr. | Assoc. Br. Engr. | Acct. Off. III & IV | California |
| Colorado | St. Shop Foreman | Auto. Mech. & Equip. Mech. | Auto. Maint. Man | Hwy. Maint. | Equip. Oper. | Hwy. Equip. Oper. | Print. Clerk | Chief Engr. | Assoc. Engr. | Asst. Hwy. Engr. | Assoc. Hwy. Engr. | St. Hwy. 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. Mnt. Gr. II, III, IV | | | Hwy. Jt. Engr. | | | Clerk Gr. IV Hwy. Maint. Gr. IV | Connecticut |
| Delaware | Shop Supvr. | Mechanic | Mech. Helper | Equip. Oper. | Hwy. Equip. Oper. | Hwy. Equip. Oper. | Clerk | Director | Ch. Hwy. Insp. | Ch. Engr. Party | Jr., Sr. Princ. Designer | Jr. Sr. Princ. Designer | | Delaware |
| Florida | Equip. Repair Foreman I | Equip. Mech. II | Equip. Mech. I | Motor Veh. Oper. I | Motor Veh. Oper. II | Hwy. Equip. Oper. | Maint. Clerk | State Hwy. Engr. | C. E. I & II | C. E. I & II | C. E. I & II | C. E. I & II | Admin. Asst. III | Florida |
| Georgia | Asst. Div. Mech. | Mech. I & II | Utility Worker II | Laborer II | Equip. Oper. I | Hwy. Maint. Equip. Oper. | Clerk I, II, III | | | | | | | Georgia |
| Hawaii | Auto. Mech. Foreman I & II | Auto. Mech. Helper | Auto. Mech. Helper | Various | Various | Various | Clerk II & III Acct. Clerk II | Ch. Engr. | Proj. Engr. | Supvr. Engr. Aid | C. E. I to IV | C. E. I to V | Office Mgr. I & II | Hawaii |
| Idaho | Shop Foreman | Mech. | Mech. Helper | Equip. Oper. I | Equip. Oper. II | Equip. Oper. III | Maint. Clerk | State Hwy. Engr. | Res. Engr. | Engr. Tech. VII | Hwy. Des. III | Bridge Des. | Dist. Off. Mgr. | Idaho |
| Illinois | Auto. Shop Foreman | Auto. Mech. | Auto. Mech. Helper | Maint. Worker | Hwy. Equip. Oper. | Hwy. Equip. Oper. | | Ch. Hwy. Engr. | C. E. IV | C. E. III, II, E. T. III, IV | C. E. II, III, E. T. II, III, IV | C. E. II, III, IV | Clerk V | Illinois |
| Indiana | | | | | | | | | | | | | | Indiana |
| Iowa | Auto. Mech. Foreman | Auto. Mech. | Auto. Mech. Helper | Hwy. Maint. Man I & 2 | HM I | HM II | Clerk I | Ch. Hwy. Engr. | Hwy. Engr. II | Engr. Aid 4 | Hwy. Engr. I | Hwy. Engr. I | Clerk 3 | Iowa |
| Kansas | AM II | AMI | AM Helper | HM I | HM II | HM II | Dist. Clerk | State Hwy. Engr. | Res. Engr. | Party Ch. Location | Squad. Ch. Rd. 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. Engr. | Res. Engr. | Res. Engr. | Design Engr. | Design Engr. | Chief Clerk | Kentucky |
| Louisiana | Auto. Shop Supt. I | Mechanic I, II, III | Trades Helper | Equip. Oper. I | Equip. Oper. II | Equip. Oper. III | Clerk II | Ch. Engr. | Proj. Engr. | Ch. Party | Rd. Sq. Leader St. | St. Bridge Designer | Adm. Asst. | Louisiana |
| Maine | Equip. Engr. | Auto. Elec. & Mech. | Laborer II | Hwy. MM II & II A | Hwy. MM III | Hwy. MM IV | Clerk III | Ch. Engr. | C. E. I & II E. A. III | C. E. I E. A. III | C. E. I & II E. A. III | C. E. I & II E. A. III | | Maine |
| Maryland | Shop Foreman | Auto. Mech. II | Motor Equip. Repair | Motor Equip. Oper. I | Motor Equip. Oper. II | Motor Equip. Oper. III | Shop Clerk | Ch. Engr. | Engr. Assoc. V, VI (Const. Opt.) | Engr. Assoc. V, VI (Loc. Opt.) | Engr. Assoc. V, VI (Design & Opt.) | Engr. Assoc. V, VI (Br. Opt.) | Asst. Comptroller | Maryland |
| Massachusetts | Dist. Hwy. Equip. Foreman | Motor Equip. Repair | Skilled Laborer (Mech. H.M.) | Motor Equip. Oper. I | Motor Equip. Oper. II | Maint. Equip. Oper. | Clerk | Ch. Engr. | Hwy. & Struct. Engr. | Jt. C. E. | St. C. E. | Bridge Designer St. C. E. | Chief Admin. Clerk | Massachusetts |
| Michigan | Sign & Sig. Shop Foreman I-Ja-II | Bridge Maint. Foreman I, II Tr. Trimmer Fore. IA | Motor Equip. Repair | Equip. Oper. A2 | Equip. Oper. A1 | Store Clerk B Account Clk. A | Store Clerk B Account Clk. A | | | | | | | Michigan |
| Minnesota | Auto. Mech. Foreman | Auto. Mech. Auto Mech. | Auto. Mech. Auto. Serviceman | Equip. Oper. I | Equip. Oper. II | Hwy. Equip. Oper. | Steno. & Typists | Proj. Engr. | Proj. Engr. | St. Hwy. Tech. to St. C. E. | St. Hwy. Tech. to St. C. E. | St. Hwy. Tech. to St. C. E. | Hwy. Dist. Clerk | Minnesota |
| Mississippi | Auto. Mech. Foreman | Auto. Mech. | Auto. Mech. Auto. Serviceman | Equip. Oper. I | Equip. Oper. II | Equip. Oper. III | Clerk I, II, III, IV | Ch. Engr. Dep. Dir. | Engr. II | Engr. Aide III | E. A. IV, Jr. Engr., Jr. Engr. | Jr. Engr., Jr. Engr. | Dist. Office Supt. | Mississippi |

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?
3. Do maintenance employees receive an annual vacation on full pay?
 - a. All
 - b. Salaried only
 - c. All but temporary
 - d. None

STATE HIGHWAY DEPARTMENTS POLICIES AFFECTING MAINTENANCE PERSONNEL (As of July 1, 1967)

| State | Civil Service | | | | Retirement Plan | | | | | | | | | | | | | | | 3a | 3b | 3c | | | |
|----------------|---------------|-----|-----|-----|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|---|-----|-----|
| | 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 | - | - | Yes | - | - | Yes | - |
| Alaska | - | - | Yes | - | - | - | - | Yes | - | Yes | - | - | - | Yes | - | - | - | Yes | Yes | 6 | - | - | - | - | Yes |
| Arizona | Yes | - | - | - | - | - | - | - | Yes | - | - | - | - | - | - | - | - | Yes | Yes | 14 | - | - | - | - | Yes |
| Arkansas | - | - | - | Yes | Yes | - | - | - | Yes | - | - | - | - | - | - | - | Yes | Yes | Yes | 17 | Yes | - | - | - | - |
| California | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 25 | Yes | - | - | - | - |
| Colorado | - | Yes | - | - | - | - | Yes | - | - | - | - | - | Yes | - | - | - | Yes | Yes | Yes | 26 | - | Yes | - | - | - |
| Connecticut | Yes | - | - | - | - | - | Yes | - | Yes | - | - | - | - | - | - | Yes | - | Yes | Yes | 28 | - | - | - | - | Yes |
| Delaware | - | - | Yes | - | - | - | Yes | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 20 | - | - | - | - | Yes |
| Florida | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 22 | Yes | - | - | - | - |
| Georgia | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 14 | Yes | - | - | - | - |
| Hawaii | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 41 | Yes | - | - | - | - |
| Idaho | Yes | - | - | - | Yes | - | Yes | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 2 | - | Yes | - | - | - |
| Illinois | - | - | - | Yes | Yes | - | - | - | - | - | - | Yes | - | - | - | Yes | - | Yes | Yes | 23 | - | Yes | - | - | - |
| Indiana | - | Yes | - | - | Yes | - | - | - | - | - | - | - | - | Yes | - | - | - | Yes | Yes | - | Yes | - | - | - | - |
| Iowa | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | - | - | - | Yes | Yes | Yes | 14 | Yes | - | - | - | - |
| Kansas | - | - | Yes | - | - | - | - | Yes | Yes | - | - | - | - | - | - | Yes | - | Yes | Yes | 5 | - | - | - | - | Yes |
| Kentucky | Yes | - | - | - | - | - | Yes | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 1 | - | - | - | - | Yes |
| Louisiana | Yes | - | - | - | Yes | - | - | - | - | - | - | Yes | - | - | - | Yes | - | Yes | Yes | 19 | Yes | - | - | - | - |
| Maine | Yes | - | - | - | Yes | - | - | - | - | - | - | Yes | - | - | - | Yes | - | Yes | Yes | 25 | Yes | - | - | - | - |
| Maryland | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | - | - | - | - | Yes | Yes | 26 | Yes | - | - | - | - |
| Massachusetts | Yes | - | - | - | Yes | - | - | - | No | - | - | - | - | No | - | - | - | Yes | Yes | 25 | Yes | - | - | - | - |
| Michigan | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 24 | Yes | - | - | - | - |
| Minnesota | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 38 | - | Yes | - | - | - |
| Mississippi | - | Yes | - | - | - | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 16 | - | Yes | - | - | - |
| Missouri | Yes | - | - | - | - | - | Yes | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 12 | - | Yes | - | - | - |
| Montana | - | - | - | Yes | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 22 | Yes | - | - | - | - |
| Nebraska | - | - | - | Yes | - | - | Yes | - | Yes | - | - | - | - | - | - | - | Yes | Yes | Yes | 4 | - | - | - | - | Yes |
| Nevada | Yes | - | - | - | Yes | - | - | - | - | - | - | Yes | - | - | - | - | Yes | Yes | Yes | 19 | Yes | - | - | - | - |
| New Hampshire | Yes | - | - | - | - | - | Yes | - | Yes | - | - | - | - | Yes | - | Yes | - | Yes | Yes | 22 | - | - | - | - | Yes |
| New Jersey | Yes | - | - | - | - | - | Yes | - | - | - | Yes | - | - | Yes | - | - | - | Yes | Yes | 46 | Yes | - | - | - | - |
| New Mexico | - | - | Yes | - | - | - | Yes | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 20 | - | - | - | - | Yes |
| New York | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 47 | Yes | - | - | - | - |
| North Carolina | - | - | Yes | - | - | - | Yes | - | Yes | - | - | - | - | - | - | - | Yes | Yes | Yes | 26 | - | - | - | - | Yes |
| North Dakota | - | - | - | Yes | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 1 | Yes | - | - | - | - |
| Ohio | Yes | - | - | - | Yes | - | - | - | - | - | - | Yes | - | - | - | - | Yes | Yes | Yes | 32 | - | - | - | - | Yes |
| Oklahoma | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | - | - | - | - | Yes | Yes | 3 | Yes | - | - | - | - |
| Oregon | Yes | - | - | - | - | - | Yes | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 21 | - | - | - | - | Yes |
| Pennsylvania | - | Yes | - | - | Yes | - | - | - | Yes | - | - | - | - | - | - | Yes | - | Yes | Yes | 11 | Yes | Yes | - | - | - |
| Rhode Island | - | - | Yes | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 31 | Yes | - | - | - | - |
| South Carolina | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | - | - | - | Yes | Yes | Yes | 22 | - | - | - | - | Yes |
| South Dakota | - | - | - | Yes | - | - | Yes | - | Yes | - | - | - | - | - | - | - | Yes | No | Yes | 0 | Yes | - | - | - | - |
| Tennessee | - | - | - | Yes | Yes | - | - | - | - | - | Yes | - | - | - | - | Yes | - | Yes | Yes | 20 | - | - | - | - | Yes |
| Texas | No | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 20 | - | - | - | - | Yes |
| Utah | - | - | Yes | - | - | - | Yes | - | Yes | - | - | - | - | - | - | - | Yes | Yes | Yes | 6 | - | - | - | - | Yes |
| Vermont | - | - | Yes | - | - | - | Yes | - | Yes | - | - | - | - | - | - | - | Yes | Yes | Yes | 24 | - | - | - | - | Yes |
| Virginia | - | Yes | - | - | - | Yes | - | - | Yes | - | - | - | - | - | Yes | - | - | Yes | Yes | 25 | - | Yes | - | - | - |
| Washington | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 20 | - | - | - | - | Yes |
| West Virginia | - | Yes | - | - | - | - | Yes | - | Yes | - | - | - | - | - | - | - | Yes | Yes | Yes | 6 | - | - | - | - | Yes |
| Wisconsin | Yes | - | - | - | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 24 | Yes | - | - | - | Yes |
| Wyoming | - | - | - | Yes | Yes | - | - | - | Yes | - | - | - | - | Yes | - | - | - | Yes | Yes | 18 | - | - | - | - | Yes |

