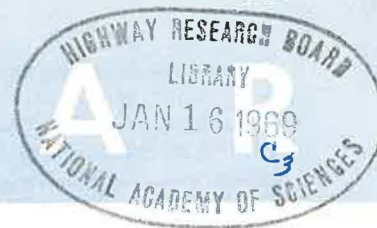


90

HIGHWAY RESEARCH CIRCULAR



Number 90 Subject Classification: 12-Personnel Management; 40-Maintenance, General December 1968

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-four (24) annual reports. All state highway departments have cooperated in submitting information from which this and other reports were compiled.

During this twenty-four (24) year period the salaries of state maintenance engineers have increased 246%; common laborers, 248%; mechanics, 248%. 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 Valley 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, 1968.

Job Title	Average Salary			
	North Atlantic States	Southeastern States	Mississippi Valley States	Western States
State Maint. Engr.	1408	1292	1445	1426
Division Engr.	1370	1199	1315	1366
Res. Maint. Engr.	896	781	862	923
Common Laborer	387	283	377	426
Mechanic	533	427	535	614
Equip. Oper. I	415	338	420	492
Equip. Oper. II	466	374	467	546
Equip. Oper. III	558	419	506	617

These averages generally show an increase over 1967.

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

North Atlantic States—One state (Pennsylvania) of the 11 has no such 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—Three states (Montana, Wyoming, and Texas) of the 14 have no such plan.

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2101 CONSTITUTION AVENUE, N.W. WASHINGTON, D.C. 20418**

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 24 days and that they also grant sick leave to their personnel.

Twenty-one states report either partial, complete or voluntary unionization of their maintenance employees.

Forty 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 indicate a preference.

Thirty states pay all employees on a salaried basis. Eight states pay office employees on a salaried basis. Nine states pay only supervisory personnel on a salaried basis. One state reports 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-six states report that they have automatic or automatically recommended salary advances.

Thirty-eight states allow either total or partial reimbursement when an employee is required to change his residence. Forty-one states allow either actual expenses or per diem allowances to employees on crews which are required to move frequently.

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

Seventeen states allow time and one-half to either all or certain classifications of employees. Six states allow compensatory time. Twenty-six states allow straight time. One state is in the process of regulating its overtime policy.

Forty-seven states require their employees to report to an assembly point preparatory to their day's work. Three states do not require their maintenance employees to report to an assembly point preparatory to their day's work. Thirty-four states pay all employees portal to portal. Seven states pay employees travel time one way. One state reports that it does 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.