- 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
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.?

| Vacation | | | Sick Leave | | | | Hospitalization and Insurance | | | | | | | Unionized | | | | Clubs | State |
|----------|-------|----------|------------|-----|-----|----|-------------------------------|-----|-----|-----|-----|-----|-----|-----------|----|-----|---------|-------|----------------|
| 3d | 3A | 3B | 4a | 4b | 4c | 4d | 4A | 5a | 5b | 6a | 6b | 7a | 7b | 8a | 8b | 8c | 8d | 9 | |
| - | 12 | 30 | - | 12 | - | - | 90 | Yes | - | No | - | No | - | - | - | - | No | Yes | Alabama |
| - | 15-30 | 60 | - | - | 15 | - | No Limit | Yes | - | No | - | Yes | - | - | - | - | No | No | Alaska |
| - | 18 | 30 | - | - | 12 | - | 90 | No | - | No | - | - | Yes | - | - | - | No | No | Arizona |
| - | 10 | 15 | Yes | - | - | - | 90 | No | - | No | - | No | - | - | - | - | No | Yes | Arkansas |
| - | 10-20 | 40 | Yes | - | - | - | No Limit | - | Yes | No | - | No | - | - | - | - | Yes | Yes | California |
| - | 15 | 30 | - | 15 | - | - | 180 | - | Yes | - | - | No | Yes | - | - | - | No | Yes | Colorado |
| - | 15-20 | 120 | - | - | 15 | - | Yes | - | Yes | - | - | Yes | - | - | - | Yes | - | Yes | Connecticut |
| - | 9-22 | 30 | - | - | 18 | - | Unlimited | No | - | No | - | Yes | - | Yes | - | - | - | Yes | Delaware |
| - | 18 | 30 | 12 | - | - | - | Unlimited | No | No | No | No | Yes | - | Yes | - | - | - | No | Florida |
| - | 15 | 45 | 15 | - | - | - | 90 | Yes | - | Yes | - | No | No | No | - | - | - | Yes | Georgia |
| - | 21 | 90 | 21 | - | - | - | Unlimited | - | Yes | - | - | No | Yes | - | - | - | Yes | Yes | Hawaii |
| - | 12-18 | 30 | - | Yes | - | - | 60 | Yes | - | Yes | - | Yes | - | - | - | - | Yes | Yes | Idaho |
| - | 10-20 | 2 Yr. | - | 12 | - | - | No Limit | - | Yes | No | No | No | No | Yes | - | - | - | Yes | Illinois |
| - | 12 | - | - | - | - | - | 30 | No | No | No | No | - | Yes | - | - | - | - | Yes | Indiana |
| - | 5-20 | 2 Yr. | - | 30 | - | - | 90 | - | Yes | No | - | Yes | - | - | - | - | Yes | No | Iowa |
| - | Var. | 24 | - | - | Yes | - | No Limit | No | No | - | Yes | Yes | - | - | - | - | Yes | - | Kansas |
| - | 12 | 24 | 12 | - | - | - | 120 | No | No | No | No | Yes | - | - | - | - | Yes | Yes | Kentucky |
| - | 12-18 | No Limit | 12-18 | - | - | - | No Limit | - | Yes | - | Yes | No | No | Some | - | - | - | Yes | Louisiana |
| - | 12-24 | 30 | - | - | 12 | - | 90 | No | - | No | No | - | Yes | Voluntary | - | - | - | No | Maine |
| - | 10-20 | 30 | 30 | - | - | - | 100 | - | Yes | No | No | - | Yes | - | - | - | Yes | Yes | Maryland |
| - | 10-20 | 40 | 15 | - | - | - | No Limit | Yes | - | Yes | - | No | - | Yes | - | - | - | No | Massachusetts |
| - | 13 | 30 | 13 | - | - | - | No Limit | - | Yes | - | Yes | Yes | - | - | - | Yes | - | Yes | Michigan |
| - | 13-16 | 24 | 13 | - | - | - | 100 | Yes | - | Yes | - | Yes | - | Voluntary | - | - | - | Yes | Minnesota |
| - | 12 | 37 | - | 12 | - | - | No Limit | - | Yes | - | Yes | No | No | No | - | - | - | Yes | Mississippi |
| - | 15-20 | 30 | - | 15 | - | - | 100 | No | - | No | - | No | - | No | - | - | - | Yes | Missouri |
| - | 15 | 30 | 12 | - | - | - | No Limit | No | - | No | - | No | - | Yes | - | - | - | Yes | Montana |
| - | 10-20 | No | - | - | Yes | - | 120 | No | - | No | - | No | - | Part | - | - | - | Yes | Nebraska |
| - | 15-18 | - | 15 | - | - | - | 90 | - | Yes | - | No | Yes | - | - | - | - | - | Yes | Nevada |
| - | 15 | 30 | Yes | - | - | - | 90 | - | No | - | No | No | - | - | - | - | Yes | Yes | New Hampshire |
| - | 12-20 | Yes | 12-15 | - | - | - | No Limit | Yes | - | Yes | - | Yes | - | - | - | - | Partial | Yes | New Jersey |
| - | 15 | 30 | - | - | Yes | - | 60 | - | Yes | - | Yes | Yes | - | - | - | - | Yes | Yes | New Mexico |
| - | 13-20 | 30 | 13 | - | - | - | 150 | - | Yes | - | Yes | Yes | - | Voluntary | - | - | - | No | New York |
| - | 15 | 30 | - | - | Yes | - | No Limit | No | - | No | - | Yes | - | - | - | - | Yes | Yes | North Carolina |
| - | 12-21 | 30 | - | - | Yes | - | No Limit | Yes | - | - | - | - | - | Yes | - | - | - | Yes | North Dakota |
| - | 10-20 | 2 Yr. | 15 | - | - | - | 90 | No | - | No | - | No | - | - | - | - | Yes | No | Ohio |
| - | 15 | 45 | Yes | - | - | - | 45 | Yes | - | Yes | - | - | No | - | - | - | Yes | Yes | Oklahoma |
| - | 10-20 | 25 | - | - | 12 | - | No Limit | No | No | No | No | Yes | - | - | - | - | Yes | Yes | Oregon |
| - | 12-15 | 30 | 12 | 15 | - | - | 90 | - | Yes | No | - | Yes | - | - | - | - | Yes | Yes | Pennsylvania |
| - | 13-20 | 13 | 18 | - | - | - | 120 | Yes | Yes | - | Yes | - | Yes | Limited | - | - | - | Yes | Rhode Island |
| - | 15 | 45 | - | - | 12 | - | 90 | No | - | No | - | No | - | - | - | - | Yes | Yes | South Carolina |
| - | 15-20 | 2 Yr. | Yes | - | - | - | No | No | - | No | - | No | - | - | - | - | Yes | No | South Dakota |
| - | 12 | 24 | - | - | Yes | - | 120 | - | Yes | - | Yes | No | - | Opt. | - | - | - | No | Tennessee |
| - | 10 | 2 Yr. | 12 | - | - | - | 3 Yr. | No | No | No | - | No | No | - | - | - | - | Yes | Texas |
| - | 12-15 | 30 | Yes | - | - | - | 90 | Yes | - | - | - | Yes | - | - | - | - | - | Yes | Utah |
| - | 12-18 | 35 | - | - | Yes | - | No Limit | - | Yes | - | Yes | Yes | - | - | - | - | Yes | Yes | Vermont |
| - | 12-18 | 36 | - | 15 | - | - | No Limit | No | No | Yes | - | Yes | - | - | - | - | Yes | Yes | Virginia |
| - | 12-15 | 30 | - | - | 12 | - | 120 | Yes | Yes | No | - | No | - | No | - | - | - | Yes | Washington |
| - | 15 | 30 | - | - | 18 | - | 60 | No | No | No | - | No | - | - | - | - | - | No | West Virginia |
| - | 10-20 | No | 12 | - | No | - | 60 | - | Yes | - | Yes | Yes | - | - | - | - | Yes | No | Wisconsin |
| - | 12 | 30 | - | - | Yes | - | 90 | No | - | No | - | Yes | - | - | - | - | Yes | Yes | Wyoming |

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, 1967)

| State | Working Hours | | | | | | | | | | |
|----------------|---------------|-----|-----|-----|-----|--------------|---------------------------------|-----|--------|--------|------|
| | 10a | 10b | 10c | 10d | 10e | 10A | 10B | 11 | 11Aa | 11Ab | 11Ac |
| Alabama | - | - | - | Yes | - | 8-40 | Compensatory | Yes | Yes | Yes | Yes |
| Alaska | - | - | - | Yes | - | 7 1/2-37 1/2 | Straight time | Yes | Yes | Yes | Yes |
| Arizona | Yes | - | - | - | - | 8-10 | Yes, time & one-half | Yes | - | Yes | Yes |
| Arkansas | - | Yes | Yes | - | - | 8-40 | Straight time | Yes | Oneway | Oneway | No |
| California | Yes | - | - | - | - | 8-40 | Hourly | Yes | Yes | Yes | Yes |
| Colorado | - | Yes | - | - | - | 8-40 | Compensatory | No | - | - | - |
| Connecticut | - | - | Yes | - | - | 8-40 | Time & one-half, Hourly - 1 1/2 | Yes | Yes | Yes | Yes |
| Delaware | Yes | - | - | - | - | 8-40 | Salary - Straight time | Yes | No | No | No |
| Florida | Yes | - | - | - | - | 8-40 | Straight time | Yes | Yes | Yes | Yes |
| Georgia | Yes | - | - | - | - | 8-40 | Regular rate | Yes | No | No | No |
| Hawaii | Yes | - | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| Idaho | - | - | - | Yes | - | 8-40 | Straight time | Yes | Yes | Yes | Yes |
| Illinois | Yes | - | - | - | - | 8-40 | Compensatory | Yes | Yes | Yes | Yes |
| Indiana | - | - | - | - | - | 8-40 | Straight time | Yes | Yes | Yes | Yes |
| Iowa | Yes | - | - | - | - | 8-40 | Straight time | Yes | - | Yes | - |
| Kansas | Yes | - | - | - | - | 8-40 | No | Yes | Yes | Yes | Yes |
| Kentucky | Yes | - | - | - | - | 8-40 | Yes | Yes | No | No | No |
| Louisiana | Yes | - | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| Maine | - | Yes | Yes | - | - | 9-45 | No | Yes | - | Yes | Yes |
| Maryland | Yes | - | - | - | - | 8-40 | Straight time | Yes | Yes | Yes | Yes |
| Massachusetts | Yes | - | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| Michigan | Yes | - | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| Minnesota | Yes | - | - | - | - | 8-40 | Yes, Var. | Yes | Yes | Yes | Yes |
| Mississippi | Yes | - | - | - | - | 8-40 | Compensatory | Yes | Yes | Yes | - |
| Missouri | - | - | - | Yes | - | 8-40 | Compensatory | Yes | Yes | Yes | Yes |
| Montana | Yes | - | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| Nebraska | - | Yes | Yes | - | - | 8-40 | Straight time | Yes | Yes | Yes | Yes |
| Nevada | Yes | - | - | - | - | 8-40 | Straight time | Yes | Yes | Yes | Yes |
| New Hampshire | - | Yes | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| New Jersey | Yes | - | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| New Mexico | - | - | - | Yes | - | 8-40 | Straight time | Yes | Yes | Yes | Yes |
| New York | Yes | - | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| North Carolina | Yes | - | - | - | - | 8-40 | Compensatory | Yes | Yes | Yes | Yes |
| North Dakota | - | Yes | - | - | - | 10-48 | Straight time | Yes | Yes | Yes | Yes |
| Ohio | - | - | - | - | Yes | 8-40 | Straight time | Yes | No | No | No |
| Oklahoma | Yes | - | - | - | - | 8-40 | Compensatory | Yes | No | No | No |
| Oregon | Yes | - | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| Pennsylvania | - | Yes | Yes | - | - | 8-40 | Straight time | Yes | Yes | Yes | No |
| Rhode Island | - | Yes | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| South Carolina | Yes | - | - | - | - | 9-45 | Straight time | Yes | Yes | Yes | Yes |
| South Dakota | Yes | - | - | - | - | 8-40 | Straight time | Yes | Yes | Yes | Yes |
| Tennessee | - | Yes | Yes | - | - | 9-45 | Straight time | Yes | Yes | Yes | Yes |
| Texas | - | - | Yes | - | - | 9-45 | Straight time | Yes | Yes | Yes | Yes |
| Utah | Yes | - | - | - | - | 8-40 | Straight time | Yes | Yes | Yes | Yes |
| Vermont | - | Yes | - | - | - | 9-45 | Straight time | Yes | Yes | Yes | Yes |
| Virginia | Yes | - | - | - | - | 8-40 | Time & one-half | Yes | Yes | Yes | Yes |
| Washington | - | - | - | - | Yes | 8-40 | Time & one-half | Yes | No | No | No |
| West Virginia | - | Yes | Yes | - | - | 8-40 | Time & one-half | No | No | No | No |
| Wisconsin | Yes | - | - | - | - | 8-40 | Straight time | No | - | - | - |
| Wyoming | Yes | - | - | - | - | 8-40 | Straight 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?
14. Do you use convict labor?
15. Do your rules of employment prohibit nepotism?

16. 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

| and Conditions | | | | | | | | | | | | | State |
|----------------|------|-----|-----|-----|----------|---------|-----|-----|-----|-------------|-----|-----|----------------|
| 12* | 12** | 13 | 14 | 15 | 16a | 16b | 16c | 16d | 17 | 18a | 18b | 18c | |
| - | - | Yes | Yes | Yes | Yes | - | - | - | Yes | - | Yes | - | Alabama |
| Yes | - | Yes | No | Yes | - | Yes | - | - | Yes | - | Yes | - | Alaska |
| Yes | No | Yes | No | Yes | - | Yes | - | - | No | - | Yes | - | Arizona |
| No | No | No | No | Yes | \$10/day | - | - | - | No | Up to \$120 | - | - | Arkansas |
| Yes | No | Yes | No | No | - | Yes | - | - | No | Up to 8000# | - | - | California |
| Yes | - | Yes | No | No | Yes | - | - | - | No | - | - | Yes | Colorado |
| Yes | Yes | Yes | No | No | - | - | - | Yes | No | - | - | Yes | Connecticut |
| Yes | - | Yes | No | No | No | - | - | - | No | - | Yes | - | Delaware |
| Yes | - | Yes | Yes | Yes | - | Yes | - | - | No | - | Yes | - | Florida |
| No | No | Yes | Yes | No | No | No | No | - | No | - | - | No | Georgia |
| Yes | Yes | Yes | No | Yes | Yes | Yes | - | - | No | Yes | - | - | Hawaii |
| Yes | No | No | No | Yes | - | Yes | - | - | No | 9000# | - | - | Idaho |
| Yes | - | Yes | No | No | Yes | - | - | - | No | Yes | - | - | Illinois |
| - | - | Yes | No | - | - | Yes | - | - | No | - | Yes | - | Indiana |
| No | No | No | No | Yes | Yes | - | - | - | No | - | Yes | - | Iowa |
| Yes | No | No | No | Yes | \$10/day | - | - | - | No | Yes | - | - | Kansas |
| No | No | Yes | No | Yes | Yes | - | Yes | - | Yes | - | - | Yes | Kentucky |
| Yes | Yes | Yes | No | No | \$16/day | \$5/day | - | - | Yes | Yes | - | - | Louisiana |
| Yes | - | Yes | No | Yes | - | Yes | - | - | No | - | - | Yes | Maine |
| No | Yes | Yes | Yes | Yes | Yes | - | - | - | No | - | Yes | - | Maryland |
| Yes | - | Yes | No | No | - | - | - | Yes | No | - | - | Yes | Massachusetts |
| Yes | Yes | Yes | No | Yes | - | Yes | - | - | No | 6500# | - | - | Michigan |
| Yes | No | Yes | No | No | Yes | - | - | - | No | Yes | - | - | Minnesota |
| No | No | Yes | No | Yes | Yes | Yes | - | - | No | - | - | Yes | Mississippi |
| Yes | No | Yes | No | Yes | Yes | - | - | - | No | Yes | - | - | Missouri |
| No | No | No | No | Yes | - | Yes | - | - | No | - | Yes | - | Montana |
| No | No | Yes | No | No | No | Yes | No | - | No | Yes | - | - | Nebraska |
| Yes | - | No | No | Yes | - | Yes | - | - | No | - | Yes | - | Nevada |
| No | Yes | Yes | No | No | - | Yes | - | - | No | - | - | Yes | New Hampshire |
| Yes | Yes | Yes | No | Yes | - | Yes | - | - | Yes | - | - | Yes | New Jersey |
| Yes | No | Yes | No | Yes | - | Yes | - | - | Yes | Yes | - | - | New Mexico |
| Yes | Yes | Yes | No | No | - | Yes | - | - | No | - | Yes | - | New York |
| Yes | Yes | Yes | Yes | Yes | Yes | - | - | - | No | Yes | - | - | North Carolina |
| No | No | Yes | No | Yes | - | Yes | - | - | No | - | - | Yes | North Dakota |
| Yes | - | Yes | No | Yes | - | Yes | - | - | No | - | - | Yes | Ohio |
| - | - | No | No | Yes | - | Yes | - | - | No | - | Yes | - | Oklahoma |
| Yes | Yes | Yes | No | Yes | - | Yes | - | - | No | - | Yes | - | Oregon |
| Yes | - | Yes | No | Yes | No | No | No | - | No | - | Yes | - | Pennsylvania |
| Yes | No | Yes | No | Yes | No | No | No | - | No | - | - | Yes | Rhode Island |
| - | Yes | No | No | Yes | - | Yes | - | - | No | Yes | - | - | South Carolina |
| No | No | Yes | No | Yes | - | Yes | - | - | No | - | Yes | - | South Dakota |
| No | No | No | No | No | - | - | Yes | - | No | Yes | - | - | Tennessee |
| Yes | Yes | No | No | Yes | - | Yes | - | - | No | Yes | - | - | Texas |
| Yes | - | No | No | Yes | - | Yes | - | - | No | No | - | - | Utah |
| Yes | Yes | No | No | Yes | Yes | - | - | - | Yes | Yes | - | - | Vermont |
| Yes | Yes | Yes | Yes | No | Yes | - | - | - | No | - | Yes | - | Virginia |
| Yes | No | Yes | No | Yes | Yes | Yes | No | - | No | Yes | - | - | Washington |
| Yes | Yes | No | No | Yes | Yes | - | - | - | No | - | Yes | - | West Virginia |
| Yes | - | Yes | No | Yes | - | - | - | - | No | - | Yes | - | Wisconsin |
| - | Yes | Yes | No | Yes | Yes | - | - | - | No | Yes | - | - | Wyoming |