Gang 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 Engineer

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	Chief Foreman	Sectionman	Common Laborer	Skilled Laborer	Shop Superintendent	State
Alabama	State Maint. Engr.	Asst. St. Maint. Engr.	Div. Engr.	Asst. Div. Maint. Engr.	Res. Engr. Maint.	Hwy. Supt. I & II	Hwy. Foreman	Hwy. Foreman	Laborer	Laborer	Carpenter, Plumber, Painter	Equip. Maint. Supt.	Alabama
Alaska	State Maint. Engr.	Asst. Hwy. Maint. Dr.	Dist. Engr. 1-2 & 3	Maint. Supt. of Roadways	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Laborer	Laborer	Laborer	Auto. Equip. Supvr. III	Alaska
Arizona	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	Maint. Foreman	Maint. Foreman	Maint. Foreman	Maint. Foreman	Hwy. Maint. I	Hwy. Maint. I	Hwy. Maint. IV	Gen. Shop Foreman	Arizona
Arkansas	C.E. V	C.E. III	C.E. V	Hwy. Maint. Supt. II	Hwy. Foreman II	Hwy. Foreman I	Hwy. Foreman	Crew Leader	Various Titles	Various Titles	Various Titles	Hwy. Dist. Equip. Supt.	Arkansas
California	Maint. Engr.	Asst. Maint. Engr.	Fr. Asst. Hy. Engr. Metr. Dist. Engr.	Dist. Maint. Engr.	Hwy. Supt.	Sr. Hwy. Foreman	Asst. Dist. Maint. Engr.	Hwy. Bri. Mt. Fr. & Hwy. Tr. Mt.	Hwy. Maint. Man III	Laborer	Skilled Laborer	Hwy. Eq. Supt. II Hwy. Eq. Supt. I	California
Colorado	Prin. Hwy. Engr.	Asst. Hwy. Engr.	Prin. Hwy. Engr.	Maint. Supt. II	Asst. Maint. Supt. II	Sr. Hwy. Foreman	Sr. Hwy. Foreman	Hwy. Foreman	St. Hwy. Maint.	Laborer	Skilled Laborer	Laborer	Colorado
Connecticut	Chief Maint.	Asst. Chief Maint.	Dist. Engr.	Hwy. Dist. Maint. Maint. Adm.	Hwy. Dist. Maint. Supt., Planner	Hwy. General Foreman	Hwy. General Foreman	Hwy. Foreman	Crew Leader	Hwy. Maint. Gr. II	Trades Journeyman	Laborer	Connecticut
Delaware	St. Maint. Engr.	P.E. III	Div. Engr.	Asst. Div. Engr.	Maint. Super.	Area Supervisor	Gang Foreman	Hwy. Foreman II	Hwy. Foreman I	Laborer I	Laborer II	Auto. Super.	Delaware
Florida	Asst. State Hwy. Engr.	Civil Engr. V	Div. Engr.	Asst. Div. Engr.	P.E. I	Maint. Supt. I	Hwy. Foreman II	Hwy. Foreman I	Laborer	Laborer	Carp. Plumber	Auto. Super.	Florida
Georgia	Civil Engr. VI	Civil Engr. V	Div. Engr.	Asst. Div. Engr.	Hwy. Maint. Engr. I	Hwy. Maint. Supt.	Hwy. Maint. Foreman II	Hwy. Maint. Foreman I	Laborer I & Utility Worker I	Laborer I & Utility Worker I	Skilled Laborer Hwy Maint.	Div. Mech.	Georgia
Hawaii	Asst. Chief-Maint. Engr.	Chief-Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Hwy. Maint. & Const. Supt. I-II-III	Various	Various	Gen. Labor Foreman	Gen. Labor Foreman	Gen. Laborer I & II	Various	Div. Mech.	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. Helper	Maint. Man	Shop Supt.	Idaho
Illinois	Engr. of Maint.	Asst. Engr. of Maint.	Dist. Engr.	Dist. Maint. Engr.	Maint. Field Engr.	Hwy. Maint. Supt.	Hwy. Maint. Supt.	Hwy. Laborer Foreman	Hwy. Sectionman	Laborer Maint.	Hwy. Section Helper	Auto. Super.	Illinois