MINIMUM-MAXIMUM MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1967)

| 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. |
| Alabama | 1 | 912 | 1100 | 1 | 856 | 1071 | 8 | 912 | 1100 | 8 | 856 | 1071 | - | - | - | 47 | 689 | 856 |
| Alaska | 1 | 1524 | 1829 | 1 | 1282 | 1538 | 5 | 1361 | 1829 | 4 | 1138 | 1365 | - | - | - | - | - | - |
| Arizona | 1 | 1000 | 1250 | 1 | 1000 | 1250 | 6 | 1000 | 1250 | - | - | - | 6 | 875 | 1095 | - | - | - |
| Arkansas | 1 | 914 | 1166 | 1 | 756 | 966 | 10 | 848 | 1083 | 10 | 648 | 829 | 13 | 560 | 716 | 44 | 480 | 625 |
| California | 1 | 1475 | 1793 | 9 | 1100 | 1548 | 11 | 1475 | 2038 | 11 | 1100 | 1548 | 17 | 950 | 1337 | 90 | 950 | 1100 |
| Colorado | 1 | 1128 | 1440 | - | - | - | 12 | 1128 | 1440 | 8 | 884 | 1128 | 1 | 802 | 1023 | - | - | - |
| Connecticut | 1 | 1072 | 1341 | 1 | 966 | 1185 | 4 | 1019 | 1273 | 4 | 866 | 1056 | 11 | 795 | 985 | - | - | - |
| Delaware | 1 | 670 | 840 | - | - | - | 3 | 910 | 1052 | - | - | - | 3 | 826 | 955 | - | - | - |
| Florida | 1 | 1050 | 1310 | 2 | 920 | 1150 | 5 | 1000 | 1250 | 5 | 840 | 1050 | - | - | - | 16 | 760 | 960 |
| Georgia | 1 | 1159 | 1553 | 3 | 953 | 1278 | 6 | 1051 | 1409 | 7 | 865 | 1159 | - | - | - | 29 | 712 | 953 |
| Hawaii | 1 | 996 | 1547 | - | - | - | 4 | 1153 | 1336 | 1 | 744 | 1211 | 4 | 904 | 996 | - | - | - |
| Idaho | 1 | 1042 | 1267 | 0 | 858 | 1042 | 6 | 992 | 1206 | 6 | 706 | 945 | - | - | - | - | - | - |
| Illinois | 1 | 1400 | 1850 | 1 | 1250 | 1600 | 10 | 1400 | 1850 | 10 | 1150 | 1425 | 10 | 900 | 1275 | 38 | 850 | 1150 |
| Indiana | 1 | 1160 | 1420 | 7 | 980 | 1310 | 6 | 1070 | 1310 | 6 | 900 | 1115 | 9 | 690 | 1025 | 53 | 400 | 750 |
| Iowa | 1 | 1151 | 1499 | 1 | 1044 | 1369 | 6 | 1096 | 1432 | 6 | 947 | 1251 | - | - | - | 26 | 779 | 1047 |
| Kansas | 1 | 750 | 1277 | 1 | 680 | 1158 | 6 | 680 | 1158 | 6 | 616 | 1050 | 6 | 458 | 788 | - | - | - |
| Kentucky | 1 | 1048 | 1338 | 3 | 951 | 1213 | 12 | 1048 | 1338 | 12 | 862 | 1100 | 22 | 782 | 988 | 3 | 710 | 906 |
| Louisiana | 1 | 1000 | 1200 | 1 | 920 | 1120 | 9 | 920 | 1120 | 9 | 840 | 1040 | 9 | 750 | 900 | 5 | 690 | 840 |
| Maine | 1 | 986 | 1322 | 1 | 892 | 1197 | 7 | 892 | 1197 | 7 | 632 | 849 | 7 | 733 | 986 | - | - | - |
| Maryland | 1 | 1281 | 1682 | 2 | 1164 | 1530 | 7 | 1164 | 1530 | 7 | 962 | 1264 | - | - | - | 24 | 795 | 1045 |
| Massachusetts | 1 | 1206 | 1536 | 2 | 1106 | 1404 | 8 | 1206 | 1536 | 8 | 997 | 1279 | 8 | 800 | 1015 | 240 | 708 | 897 |
| Michigan | 1 | - | 1834 | 3 | - | 1688 | - | - | - | 10 | 1281 | 1430 | 6 | 1077 | 1194 | 12 | 854 | 967 |
| Minnesota | - | - | - | - | - | - | 9 | 1112 | 1581 | - | - | - | 4 | 812 | 1156 | 16 | 950 | 1352 |
| Mississippi | 1 | 1015 | 1418 | 1 | 921 | 1284 | 6 | 1015 | 1418 | 5 | 921 | 1284 | 3 | 757 | 1065 | 35 | 512 | 721 |
| Missouri | 1 | - | 1375 | 2 | 1088 | 1225 | 10 | 1275 | 1325 | 10 | 962 | 1156 | 13 | 839 | 1007 | - | - | - |
| Montana | 1 | 980 | 1225 | 1 | 815 | 945 | 5 | 895 | 1125 | - | - | - | - | - | - | 11 | 745 | 945 |
| Nebraska | 1 | 1025 | 1200 | 2 | 690 | 920 | 8 | 925 | 1075 | 2 | 770 | 920 | - | - | - | 12 | 595 | 830 |
| Nevada | - | - | - | 1 | 1110 | 1348 | 6 | 1110 | 1348 | - | - | - | 6 | 1008 | 1224 | - | - | - |
| New Hampshire | 1 | 1025 | 1268 | 1 | 919 | 1136 | 7 | 880 | 1083 | - | - | - | 7 | 783 | 965 | 7 | 550 | 692 |
| New Jersey | 1 | 1341 | 1743 | 1 | 1216 | 1581 | - | 1341 | 1743 | 4 | 907 | 1179 | 4 | 823 | 1070 | - | - | - |
| New Mexico | 1 | 820 | 1115 | - | - | - | 5 | 900 | 1205 | 11 | 820 | 1115 | 5 | 575 | 785 | 9 | 480 | 660 |
| New York | 1 | - | - | 1 | - | - | 10 | 1803 | 2200 | 10 | 1125 | 1422 | - | - | - | 63 | 907 | 1162 |
| North Carolina | 1 | 1150 | 1463 | 3 | 948 | 1206 | 14 | 1150 | 1463 | 34 | 860 | 1094 | 34 | 745 | 948 | 79 | 550 | 710 |
| North Dakota | 1 | 879 | 1272 | 1 | 796 | 1152 | 7 | 836 | 1213 | 12 | 758 | 1099 | - | - | - | - | - | - |
| Ohio | 1 | 1560 | 2070 | 1 | 1300 | 1760 | 12 | 1421 | 1915 | 12 | 1092 | 1467 | 23 | 762 | 996 | 91 | 499 | 658 |
| Oklahoma | 1 | 1115 | 1455 | 1 | 1000 | 1310 | 8 | 1115 | 1455 | - | - | - | 8 | 1000 | 1310 | - | - | - |
| Oregon | 1 | 1240 | 1475 | 2 | 1150 | 1375 | 6 | 1150 | 1375 | 5 | 1030 | 1240 | - | - | - | 16 | 880 | 1070 |
| Pennsylvania | 1 | 1348 | 1806 | 1 | 1006 | 1348 | 11 | 1221 | 1993 | 11 | 958 | 1282 | 11 | 788 | 1056 | 66 | 715 | 1056 |
| Rhode Island | 1 | 875 | 1055 | 1 | 795 | 962 | 1 | 531 | 643 | 2 | 616 | 752 | 3 | 478 | 580 | 1 | 531 | 643 |
| South Carolina | 1 | 975 | 1278 | - | - | - | 7 | 888 | 1235 | 7 | 823 | 1105 | - | - | - | 48 | 650 | 1040 |
| South Dakota | 1 | 1000 | 1250 | 1 | 925 | 1050 | 5 | 925 | 1050 | - | - | - | 7 | 850 | 975 | - | - | - |
| Tennessee | 1 | 1020 | 1190 | 1 | 940 | 1100 | 4 | 980 | 1145 | 4 | 860 | 1020 | 6 | 825 | 980 | 18 | 685 | 940 |
| Texas | 1 | - | 1250 | - | - | - | 25 | - | 1250 | 19 | 768 | 1000 | 14 | 719 | 876 | - | - | - |
| Utah | 1 | 1011 | 1420 | 1 | 827 | 877 | 6 | 919 | 1289 | - | - | - | - | - | - | - | - | - |
| Vermont | 1 | 1053 | 1473 | 1 | 919 | 1276 | 9 | 1053 | 1473 | 9 | 802 | 1107 | - | - | - | - | - | - |
| Virginia | 1 | 1044 | 1306 | 2 | 916 | 1144 | 8 | 1044 | 1306 | 7 | 916 | 1144 | - | - | - | 46 | 800 | 1000 |
| Washington | 1 | 1409 | 1799 | - | - | - | 7 | 1342 | 1799 | 6 | 1104 | 1409 | 6 | 1001 | 1278 | 25 | 785 | 1001 |
| West Virginia | 1 | 1165 | 1415 | 2 | 1065 | 1315 | 10 | 1065 | 1315 | 10 | 915 | 1165 | - | - | - | - | - | - |
| Wisconsin | 1 | 1263 | 1643 | 2 | 1075 | 1400 | 9 | 1263 | 1643 | 9 | 1075 | 1400 | 20 | 906 | 1181 | - | - | - |
| Wyoming | 1 | 1005 | 1295 | 1 | 925 | 1215 | 5 | 965 | 1255 | 5 | 845 | 1105 | - | - | - | - | - | - |
| District of Columbia | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Puerto Rico | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1967 Average | - | - | 1418 | - | - | 1257 | - | - | 1381 | - | - | 1162 | - | - | 1023 | - | - | 916 |
| 1944 Average | - | - | 434 | - | - | 341 | - | - | - | - | - | 292 | - | - | 264 | - | - | - |
| % Increase 1967/1944 | - | - | 227 | - | - | 269 | - | - | - | - | - | 298 | - | - | 288 | - | - | - |
| % Increase 1967/1966 | - | - | 7.6 | - | - | 7.9 | - | - | 10.6 | - | - | 6.6 | - | - | 5.7 | - | - | 5.8 |

| No. | 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. | No. | Min. | Max. | |
| 93 | 419 | 551 | 193 | 309 | 419 | - | - | - | - | 206 | 292 | 40 | 377 | 507 | 8 | 529 | 689 | Alabama |
| 6 | 993 | 1192 | 27 | 867 | 1040 | 30 | 807 | 967 | 9 | 571 | 685 | 18 | 759 | 911 | 5 | 1060 | 1272 | Alaska |
| 39 | 550 | 690 | - | - | - | - | - | - | 94 | 350 | 440 | 169 | 500 | 625 | 0 | 600 | 750 | Arizona |
| 91 | 422 | 540 | - | - | - | 72 | 324 | 352 | 502 | 264 | 352 | 42 | 352 | 458 | 10 | 528 | 675 | Arkansas |
| 62 | 746 | 905 | 353 | 614 | 863 | 358 | 614 | 710 | 52 | 480 | 530 | 34 | 556 | 614 | 17 | 905 | 1213 | California |
| 31 | 570 | 727 | 16 | 517 | 660 | 325 | 469 | 598 | 150 | - | - | 50 | - | - | - | - | - | Colorado |
| 15 | 657 | 817 | 69 | 589 | 749 | 248 | 496 | 595 | 298 | 390 | 413 | 80 | 473 | 567 | - | - | - | Connecticut |
| 18 | 460 | 700 | 83 | 347 | 433 | - | - | - | 91 | 277 | 295 | 114 | 295 | 330 | 2 | 550 | 700 | Delaware |
| 89 | 460 | 575 | 68 | 360 | 460 | 201 | 330 | 420 | 703 | 244 | 315 | 262 | 285 | 360 | 19 | 460 | 575 | Florida |
| 25 | 437 | 586 | 103 | 396 | 531 | 259 | 326 | 437 | 1186 | 245 | 265 | 128 | 295 | 396 | 7 | 531 | 712 | Georgia |
| - | - | - | 17 | 583 | 820 | 12 | 457 | 524 | 63 | 295 | 457 | 35 | 435 | 675 | - | - | - | Hawaii |
| - | - | - | 7 | 553 | 673 | 48 | 502 | 610 | 65 | 374 | 456 | 185 | 413 | 502 | - | - | - | Idaho |
| 77 | 710 | - | 130 | - | - | 764 | - | - | 233 | - | - | 847 | - | - | - | - | - | Illinois |
| 6 | 600 | 750 | 6 | 400 | 630 | 37 | 330 | 480 | 889 | 315 | 360 | 119 | 345 | 400 | 37 | 420 | 480 | Indiana |
| 23 | 553 | 879 | 173 | 433 | 607 | - | - | - | - | - | - | - | - | - | 1 | 673 | 918 | Iowa |
| 27 | 458 | 788 | 39 | 358 | 616 | 97 | 341 | 587 | 18 | 231 | 395 | - | - | - | 6 | 458 | 788 | Kansas |
| 43 | 480 | 676 | 176 | 415 | 583 | 43 | 480 | 612 | 61 | 219 | 253 | 1124 | 279 | 358 | 17 | 457 | 583 | Kentucky |
| 22 | 360 | 520 | 89 | 305 | 380 | 12 | 275 | 350 | - | - | - | 937 | 245 | 320 | 8 | 460 | 560 | Louisiana |
| 37 | 546 | 733 | 93 | 520 | 573 | 110 | 409 | 450 | 667 | 298 | 327 | 40 | 396 | 572 | 1 | 698 | 938 | Maine |
| 32 | 598 | 785 | 183 | 494 | 649 | - | - | - | 441 | 294 | 403 | 517 | 329 | 443 | 7 | 598 | 785 | Maryland |
| 28 | 615 | 781 | 120 | 529 | 669 | 78 | 436 | 552 | 621 | 370 | 461 | 815 | 390 | 487 | 1 | 1054 | 1334 | Massachusetts |
| 14 | 783 | 884 | 44 | 699 | 774 | - | - | - | 143 | 425 | 576 | 125 | 466 | 670 | 2 | 579 | 833 | Michigan |
| 34 | 506 | 722 | - | - | - | 1308 | 400 | 569 | 950 | 370 | 468 | 26 | 487 | 667 | 1 | 641 | 913 | Minnesota |
| 14 | 538 | 112 | 348 | 488 | 427 | 235 | 331 | 50 | 50 | 193 | 272 | 27 | 286 | 402 | 5 | 422 | 593 | Mississippi |
| 39 | 790 | 39 | 565 | 702 | 364 | 497 | 626 | Var. | 306 | 336 | - | - | - | - | 1 | 743 | 891 | Missouri |
| 12 | 500 | 705 | - | - | - | 151 | - | 675 | - | - | - | - | - | - | 11 | 550 | 705 | Montana |
| 10 | 520 | 625 | 28 | 385 | 490 | 62 | 380 | 410 | 53 | 286 | 321 | - | - | - | 12 | 455 | 560 | Nebraska |
| 6 | 714 | 870 | 37 | 562 | 680 | 29 | 512 | 618 | 16 | 364 | 364 | 24 | 562 | 680 | - | - | - | Nevada |
| 6 | 525 | 663 | 14 | 391 | 471 | 113 | 391 | 471 | 288 | 308 | 356 | 142 | 347 | 420 | 1 | 752 | 928 | New Hampshire |
| 4 | 711 | 924 | 117 | 531 | 690 | 116 | 481 | 626 | 703 | 342 | 467 | 65 | 458 | 596 | 1 | 711 | 924 | New Jersey |
| 0 | 420 | 575 | 11 | 380 | 525 | 78 | 345 | 480 | 54 | 230 | 315 | 126 | 276 | 380 | 20 | 420 | 575 | New Mexico |
| 0 | 420 | 575 | 239 | 556 | 726 | 632 | 417 | 554 | 3040 | 369 | 473 | 311 | 393 | 650 | 19 | 735 | 950 | New York |
| 7 | 564 | 815 | 6 | 512 | 740 | 71 | 489 | 701 | 434 | 303 | 382 | 195 | 365 | 463 | 16 | 710 | 904 | North Carolina |
| 3 | 546 | 797 | 162 | 364 | 728 | 251 | 381 | 499 | 2067 | 291 | 457 | 525 | 346 | 573 | 12 | 546 | 658 | North Dakota |
| 3 | 550 | 725 | 82 | 440 | 580 | - | - | - | 72 | 230 | 310 | 355 | 260 | 350 | 1 | 615 | 810 | Ohio |
| 5 | 580 | 958 | 165 | 550 | 715 | 138 | 525 | 600 | 10 | 360 | 420 | 14 | 575 | 715 | 4 | 575 | 715 | Oklahoma |
| 8 | 587 | 710 | 1084 | 484 | 508 | - | - | - | 6905 | 361 | 361 | 250 | 461 | 461 | 1 | 869 | 1165 | Oregon |
| 3 | 450 | 825 | 2 | 407 | 450 | 31 | 414 | 458 | 329 | 332 | 358 | 12 | 354 | 392 | - | - | - | Pennsylvania |
| 3 | 450 | 825 | 235 | 303 | 650 | - | - | - | 1750 | 263 | 351 | 650 | 312 | 487 | - | - | - | Rhode Island |
| 3 | 590 | 720 | 17 | 526 | 650 | 93 | 475 | 600 | 14 | 350 | 450 | 10 | 400 | 500 | 9 | 525 | 650 | South Carolina |
| 3 | 630 | 768 | 38 | 341 | 410 | 274 | 312 | 380 | 748 | 273 | 302 | 135 | 283 | 371 | 4 | 500 | 620 | South Dakota |
| 3 | 570 | 797 | 310 | 484 | 673 | 7 | 397 | 484 | 1042 | 224 | 316 | - | - | - | 27 | 552 | 673 | Tennessee |
| 3 | 546 | 736 | 74 | 471 | 658 | 16 | 428 | 658 | 7 | 322 | 494 | 22 | 389 | 544 | 1 | 570 | 797 | Texas |
| 3 | 470 | 612 | 33 | 450 | 600 | 114 | 375 | 495 | 291 | 310 | 410 | 3 | 400 | 530 | 1 | 696 | 954 | Utah |
| 3 | 470 | 612 | 570 | 392 | 490 | - | - | - | 1600 | 200 | 240 | 720 | 264 | 300 | 8 | 732 | 916 | Vermont |
| 3 | 510 | 1015 | 70 | 615 | 865 | 596 | 510 | 651 | 1 | 445 | 491 | 45 | 563 | 620 | 6 | 748 | 953 | Virginia |
| 3 | - | - | 75 | 370 | 600 | 304 | 348 | 387 | 608 | 286 | 286 | 168 | 300 | 414 | 10 | 485 | 635 | Washington |
| 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | West Virginia |
| 3 | 570 | 740 | 9 | 510 | 680 | 16 | 475 | 645 | Varies | Paid Hourly Rate | - | - | - | - | 5 | 620 | 790 | Wisconsin |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Wyoming |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | District of Columbia |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Puerto Rico |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1967 Average |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1944 Average |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | % Increase 1967/1944 |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | % Increase 1967/1966 |
| - | 744 | - | - | 622 | - | - | 545 | - | - | 388 | - | 505 | - | 802 | - | - | - | |
| - | - | - | - | 141 | - | - | 152 | - | - | 121 | - | 155 | - | - | - | - | - | |
| - | - | - | - | 341 | - | - | 259 | - | - | 221 | - | 226 | - | - | - | - | - | |
| - | 5.5 | - | - | 7.8 | - | - | 7.3 | - | - | 5.7 | - | 7.9 | - | 3.8 | - | - | - | |