Indiana	Ch., Div. of Maint.	Asst. Ch., Div. of Maint.	Dist. Engr.	Dist. Maint. Engr.	Sub-Dist. Supt.	General Foreman	General Foreman	Unk. Foreman	Laborer	Laborer	Sign & Equip. Painter	Central Garage Foreman	Indiana
Iowa	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Res. (Maint. Engr.)	Dist. & Co. Foreman	Crew Supvr.	Crew Supvr.	HM III	Laborer	Bldg. Maint. Rep. Heating Mech.	Auto. Shop Supvr.	Iowa
Kansas	Engr. of Maint.	Asst. Engr. of Maint.	Div. Engr.	Div. Maint. Engr.	Dist. Supt.	Dist. Supt.	Hwy. Maint. Foreman	Hwy. Maint. Foreman	HM III	Laborer	Laborer	Shop Supt.	Kansas
Kentucky	Dir. of Maint.	Asst. Dir. of Maint.	Dist. Engr.	Pr. Asst. D.E. for Maint.	Co. Foreman	Maint. Supt. II	Co. Foreman	Asst. Co. Foreman	Laborer A	Laborer A	Laborer A	Garage Mngt. Supvr.	Kentucky
Louisiana	Ch. Maint. & Oper. Engr.	Asst. Maint. Engr.	Dist. Engr.	Asst. Dist. Maint. Engr.	Res. Maint. Engr.	Hwy. Dist. Supt.	Gang Foreman	Leaderman	Laborer Utility	Laborer Utility	Laborer Utility	Auto. Shop Supt. II	Louisiana
Maine	C.E. V	Civil Engr. IV	Civil Engr. IV	Hwy. Maint. Supt.	Civil Engr. III	Hwy. Dist. Supt.	Hwy. Foreman II	Hwy. Foreman I	Hwy. Maint. I	Hwy. Maint. I	Foreman Painter-Carp. Welder	Hwy. Equip. Engr.	Maine
Maryland	Asst. Chief Engr. Maint. & Operations	Ch. Bureau of Maint. Operations	Dist. Engr.	Asst. Dist. Maint. Engr.	Res. Maint. Engr.	Hwy. Maint. Supt.	Road Foreman	Road Foreman	Hwy. Maint. SS & Laborer, SS, SRC	Hwy. Maint. & Laborer SRC, SS	Hwy. Maint. SS & Laborer, SS, SRC	Dist. Equip. Supvr.	Maryland
Massachusetts	Maint. Engr.	Asst. Maint. Engr.	Dist. Hwy. Engr.	Dist. Maint. Engr.	Asst. C.E. to Sr. C.E.	Hwy. Maint. Foreman	Hwy. Repair Foreman	Hwy. Repair Foreman	Common Laborer	Common Laborer	Skilled Laborer	Supt. Shops & Equip.	Massachusetts
Michigan	Engr. of Maint.	Engr. of Maint. Operations	Dist. Engr.	Dist. Maint. Engr.	Dist. Maint. Supt.	Area/County Maint. Supt.	Area/County Fore.	Area/County Fore.	Manual Work C-Hwy. Lab. B Tree Trimmer B-AI	Manual Work C-Hwy. Lab. B Tree Trimmer B-AI	Elect. I & II Welder I Br. Maint., Tree Trmr. Foreman I & II	Dist. Equip. Supvr.	Michigan
Minnesota	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Area. Maint. Engr.	Maint. Oper. Engr. Maint. Pre Oper. Engr.	Dist. Foreman Sub-Area Foreman	Hwy. Maint. Foreman	Hwy. Maint. Foreman	Laborer I	Laborer I	Laborer II Mason, Carpenter, Weld Operator, Elec.	Hwy. Equip. Supvr.	Minnesota
Mississippi	Maint. Engr.	Engr. III	Dist. Engr.	Dist. Maint. Engr.	Engr. II	Supt. I	Foreman	Gen. Lab. I	Gen. Lab. I	Gen. Lab. I	Skilled Laborer	Dist. Equip. Supt.	Mississippi
Missouri	Div. of Engr. Maint. & Traffic Maint.	Asst. Div. Engr. Maint. & Traffic Maint.	Dist. Engr.	Dist. Maint. & Traffic Supt.	Maint. Area Supervisor	Maint. Area Supervisor	Spec. Maint. Foreman	Spec. Maint. Foreman	Laborer	Laborer	Headquarters Garage Supt.	Headquarters Garage Supt.	Missouri

State	Position	Education	Experience	Skills	Responsibilities	Location
Montana	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Div. Maint. Supervisor	Div. Maint. Engr.	Shop Foreman
Nebraska	State Maint. Engr.	Asst. Engr. Maint.	Div. Engr.	Div. Maint. Engr.	St. Maint. Supt.	Common Laborer
Nevada	Hwy. Engr. VI (Maint.)	Hwy. Engr. VI (Dist. Engr.)	Div. Engr.	Hwy. Engr. V (Asst. Dist. Engr.)	Maint. Supt.	Constr. Aid
New Hampshire	Maint. Engr.	Asst. Maint. Engr.	Div. Engr.	Asst. Div. Engr.	Const. Supt.	Helper
New Jersey	Director	Asst. Director	Regional Engr.	Asst. Dist. Supt.	Dist. Supt.	Hwy. Maint. I & II
New Mexico	Maint. Engr.	Maint. Engr.	Dist. Hwy. Engr.	Asst. Dist. Hwy. Engr.	Hwy. Maint. Foreman I	Utility Worker
New York	Asst. Com. for Maint.	Dir. of Hwy. Maint.	Dist. Engr.	Dist. Maint. Supt.	Hwy. Gen. Maint. Foreman	Various
North Carolina	State Maint. Engr.	Area Maint. Engr.	Div. Engr.	Dist. Engr.	Maint. Foreman II	Birman-Semi Skilled Gen. Util. Man Laborer
North Dakota	Admin. Engr.	Exec. Engr.	Admin. Engr.	Exec. Engr.	Maint. Supt.	Tradesman
Ohio	Deputy Dir. Div. Opers.	Maint. Engr.	Div. Dept. Director	Div. Oper. Engr.	Traffic-Bridge Carpenter Painter	Common Laborer
Oklahoma	Maint. Engr.	Asst. Maint. Engr.	Div. Engr.	Asst. Div. Engr. Maint.	Const. Supt. II	Hwy. Maint. I
Oregon	Maint. Engr. H.E. 6	Asst. Maint. Engr. H.E. 7	Div. Engr. H.E. 7	Asst. Div. Engr.	Dist. Maint. Supt. H.E. 4	Laborer I
Pennsylvania	C.E. VI	C.E. V	Hwy. Dist. Engr. II & III	Hwy. Maint. Supt. IV	Hwy. Maint. Supt. I	Laborer
Rhode Island	Prim. Civil Engr.	St. Civil Engr.	Pr. Engr. Tech.	Ch. Hwy. Maint. Supt.	Supr. of Rd. Maint.	Laborers
South Carolina	Maint. Engr.	Asst. Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Res. Maint. Assoc. Res. Maint. Engr.	Common Laborer
South Dakota	State Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	Maint. Supt.	Skilled Lab. I
Tennessee	State Maint. Engr.	Asst. State Maint. Engr.	Regional Engr.	Regional Maint. Engr.	Dist. Maint. Engr.	Utility Man
Texas	Ch. Engr. Maint. Opers.	Ch. Engr. Maint. Opers.	Dist. Engr.	Dist. Maint. Engr. & Supt.	Maint. Const. Supt.	Common Laborer
Utah	Engr. for Maint. 29	Maint. Oper. Supt. 19	Dist. Engr. 27	Dist. Maint. Engr. 23	Maint. Supt. 17	Laborer 5-7
Vermont	State Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr.	Asst. Dist. Engr.	General Foreman	Maint. Laborer
Virginia	State Hwy. Maint. Engr.	State Hwy. Maint. Engr.	Hwy. Dist. Engr.	Hwy. Maint. Dist. Engr.	Maint. Supt. B	Common Laborer
Washington	Asst. Dir. Hwy. for Maint.	Dist. Engr.	Dist. Engr.	Asst. Dist. Maint. Engr.	Hwy. Maint. Supt.	Hwy. Equip. Supt.
West Virginia	Dir. Maint. Div.	Asst. Dir. Engr.	Dist. Engr.	Asst. Dist. Engr.	Co. Maint. Supt.	Laborer
Wisconsin	Ch. Maint.	Ch. Engr. (Hwy.)	Dist. Engr.	Dist. Ch. Maint. Engr.	Area Maint. Supt.	Welders, Carpenters, etc.
Wyoming	State Maint. Engr.	Asst. State Maint. Engr.	Dist. Engr.	Dist. Maint. Engr.	Maint. Foreman III	Maint. Helper