MINIMUM-MAXIMUM MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1967)

| State | Garage or Shop Foreman | | | Mechanic | | | Mechanic Helper | | | Equipment Operator I | | | Equipment Operator II | | | Equipment Operator III | | | Clerk or Timekeeper | | |
|----------------------|------------------------|------|------|----------|------|------|-----------------|------|------|----------------------|------|------|-----------------------|------|------|------------------------|------|------|---------------------|------|------|
| | No. | Min. | Max. | No. | Min. | Max. | No. | Min. | Max. | No. | Min. | Max. | No. | Min. | Max. | No. | Min. | Max. | No. | Min. | Max. |
| | | | | | | | | | | | | | | | | | | | | | |
| Alabama | 15 | 463 | 606 | 129 | 377 | 507 | 30 | 245 | 342 | 138 | 260 | 359 | 290 | 309 | 419 | 324 | 377 | 507 | 88 | 231 | 377 |
| Alaska | 9 | 926 | 1112 | 68 | 694 | 967 | 9 | 606 | 727 | 32 | 606 | 727 | 83 | 694 | 833 | 50 | 759 | 911 | 8 | 432 | 553 |
| Arizona | 13 | 550 | 690 | 104 | 500 | 625 | 27 | 350 | 440 | 373 | 410 | 515 | 121 | 455 | 570 | 169 | 500 | 625 | 22 | 320 | 440 |
| Arkansas | - | - | - | 50 | 292 | 429 | 2 | 264 | 264 | 1064 | 264 | 352 | 162 | 352 | 458 | - | - | - | 145 | 234 | 400 |
| California | 20 | 783 | 905 | 233 | 676 | 746 | 33 | 530 | 584 | 597 | 505 | 556 | 1301 | 584 | 644 | 12 | 614 | 863 | 117 | 505 | 614 |
| Colorado | 8 | 570 | 727 | 57 | 469 | 598 | 7 | 405 | 517 | 573 | 405 | 517 | 8 | 469 | 598 | 30 | 492 | 628 | 8 | 425 | 544 |
| Connecticut | 15 | 589 | 749 | 154 | 473 | 567 | 74 | 437 | 544 | 387 | 390 | 459 | 805 | 436 | 527 | 303 | 454 | 544 | 42 | 390 | 544 |
| Delaware | 7 | 460 | 700 | 53 | 370 | 580 | 7 | 310 | 385 | 61 | 330 | 400 | 34 | 416 | 503 | - | - | - | 65 | 310 | 700 |
| Florida | 6 | 400 | 500 | 80 | 380 | 480 | 23 | 345 | 440 | 810 | 285 | 360 | 202 | 315 | 400 | 88 | 345 | 440 | 18 | 400 | 500 |
| Georgia | 8 | 437 | 586 | 146 | 295 | 482 | 13 | 265 | 294 | 908 | 255 | 265 | 334 | 265 | 294 | 185 | 326 | 437 | 39 | 285 | 531 |
| Hawaii | 3 | 675 | 744 | 17 | 480 | 612 | 6 | 340 | 457 | 66 | 340 | 480 | 30 | 435 | 555 | 24 | 457 | 643 | 6 | 435 | 583 |
| Idaho | 6 | 581 | 706 | 55 | 456 | 553 | 6 | 374 | 456 | 3 | 340 | 413 | 61 | 413 | 502 | 48 | 456 | 553 | 6 | 413 | 502 |
| Illinois | 17 | - | - | 149 | - | - | 10 | - | - | 991 | - | - | 502 | - | - | 73 | - | - | - | - | - |
| Indiana | 37 | 420 | 480 | 122 | 400 | 460 | 31 | 380 | 440 | 1171 | 345 | 400 | 230 | 380 | 440 | 77 | 420 | 460 | 78 | 345 | 480 |
| Iowa | 3 | 581 | 807 | 127 | 502 | 710 | 16 | 412 | 582 | 1179 | 392 | 558 | - | - | - | - | - | - | 1 | 292 | 415 |
| Kansas | 8 | 415 | 714 | 89 | 358 | 616 | 26 | 294 | 505 | 818 | 267 | 458 | 376 | 294 | 505 | 159 | 324 | 557 | 27 | 341 | 587 |
| Kentucky | 10 | 415 | 530 | 85 | 208 | 395 | 32 | 230 | 293 | 1823 | 279 | 358 | 893 | 340 | 436 | 58 | 376 | 480 | 90 | 279 | 358 |
| Louisiana | 12 | 420 | 520 | 179 | 305 | 480 | 141 | 260 | 335 | 1430 | 260 | 335 | 667 | 290 | 365 | 253 | 320 | 420 | 48 | 275 | 350 |
| Maine | 2 | 520 | 698 | 115 | 396 | 530 | 9 | 341 | 455 | 741 | 327 | 377 | 121 | 377 | 416 | 119 | 459 | 505 | 8 | 336 | 450 |
| Maryland | 28 | 543 | 714 | 82 | 494 | 649 | - | - | - | 315 | 369 | 487 | 147 | 408 | 536 | 25 | 449 | 590 | 39 | 408 | 536 |
| Massachusetts | 8 | 574 | 722 | 14 | 436 | 552 | 60 | 390 | 487 | - | - | - | - | - | - | 28 | 465 | 589 | 1 | 370 | 461 |
| Michigan | 43 | 588 | 774 | - | - | - | - | - | - | 219 | 466 | 541 | 258 | 498 | 576 | - | - | - | 32 | 442 | 520 |
| Minnesota | 17 | 569 | 812 | 132 | 526 | 722 | 87 | 400 | 506 | - | - | - | - | - | - | 40 | 526 | 667 | 100 | 281 | 433 |
| Mississippi | - | - | - | 68 | 315 | 443 | - | - | - | 479 | 259 | 365 | 126 | 286 | 402 | 36 | 315 | 443 | 70 | 235 | 538 |
| Missouri | 9 | 684 | 840 | 182 | 465 | 626 | 17 | 383 | 496 | Var. | 327 | 367 | 1472 | 360 | 467 | 869 | 408 | 525 | - | - | - |
| Montana | 11 | - | 675 | 81 | - | 650 | 8 | - | 575 | 58 | - | 560 | 63 | - | 600 | 100 | - | 650 | 22 | 31 | 600 |
| Nebraska | 8 | 385 | 490 | 62 | 372 | 400 | 40 | 286 | 321 | 85 | 286 | 321 | 700 | 321 | 355 | 225 | 347 | 400 | 29 | 321 | 355 |
| Nevada | 8 | 648 | 828 | 53 | 562 | 680 | 7 | 512 | 618 | 218 | 464 | 562 | 35 | 488 | 590 | 12 | 536 | 648 | - | - | - |
| New Hampshire | 12 | 439 | 630 | 16 | 406 | 497 | 3 | 331 | 394 | 99 | 331 | 394 | 43 | 362 | 435 | - | - | - | - | - | - |
| New Jersey | 18 | 531 | 690 | 89 | 458 | 596 | 51 | 326 | 423 | 436 | 377 | 490 | 172 | 416 | 540 | 38 | 458 | 596 | - | - | - |
| New Mexico | 11 | 380 | 525 | 24 | 345 | 480 | 13 | 276 | 380 | 345 | 264 | 360 | 300 | 315 | 440 | 89 | 345 | 480 | 35 | 315 | 440 |
| New York | - | - | - | 165 | 495 | 650 | 39 | 393 | 525 | 1287 | 372 | 498 | 409 | 393 | 525 | 110 | 495 | 651 | 63 | 372 | 498 |
| North Carolina | 53 | 509 | 646 | 417 | 420 | 534 | - | - | - | 692 | 303 | 362 | 479 | 332 | 420 | 956 | 365 | 463 | 84 | 332 | 420 |
| North Dakota | 8 | 538 | 778 | 34 | 399 | 701 | - | - | - | 186 | 366 | 537 | 64 | 399 | 582 | 26 | 441 | 643 | 11 | 275 | 391 |
| Ohio | 24 | 499 | 598 | 320 | 399 | 573 | 32 | 364 | 436 | 3 | 319 | 381 | 359 | 346 | 416 | 148 | 381 | 499 | 230 | 361 | 457 |
| Oklahoma | 9 | 550 | 725 | 43 | 415 | 550 | 11 | 310 | 415 | 648 | 290 | 390 | 280 | 330 | 440 | 105 | 370 | 490 | 75 | 310 | 415 |
| Oregon | 4 | 575 | 625 | 72 | 500 | 575 | 23 | 460 | 525 | 750 | 400 | 525 | 107 | 460 | 550 | 38 | 480 | 575 | 7 | 420 | 500 |
| Pennsylvania | 66 | 560 | 751 | 287 | 461 | 508 | 75 | 379 | 379 | 1239 | 398 | 398 | 932 | 439 | 461 | 210 | 484 | 484 | 210 | 297 | 500 |
| Rhode Island | 1 | 497 | 546 | 6 | 430 | 475 | 1 | 332 | 358 | 114 | 354 | 392 | 20 | 388 | 432 | - | - | - | 2 | 297 | 358 |
| South Carolina | 28 | 368 | 650 | 165 | 281 | 585 | - | - | - | - | - | - | - | - | - | - | - | - | 106 | 260 | 600 |
| South Dakota | 8 | 425 | 550 | 22 | 400 | 500 | 13 | 340 | 440 | 253 | 320 | 395 | 285 | 350 | 450 | 67 | 420 | 545 | - | - | - |
| Tennessee | 5 | 341 | 410 | 78 | 302 | 371 | 52 | 273 | 302 | 1069 | 273 | 302 | 250 | 283 | 371 | 57 | 322 | 390 | 31 | 350 | 440 |
| Texas | 24 | 517 | 630 | 478 | 390 | 507 | 212 | 294 | 411 | - | - | - | 3226 | 294 | 411 | 2557 | 390 | 507 | - | - | - |
| Utah | 11 | 471 | 658 | 63 | 428 | 600 | 5 | 389 | 544 | 184 | 354 | 494 | 194 | 389 | 544 | 113 | 428 | 600 | 7 | 389 | 544 |
| Vermont | 2 | 546 | 736 | 20 | 425 | 604 | 1 | 310 | 410 | 3 | 290 | 380 | 16 | 350 | 465 | 40 | 425 | 560 | 9 | 450 | 600 |
| Virginia | 70 | 470 | 612 | 230 | 376 | 490 | 88 | 300 | 392 | 2370 | 312 | 392 | 670 | 344 | 430 | 45 | 376 | 490 | 170 | 328 | 410 |
| Washington | 7 | 646 | 712 | 104 | 563 | 651 | 14 | 510 | 563 | 125 | 536 | 590 | 81 | 590 | 651 | 18 | 646 | 712 | 24 | 463 | 563 |
| West Virginia | 10 | 410 | 540 | 419 | 300 | 414 | - | - | - | - | - | - | 555 | 319 | 376 | - | - | - | - | - | - |
| Wisconsin | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Wyoming | 12 | 475 | 680 | 26 | 370 | 575 | 9 | 345 | 515 | 14 | 320 | 490 | 157 | 370 | 540 | 85 | 405 | 575 | 2 | 320 | 490 |
| District of Columbia | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Puerto Rico | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1967 Average | - | - | 674 | - | - | 564 | - | - | 451 | - | - | 439 | - | - | 488 | - | - | 559 | - | - | 48 |
| 1944 Average | - | - | 206 | - | - | 172 | - | - | 136 | - | - | - | - | - | - | - | - | - | - | - | 14 |
| % Increase 1967/1944 | - | - | 227 | - | - | 228 | - | - | 232 | - | - | - | - | - | - | - | - | - | - | - | 24 |
| % Increase 1967/1966 | - | - | 7.3 | - | - | 7.0 | - | - | 5.9 | - | - | 5.5 | - | - | 7.0 | - | - | 6.9 | - | - | 3 |