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	Hwy. Engr.	Project Eng.	Ch. of Survey Party	Hwy. Design Engr. I, II, III	Bridge Design Engr. I, II, III	Office Mgr.	Alabama
Alaska	Auto Equip. Supvr. II	Auto. Mech. II	Auto. Mech. Helper	Auto. Equip. Oper. I	Auto. Equip. Oper. II	Auto. Equip. Oper. III		Hwy. Engr.	Hwy. Engr. Asst. III	Hwy. Engr. Asst. II	Hwy. Engr.	Brdg. Des. Engr.	Off. Mgr.	Alaska
Arizona	Shop Foreman	Equipment III	Equipman I	Hwy. Maint. II	Hwy. Maint. III	Hwy. Maint. IV	Maint. Clerk I & II	State Hwy. Engr.	Res. Engr.	Sr. & Ch. Proj. Supvr.	Hwy. Des. I & II	Bridge Des. 1-2	Chief Clerk	Arizona
Arkansas		Mech. I & II	Mech. III	Various	Various	Various	Clerk	Chief Engr.	C. E. III	Engr. Aide III	Hwy. Design Engr. I, II, III	Br. Design Engr. I, II, III		Arkansas
California	Hwy. Mech. Foreman	Hwy. Equip. & Auto. Mech.	Mech. Helper	Hwy. Maint. I	Hwy. Maint. II	Lt. & Hwy. Pwr. Shvl. Oper.	Hwy. Fid. Off. Asst.	Sr. Hwy. Engr.	Assoc. Hwy. & Brdg. Engr.	Asst. Hwy. Engr.	Assoc. Hwy. Engr.	Assoc. Br. Engr.	Acct. Off. III & IV	California
Colorado	Shop Foreman	Auto. Mech. & Equip. Mech.	Auto. Maint. Man	Maint. Man	Equip. Oper.	Hwy. Equip. Oper.	Prin. Clerk	Chief Hwy. Engr.	Assoc. Hwy. Engr.	Asst. Hwy. Engr.	Assoc. Hwy. Engr.	Sr. 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 & V	Hwy. Met. Gr. II, III, IV	State Hwy. Engr.		Hwy. Jr. Engr.			Clerk Gr. IV Hwy. Maint. Gr. IV	Connecticut
Delaware	Auto. Mech. Foreman	Auto. Mech.	Auto. Serviceman	Equip. Op. I	Equip. Op. II	Equip. Op. III	Clerk I, II, III	Chief Engr.		Ch. Engr. Party	Designer I, II, III			Delaware
Florida	Auto. Equip. Rep. Foreman	Equip. Mech. II	Equip. Mech. I	Motor Veh. Oper. I	Motor Veh. Oper. II	Hwy. Equip. Oper.	Clerk V	State Hwy. Engr.	Engr. I & II	Engr. I	Engr. I & II		Adm. Asst. I	Florida
Georgia	Asst. Div. Mech. Foreman I & II	Hwy. Maint. Mech. I & II	Utility Worker II	Laborer II	Equip. Oper. I	Hwy. Maint. Equip. Oper.	Clerk II							Georgia
Hawaii	Auto. Mech. Foreman I & II	Auto. Mech. I & II	Auto. Mech. Helper	Various	Various	Various	Clerk II & III Acc. Clerk II	Ch. Engr.	Proj. Engr.	Supvr. Engr. Aid	C. E. I to V		Office Mgr. I & II	Hawaii
Idaho	Shop Foreman	Mech.	Mech. Helper	Equip. Oper. I	Equip. Oper. II	Hwy. Equip. Operator	Maint. Clerk	State Hwy. Engr.	Res. Engr.	Engr. Tech. VII	Hwy. Des. III	Bridge Des.	Dist. Off. Mgr.	Idaho
Illinois		Auto. Mech.	Auto. Mech. Helper	Maint. Worker	Hwy. Equip. Oper.	Hwy. Const. Equip. Oper.		Ch. Hwy. Engr.	C. E. IV	C. E. III, II, I, E. T. II, III, IV	C. E. II, III, IV	C. E. II, III, IV	Account Tech II	Illinois
Indiana	Shop Foreman	General Mech.	Mechanic's Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Sub-Dist. Clk. (Clk.-Twp. III)	Chief Hwy. Engr.					Dist. Clk. (Acct. Clk. III)	Indiana
Iowa	Auto. Mech. Foreman	Auto. Mech. Helper	Auto. Mech. Helper	Equip. Oper.	Equip. Oper.	Equip. Oper. Specialist		Ch. Hwy. Engr.	Res. Engr.	Survey Party Chief	Roadway Des. Engr.	Bridge Des. Engr.	Clerk 3	Iowa
Kansas	AM II	AM I	AM Helper	HM I	HM II	Hwy. Equip. Oper.	Dist. Clerk	State Hwy. Engr.	Res. Engr.	Party Ch. Location	Squad Ch. Rd. Design	Sr. Chief Bridge Des.	Div. Auditor II	Kansas
Kentucky	Garage Foreman	Mechanic	Mech. Helper	Lt. Equip. Oper.	Hwy. Equip. Oper.	Spec. Equip. Oper.	Tunekeeper	State Hwy. Engr.	Res. Engr.	Res. 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	Road Squad Leader, Jr.	Sr. Bridge Designer	Adm. Asst.	Louisiana
Maine	Equip. Supvr.	Auto. Elec. & Mech.	Laborer II	Hwy. MM II & IA	Hwy. MM III	Hwy. MM IV	Clerk	Ch. Engr.	Asst. Engr. C. E. I & II	Asst. Engr. C. E. I	Asst. Engr. C. E. I & II		Clerk III	Maine
Maryland	Shop Foreman	Auto. Mech. II	Motor Equip. Oper. I	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.)		Asst. Comptroller	Maryland
Massachusetts	Dist. Hwy. Equip. Foreman	Motor Equip. Repair	Skilled Laborer (Mech. H.M.)	Main. Equip. Oper.	Main. Equip. Oper.	Main. Equip. Oper.	Clerk Tallyman	Ch. Engr.	Jr. C. E. to Sr. C. E.	Jr. C. E. to Asst. C. E.	Asst. C. E. to Princ. C. E.	Asst. St. Engr. to Pr. St. Engr.	Chief Admin. Clerk	Massachusetts
Michigan	Foreman IA			Equip. Oper. A2	Equip. Oper. A1		Account Clk. A							Michigan
Minnesota	Auto. Mech. Foreman	Auto. Mech. Auto. Mech.	Auto. Mech. Appr.	Auto. Mech. Oper.	Hvy. & Int. Hwy. Equip. Oper.	Intermittent Power Shvl. Operator	Clks. Clk. Typist	Dep. Com.-Dir. of Operations	Proj. & Res. Engr.	Sr. Hwy. Tech. to Sr. C. E.	Sr. Hwy. Tech. to Sr. C. E.	Engr. in Trng. to Sr. C. E.	Rwy. Dist. Clerk	Minnesota
Mississippi		Auto. Mech.		Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk I, II, III, IV	Chief Engr.	Engr. II	Engr. Aide III	E. A. IV, Jr. Engr., Engr. I	Jr. Engr., Engr. I	Dist. Office Supr.	Mississippi

Missouri	Dist. Shop Foreman	Shop Mechanic & Field Mech.	Mech. Helper	Equip. Oper.	Maint.	Maint. Crew Leader	Ch. Engr.	Res. Engr.	Sur. Party Ch.	Hwy. Des.	Struc. Des.	Dist. Off. Mgr.	Missouri
Montana	Working Shop Foreman	Mech.	Mech. Helper	Maint. Man I	Maint. Man II	Maint. Man III	Sr. Chk. & Clk. V	Chief Hwy. Engr.	Res. Engr. I & II	Inst. Man	Designer I, II, III	Office Mgr.	Montana
Nebraska	Shop Foreman	Mech.	Mech. Helper	Equip. Oper. M-1	Equip. Oper. M-2	Equip. Oper. M-3 & M-4	Clerk	State Engr.	Proj. Engr.	Engr. Aid	Designer	Office Mgr.	Nebraska
Nevada	Supr. Equip. Mech. I & II	Equip. Mech. II	Equip. Mech. I	Hwy. Maint.	Sp. Equip. Oper. I	Sp. Equip. Oper. II	Asst. Deputy Sr. Hwy. Engr.	Res. Engr. Hwy. Engr. II	Hwy. Engr. II (Loc.)	Hwy. Engr. II	Hwy. Engr. III (Br.)	Ch. Accountant	Nevada
New Hampshire	Garage Foreman	Auto. Mech.	Trades Helper	Truck Driver & Lt. Equip. Oper.	Motor Equip. Oper.	Hvy. Duty	Dep. Comm. Ch. Engr.	Dist. Const. Engr.	Ch. Party	Designer	Sr. Designer	Ch. Accountant	New Hampshire
New Jersey	Foreman Mech.	Mech.	Mech. Helper	Truck Driver	Equip. Oper.	Hvy. Equip. Oper.	State Hwy. Engr.	Prin. Engr. Hwy. S.	Sr. Engr.	Hwy. Engr.	Supr. Engr. II Br. Design	Head Clerk	New Jersey
New Mexico	Hwy. Maint. Foreman I	Auto. Mech.	Serviceman	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk III	Ch. Hwy. Engr.	Hwy. Engr. I	Hwy. Asst. II	Bridge Des. I	Admin. Ofcr. II	New Mexico
New York	Motor Equip. Repair.	Motor Equip. Repair.	Maint. Mech.	Hvy. Equip. Oper.	Const. Equip. Oper.	Crane. & Shovel Oper.	Sr. Clerk Maint.	Ch. Engr.	Asst. C. E.	C. E.	C. E.	Head & Prin. Acct. Clerk	New York
North Carolina	Mech. Foreman I & II	Mech. II		Machine Oper. I	Machine Oper. II	Machine Oper. III	Maint. Yd. & Foreman	Asst. Ch. Engr.	State Const. Engr.	Engr. Tech III (Loc. Photo. & Const.)			North Carolina
North Dakota	Shop Foreman	Mech. A & B	Apprentice B	Equip. Oper. I & II	Equip. Oper. III		Chief Engr.	Proj. Engr.	Sr. Engr.	Proj. Engr.	Proj. Engr.	Clerical Supr.	North Dakota
Ohio	Equip. Supt. I	Auto. Mech. I, II, III, IV	Auto. Mech. I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III, IV	Clerk	Ch. Engr.	Proj. Engr.	Ch. Party	Plan Designer	Pers. Officer Exec. 1, 2, 3, 4	Ohio
Oklahoma	Shop Foreman	Mech. III	Mech. I	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Hwy. Fid. Clerk	Ch. Engr.	Res. Engr.	Ch. of Survey Party	Plan. Engr.		Oklahoma
Oregon	Gen. Mech. Foreman	Auto. Mech. I & II	Mech. Trade Helper	Hwy. Maint. Man I	Hwy. Maint. Man II & III	Hwy. Maint. Man IV	Time Keeper	State Hwy. Engr.	Sr. Res. Engr.	Hwy. Engr. 1	Hwy. Engr. 4	Program Exec. I	Oregon