| No. | Chief Engineer | | Project Engineer | | | Chief of Survey Party | | | Plans Designer | | | Bridge Designer | | | Chief Clerk | | | State |
|-----|----------------|------|------------------|------|------|-----------------------|------|------|----------------|------|------|-----------------|------|------|-------------|------|------------|----------------------|
| | Min. | Max. | No. | Min. | Max. | No. | Min. | Max. | No. | Min. | Max. | No. | Min. | Max. | No. | Min. | Max. | |
| - | - | - | 261 | 579 | 799 | 8 | 689 | 856 | 103 | 579 | 856 | 19 | 579 | 856 | 18 | 485 | 717 | Alabama |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Alaska |
| 1 | 1540 | 1540 | 22 | 775 | 970 | 13 | 600 | 845 | 18 | 550 | 750 | 7 | 575 | 780 | 4 | 525 | 655 | Arizona |
| 1 | 1188 | 1491 | 47 | 756 | 966 | 13 | 548 | 700 | 19 | 588 | 966 | 13 | 548 | 966 | - | - | - | Arkansas |
| 62 | 1100 | 1337 | 216 | 950 | 1155 | 66 | 783 | 950 | 169 | 950 | 1155 | 63 | 950 | 1155 | 26 | 905 | 1100 | California |
| 1 | 1588 | 2025 | 80 | 727 | 928 | 170 | 660 | 884 | 20 | 727 | 928 | 3 | 802 | 1023 | - | - | - | Colorado |
| - | - | - | - | - | - | - | 4 | 589 | 749 | - | - | - | - | - | 4 | 454 | 544 | Connecticut |
| 1 | 1833 | 1833 | 6 | 670 | 840 | 13 | 550 | 840 | 10 | 460 | 840 | 3 | 460 | 840 | - | - | - | Delaware |
| 1 | 1561 | 1561 | 258 | 630 | 880 | 30 | 630 | 880 | 139 | 630 | 880 | 11 | 630 | 880 | 5 | 550 | 690 | Florida |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Georgia |
| 1 | 1098 | 1705 | 23 | 861 | 949 | 13 | 744 | 781 | 20 | 612 | 949 | 13 | 555 | 1211 | 3 | 675 | 709 | Hawaii |
| 1 | - | 1534 | 10 | 779 | 945 | 81 | 553 | 673 | 7 | 641 | 779 | 2 | 581 | 706 | 6 | 581 | 706 | Idaho |
| 1 | 2000 | 2500 | 20 | 900 | 1150 | 10 | 750 | 1150 | 200 | 500 | 1150 | 50 | 750 | 1150 | 10 | 488 | 624 | Illinois |
| 1 | 1540 | 1940 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Indiana |
| 1 | - | 1750 | 25 | 859 | 1144 | 7 | 673 | 918 | 25 | 779 | 1047 | 13 | 779 | 1047 | 9 | 455 | 633 | Iowa |
| 1 | 1341 | 1341 | 58 | 505 | 1000 | 4 | 505 | 868 | 6 | 616 | 1050 | 4 | 616 | 1050 | 6 | 436 | 750 | Kansas |
| 1 | 1274 | 1475 | 41 | 710 | 906 | 67 | 643 | 821 | 25 | 710 | 821 | 25 | 710 | 821 | 15 | 376 | 480 | Kentucky |
| 1 | 1160 | 1360 | 70 | 690 | 840 | 14 | 525 | 650 | 13 | 750 | 900 | 11 | 600 | 750 | 9 | 480 | 580 | Louisiana |
| 1 | 1142 | 1532 | 240 | 546 | 986 | 131 | 546 | 849 | 197 | 546 | 986 | 43 | 546 | 986 | - | - | - | Maine |
| 1 | 1792 | 1792 | 134 | 723 | 1045 | 42 | 723 | 950 | 48 | 723 | 1045 | 4 | 723 | 1045 | 2 | 1164 | 1530 | Maryland |
| 1 | 1435 | 1824 | 1 | 1262 | 1601 | 40 | 615 | 781 | 25 | 800 | 1015 | 25 | 800 | 1015 | 2 | 661 | 835 | Massachusetts |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Michigan |
| - | - | - | 55 | 812 | 1156 | - | 569 | 812 | - | 569 | 1156 | - | 569 | 1156 | 16 | 569 | 812 | Minnesota |
| 1 | 1223 | 1717 | 47 | 757 | 1065 | 169 | 422 | 593 | 25 | 512 | 967 | 11 | 623 | 927 | 6 | 565 | 795 | Mississippi |
| 1 | - | 1875 | 80 | 839 | 1007 | 26 | 650 | 800 | 192 | 653 | 1007 | 20 | 653 | 1007 | 10 | 743 | 911 | Missouri |
| 1 | 25 | 1370 | 87 | 655 | 875 | 116 | 550 | 740 | 23 | 550 | 780 | 17 | 550 | 780 | 16 | 575 | 735 | Montana |
| 1 | 1417 | 1417 | 90 | 520 | 830 | 70 | 455 | 565 | 27 | 520 | 830 | 18 | 690 | 830 | 6 | - | 435 | Nebraska |
| 1 | 1224 | 1486 | 19 | 714 | 1008 | 2 | 714 | 870 | 25 | 714 | 870 | 4 | 828 | 1008 | - | - | - | Nevada |
| 1 | 1250 | 1375 | 5 | 880 | 1083 | 25 | 472 | 754 | 12 | 783 | 965 | 13 | 690 | 857 | 1 | 919 | 1135 | New Hampshire |
| 1 | Unclassified | 155 | 784 | 1019 | 203 | 677 | 880 | 55 | 907 | 1179 | 1 | 1050 | 1365 | 1 | 505 | 657 | New Jersey | |
| 1 | 1458 | 1458 | 21 | 720 | 980 | 93 | 440 | 600 | 21 | 600 | 820 | 1 | 500 | 690 | 6 | 525 | 720 | New Mexico |
| 1 | - | 2325 | - | - | - | 740 | 735 | 950 | - | - | - | - | - | - | 30 | 555 | 900 | New York |
| 1 | Flat Rate | 1625 | 1 | 1150 | 1463 | 32 | 486 | 615 | - | - | - | - | - | - | - | - | - | North Carolina |
| 1 | - | 1588 | 44 | 592 | 950 | 95 | 512 | 903 | 54 | 592 | 1047 | 10 | 592 | 1047 | 7 | 367 | 540 | North Dakota |
| 41 | 1699 | 2245 | 273 | 695 | 996 | 84 | 573 | 831 | 163 | 693 | 1092 | 53 | 831 | 1092 | 34 | 546 | 953 | Ohio |
| 1 | 1465 | 1800 | 27 | 900 | 1175 | 9 | 490 | 650 | 1 | 1115 | 1455 | 1 | 1115 | 1455 | - | - | - | Oklahoma |
| 1 | 1700 | 2020 | 80 | 880 | 1070 | 220 | 600 | 745 | 24 | 880 | 1070 | 10 | 880 | 1070 | 4 | 480 | 600 | Oregon |
| 1 | 1806 | 2197 | 434 | 648 | 913 | 172 | 533 | 1056 | 137 | 680 | 1560 | 82 | 680 | 1560 | 36 | 588 | 788 | Pennsylvania |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 411 | 496 | Rhode Island |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | South Carolina |
| 1 | 1100 | 1280 | 27 | 700 | 925 | - | - | - | 2 | 575 | 700 | 1 | 800 | 925 | 17 | 300 | 400 | South Dakota |
| 1 | - | 1875 | 148 | 685 | 900 | 48 | 620 | 755 | 29 | 685 | 900 | 25 | 685 | 900 | 18 | 350 | 445 | Tennessee |
| 1 | - | 1566 | 424 | 673 | 876 | 150 | 552 | 673 | - | - | - | - | - | - | 25 | 630 | 768 | Texas |
| 1 | 1114 | 1566 | 34 | 690 | 965 | 66 | 627 | 877 | 8 | 570 | 797 | 7 | 570 | 797 | 6 | 570 | 797 | Utah |
| 1 | 1450 | 2100 | 71 | 695 | 1095 | 5 | 540 | 950 | 25 | 500 | 770 | 22 | 500 | 1107 | 1 | 575 | 780 | Vermont |
| 1 | 1429 | 1708 | 46 | 670 | 836 | 73 | 612 | 764 | 99 | 586 | 916 | 35 | 700 | 1000 | 23 | 410 | 512 | Virginia |
| 1 | - | 2250 | 84 | 903 | 1159 | 315 | 678 | 865 | 25 | 678 | 865 | 47 | 615 | 1109 | 5 | 441 | 536 | Washington |
| 1 | 1415 | 1665 | - | - | - | 0 | 510 | 670 | - | - | - | - | - | - | 1 | 785 | 1015 | West Virginia |
| 1 | 1498 | 1948 | 136 | 830 | 1080 | 73 | 763 | 993 | 69 | 830 | 1080 | 16 | 830 | 1181 | 9 | 651 | 846 | Wisconsin |
| 1 | - | 1458 | 7 | 670 | 840 | 56 | 545 | 715 | 22 | 570 | 965 | 11 | 570 | 965 | 1 | 885 | 1175 | Wyoming |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | District of Columbia |
| - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | Puerto Rico |
| - | - | 1722 | - | - | 1009 | - | - | 809 | - | - | 972 | - | - | 1003 | - | - | 745 | 1967 Average |
| - | - | - | - | - | - | - | - | 241 | - | - | 243 | - | - | 267 | - | - | 233 | 1944 Average |
| - | - | - | - | - | - | - | - | 236 | - | - | 300 | - | - | 276 | - | - | 220 | % Increase 1967/1944 |
| - | - | 8.8 | - | - | 10.0 | - | - | 5.9 | - | - | 7.3 | - | - | 7.0 | - | - | 8.3 | % Increase 1967/1966 |