Pennsylvania	Auto. Mech. II	Auto. Mech. I	Auto. Mech. Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk II	Chief Engr.	Const. Engr. II, C. E. III	Surveyor I	Hwy. Des. Engr. I, C. E. III	Clerk V	Pennsylvania
Rhode Island	Auto. Ser. Foreman	Auto. Mech.	Mech. Helper	Motor Equip. Oper.	Hvy. Motor Equip. Oper.		Sr. Clerk Typist					Chief Clerk	Rhode Island
South Carolina	Shop Supt. I, II, III	Mech. I, II, III, IV & V	Skilled Lab.	Skilled Lab.	Skilled Lab.	Skilled Lab.	Clerk I, II, III, IV						South Carolina
South Dakota	Master Mech.	Shop Mech.	Mech. Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III		Proj. Engr.	Proj. Engr.	Proj. Engr.	Proj. Engr.		South Dakota
Tennessee	Shop Foreman Mech.	Mech.	Utilityman	Utilityman	Distributor Oper. Hwy. Equip. Oper.	Reg. Hwy. Equip. Oper.	Jr. Acct. Clerk	Sr. Hwy. Engr.	Sr. Civil & Civil Engr.	Proj. Mgr.	Sr. Road Designer Road Designer	Clerk II	Tennessee
Texas	Shop Foreman III	Skilled Laborer	Semi. Skilled Lab.	Semi. Skilled Lab.	Skilled Lab.	Skilled Laborer		State Hwy. Engr.	Sr. Res. Engr. Res. Engr.	Engr. Tech. IV	Sr. Des. Engr. Des. Engr.	Chief Account. I	Texas
Utah	Truck Shop Foreman 13	Auto. Mech. & Hwy. Equip. Mech. II	Mech. Helper 9	Lt. Equip. Oper. 7	Med. Equip. Oper. 9	Hvy. Equip. Oper. 11	Clerk 9	State Hwy. Engr. 31	Proj. Engr. 21	Chief of Survey Party 11-19	Struct. Engr. 17	Dist. Admin. Mgr. 17	Utah
Vermont	Garage Shop Foreman	Mechanic	Mechanic Helper	Equip. Oper. I	Equip. Oper. II	Equip. Oper. III	Clerk	Ch. Engr.	Proj. Engr.	Ch. Party	Plan Des.	Ch. Clerk	Vermont
Virginia	Hwy. Equip. Rep. A	Hwy. Equip. Mech. A	Mech. Helper Hwy. Equip.	Hwy. Equip. Oper. A	Hwy. Equip. Oper. B	Hwy. Equip. Oper. C	Hwy. Timekeeper	Ch. Engr. & Deputy Comm.	Hwy. Constr. Proj. Engr.	Sur. Party Ch.	Rd. Des. A & B	Acct. A	Virginia
Washington	Hwy. Equip. Foreman	Hwy. Equip. Mech. I, II	Shop Asst.	Hwy. Equip. Oper. II	Hwy. Equip. Oper. II	Hwy. Equip. Oper. III	Hwy. Fid. Acct. Auditor	Dir. of Hwys.	Proj. Engr.	Hwy. Engr. II Engr. Tech. VI	Various	Supr. Clerk	Washington
West Virginia	Dist. Shop Foreman	Mech.		Equip. Oper.	Equip. Oper.			State Hwy. Engr.	Hwy. Sur. Tech. I			Hwy. Maint. Tech. II	West Virginia
Wisconsin								State Hwy. Engr.	C. E. III (Hwy.)	C. E. II (Hwy.)	C. E. III (Hwy.)	Dist. Off. Supr.	Wisconsin
Wyoming	Shop Foreman I & II	Mech. II, III	Mech. I	Maint. I	Maint. II	Maint. III	Timekeeper II	Supt. & Ch. Engr.	Proj. Engr.	Tech. Engr. IV	Design Engr.	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?
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, 1968)