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1967) (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 | 596 | 473 | 302 | 325 | 378 | 466 | 312 | - | 715 | 836 | 715 | 794 | 612 | Alabama |
| Alaska | 1019 | 830 | 666 | 666 | 763 | 835 | 492 | - | - | - | - | - | - | Alaska |
| Arizona | 662 | 588 | 383 | 465 | 521 | 576 | 376 | 1540 | 835 | 764 | 674 | 663 | 577 | Arizona |
| Arkansas | 863 | 353 | 264 | 313 | 409 | - | 295 | 1491 | 883 | 574 | 802 | 788 | - | Arkansas |
| California | 718 | 710 | 556 | 530 | 614 | 608 | 556 | 1213 | 1048 | 863 | 1048 | 1048 | 998 | California |
| Colorado | 692 | 570 | 457 | 474 | 570 | 608 | 474 | 2025 | 940 | 824 | 907 | 975 | - | Colorado |
| Connecticut | 555 | 556 | 498 | 434 | 497 | 529 | 486 | - | - | 643 | - | - | 516 | Connecticut |
| Delaware | 555 | 461 | 321 | 361 | 430 | 480 | 415 | 1833 | 729 | 619 | 546 | 591 | - | Delaware |
| Florida | 470 | 433 | 379 | 329 | 374 | 412 | 459 | 1561 | 640 | 753 | 734 | 734 | 615 | Florida |
| Georgia | 482 | 366 | 279 | 260 | 276 | 338 | 321 | 1403 | 894 | 778 | 827 | 833 | 686 | Georgia |
| Hawaii | 709 | 571 | 383 | 428 | 512 | 570 | 502 | 1534 | 830 | 612 | 727 | 690 | 668 | Hawaii |
| Idaho | 663 | 529 | 424 | 363 | 454 | 572 | 476 | 2500 | 1000 | 900 | 800 | 900 | 600 | Idaho |
| Illinois | 674 | 614 | 484 | 536 | 591 | 753 | 476 | 1800 | 1000 | 900 | 800 | 900 | 600 | Illinois |
| Indiana | 440 | 420 | 400 | 360 | 400 | 440 | 380 | 1750 | 991 | 818 | 910 | 973 | 581 | Indiana |
| Iowa | 675 | 554 | 491 | 468 | 430 | 468 | 440 | 1314 | 891 | 772 | 943 | 966 | 687 | Iowa |
| Kansas | 614 | 495 | 396 | 345 | 430 | 485 | 485 | 1475 | 790 | 765 | 785 | 785 | 465 | Kansas |
| Kentucky | 510 | 425 | 277 | 344 | 430 | 485 | 340 | 1475 | 790 | 765 | 785 | 785 | 465 | Kentucky |
| Louisiana | 461 | 426 | 310 | 319 | 378 | 416 | 343 | 1260 | 810 | 600 | 840 | 840 | 552 | Louisiana |
| Maine | 698 | 463 | 398 | 352 | 396 | 482 | 450 | 1458 | 892 | 767 | 892 | 892 | - | Maine |
| Maryland | 671 | 576 | 438 | 438 | 497 | 568 | 507 | 1792 | 905 | 867 | 872 | 842 | 1500 | Maryland |
| Massachusetts | 722 | 552 | 472 | 438 | 497 | 589 | 461 | 1824 | 1601 | 781 | 1015 | 1015 | 835 | Massachusetts |
| Michigan | 736 | 607 | 441 | 529 | 564 | - | 505 | - | 1000 | 718 | 855 | 855 | - | Michigan |
| Minnesota | 705 | 390 | 441 | 306 | 385 | 660 | 345 | - | 1000 | 718 | 855 | 855 | 755 | Minnesota |
| Mississippi | - | 390 | 441 | 306 | 385 | 660 | 345 | - | 1000 | 718 | 855 | 855 | 755 | Mississippi |
| Missouri | 759 | 526 | 420 | 389 | 445 | 387 | 331 | 1636 | 932 | 516 | 663 | 782 | 739 | Missouri |
| Montana | 650 | 620 | 540 | 520 | 540 | 452 | 480 | 1875 | 923 | 745 | 788 | 804 | 862 | Montana |
| Nebraska | 426 | 385 | 341 | 294 | 341 | 375 | 341 | 1417 | 670 | 498 | 670 | 752 | 426 | Nebraska |
| Nevada | 828 | 663 | 561 | 548 | 557 | 634 | - | 1486 | 935 | 870 | 855 | 960 | - | Nevada |
| New Hampshire | 603 | 450 | 394 | 376 | 435 | - | - | 1375 | 1083 | 676 | 965 | 857 | 1135 | New Hampshire |
| New Jersey | 610 | 527 | 375 | 434 | 478 | 527 | - | 1458 | 901 | 779 | 1043 | 1208 | 582 | New Jersey |
| New Mexico | 450 | 414 | 326 | 297 | 370 | 439 | 387 | 2325 | 791 | 534 | 715 | 550 | 637 | New Mexico |
| New York | - | 605 | 490 | 462 | 487 | 600 | 462 | 2325 | 791 | 534 | 715 | 550 | 810 | New York |
| North Carolina | 578 | 480 | - | 343 | 376 | 414 | 409 | 1625 | 1328 | 526 | - | - | - | North Carolina |
| North Dakota | 638 | 514 | - | 389 | 462 | 535 | 352 | 1528 | 739 | 599 | 744 | 734 | 514 | North Dakota |
| Ohio | 573 | 478 | 416 | 381 | 416 | 478 | 436 | 1972 | 953 | 797 | 831 | 1040 | 728 | Ohio |
| Oklahoma | 580 | 440 | 380 | 310 | 350 | 380 | 330 | 1535 | 950 | 520 | 1175 | 1175 | - | Oklahoma |
| Oregon | 625 | 550 | 500 | 480 | 525 | 575 | 480 | 2020 | 1030 | 715 | 1030 | 1030 | 575 | Oregon |
| Pennsylvania | 617 | 475 | 379 | 398 | 445 | 484 | 367 | 1897 | 768 | 751 | 830 | 822 | 624 | Pennsylvania |
| Rhode Island | 546 | 475 | 358 | 380 | 420 | - | 297 | - | - | - | - | - | 496 | Rhode Island |
| South Carolina | 520 | 455 | - | 380 | 420 | - | 390 | - | - | - | - | - | - | South Carolina |
| South Dakota | 490 | 455 | 370 | 335 | 410 | 470 | 335 | - | 800 | - | 700 | 900 | 345 | South Dakota |
| Tennessee | 374 | 350 | 291 | 290 | 317 | 356 | 434 | 1280 | 772 | 660 | 747 | 752 | 437 | Tennessee |
| Texas | 571 | 446 | 352 | - | 351 | 446 | - | 1875 | 786 | 595 | - | - | 713 | Texas |
| Utah | 570 | 518 | 471 | 428 | 471 | 518 | 471 | 1353 | 835 | 759 | 690 | 690 | 690 | Utah |
| Vermont | 640 | 507 | 350 | 325 | 400 | 495 | 550 | 1600 | 860 | 750 | 640 | 850 | 650 | Vermont |
| Virginia | 586 | 470 | 360 | 360 | 410 | 470 | 360 | 1633 | 764 | 700 | 764 | 876 | 490 | Virginia |
| Washington | 824 | 620 | 536 | 563 | 620 | 678 | 513 | 2250 | 1035 | 775 | 775 | 865 | 486 | Washington |
| West Virginia | 518 | 388 | - | - | 363 | - | - | 1665 | - | - | - | - | 915 | West Virginia |
| Wisconsin | - | 530 | 450 | 420 | 480 | 560 | 425 | 1703 | 943 | 826 | 943 | 987 | 830 | Wisconsin |
| Wyoming | 725 | 507 | 409 | 402 | 449 | 521 | 422 | 1458 | 810 | 670 | 700 | 740 | 1055 | Wyoming |
| 1967 Average | 623 | 507 | 409 | 402 | 449 | 521 | 422 | 1653 | 898 | 716 | 817 | 848 | 686 | 1967 Average |