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	23	-	Yes	-
Alaska	-	-	Yes	-	-	-	-	Yes	-	-	Yes	-	-	-	Yes	-	Yes	Yes	9	-	-	Yes
Arizona	Yes	-	-	-	-	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	15	-	-	Yes
Arkansas	-	-	-	Yes	Yes	-	-	Yes	-	-	-	-	-	-	-	Yes	Yes	Yes	18	Yes	-	-
California	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	36	Yes	-	-
Colorado	-	Yes	-	-	-	Yes	-	-	-	-	-	-	-	-	-	Yes	Yes	Yes	37	-	Yes	-
Connecticut	Yes	-	-	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	Yes	Yes	29	-	-	Yes
Delaware	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	-	-	-	Yes	Yes	Yes	23	Yes	-	-
Florida	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	23	Yes	-	-
Georgia	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	15	Yes	-	-
Hawaii	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	42	Yes	-	-
Idaho	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	3	-	Yes	-
Illinois	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	-	-	Yes	Yes	Yes	24	-	Yes	-
Indiana	-	Yes	-	-	-	-	Yes	Yes	-	-	-	-	-	-	Yes	-	Yes	Yes	22	-	-	Yes
Iowa	-	-	-	-	-	-	Yes	Yes	-	-	-	-	-	-	-	Yes	Yes	Yes	15	-	-	Yes
Kansas	-	-	Yes	-	-	-	Yes	Yes	-	-	-	-	-	-	Yes	-	Yes	Yes	6	-	Yes	-
Kentucky	Yes	-	-	-	-	-	Yes	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	12	-	-	Yes
Louisiana	Yes	-	-	-	Yes	-	-	-	-	-	Yes	-	-	-	-	Yes	Yes	Yes	20	Yes	-	-
Maine	Yes	-	-	-	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	Yes	26	-	-	Yes
Maryland	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	-	-	-	-	Yes	Yes	27	Yes	-	-
Massachusetts	Yes	-	-	-	Yes	-	-	-	-	-	Yes	-	-	-	-	Yes	Yes	Yes	26	Yes	-	-
Michigan	Yes	-	-	-	Yes	-	-	-	-	-	-	-	Yes	-	-	-	Yes	Yes	25	Yes	-	-
Minnesota	-	-	Yes	-	-	-	Yes	Yes	-	-	-	-	-	-	Yes	-	Yes	Yes	39	-	Yes	-
Mississippi	-	Yes	-	-	-	-	Yes	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	17	-	Yes	-
Missouri	Yes	-	-	-	-	-	Yes	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	13	-	Yes	-
Montana	-	-	-	Yes	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	23	Yes	-	-
Nebraska	-	-	-	Yes	-	-	Yes	Yes	-	-	-	-	-	-	Yes	-	Yes	Yes	4	-	-	Yes
Nevada	Yes	-	-	-	Yes	-	-	-	-	-	Yes	-	-	-	-	Yes	Yes	Yes	20	Yes	-	-
New Hampshire	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	-	-	Yes	-	Yes	Yes	23	Yes	-	-
New Jersey	Yes	-	-	-	-	-	Yes	-	-	Yes	-	-	Yes	-	-	-	Yes	Yes	47	Yes	-	-
New Mexico	-	-	Yes	-	-	-	Yes	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	11	-	-	Yes
New York	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	48	Yes	-	-
North Carolina	-	-	Yes	-	-	-	Yes	Yes	-	-	-	-	-	-	-	Yes	Yes	Yes	27	-	-	Yes
North Dakota	-	-	-	Yes	Yes	-	-	Yes	-	-	-	-	-	-	-	Yes	Yes	Yes	2	-	-	Yes
Ohio	Yes	-	-	-	Yes	-	-	-	-	-	Yes	-	-	-	-	Yes	Yes	Yes	33	-	-	Yes
Oklahoma	Yes	-	-	-	-	-	Yes	Yes	-	-	-	-	-	-	-	Soon	Yes	Yes	4	-	-	Yes
Oregon	Yes	-	-	-	-	-	Yes	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	22	-	-	Yes
Pennsylvania	-	-	-	Yes	-	-	Yes	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	11	Yes	-	-
Rhode Island	-	-	Yes	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	32	Yes	-	-
South Carolina	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	-	-	-	Yes	Yes	Yes	23	-	-	Yes
South Dakota	-	-	-	Yes	-	-	Yes	Yes	-	-	-	-	-	-	-	Yes	Yes	Yes	1	Yes	-	-
Tennessee	-	-	-	Yes	Yes	-	-	-	-	Yes	-	-	-	-	Yes	-	Yes	Yes	21	-	-	Yes
Texas	No	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	Yes	Yes	Yes	21	-	-	Yes
Utah	-	-	Yes	-	-	-	Yes	Yes	-	-	-	-	-	-	-	Yes	Yes	Yes	7	Yes	-	-
Vermont	-	-	Yes	-	-	-	Yes	Yes	-	-	-	-	-	Yes	-	-	Yes	Yes	24	-	-	Yes
Virginia	-	Yes	-	-	-	Yes	-	Yes	-	-	-	-	-	Yes	-	-	Yes	Yes	26	-	Yes	-
Washington	-	-	Yes	-	-	-	Yes	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	21	-	-	Yes
West Virginia	-	Yes	-	-	-	-	Yes	Yes	-	-	-	-	-	-	-	Yes	Yes	Yes	7	-	-	Yes
Wisconsin	Yes	-	-	-	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	25	Yes	-	-
Wyoming	-	-	-	Yes	Yes	-	-	Yes	-	-	-	-	Yes	-	-	-	Yes	Yes	19	-	-	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)
- All
 - Salaried only
 - All but temporary
 - None
- 4A. Is your sick leave cumulative? If so, to what extent?
5. Are your maintenance employees protected by a state financed hospitalization plan?
- Whole
 - Part
6. Are your maintenance employees protected by a state financed life insurance plan?
- Whole
 - Part

7. Are your maintenance employees protected by a state financed public liability plan?
- Whole
 - Part
8. Are your maintenance employees organized by a national union?
- All
 - Salaried only
 - All but temporary
 - 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		
-	12-15	30	-	12	-	-	105	Yes	-	-	-	-	-	-	-	-	Yes	Yes	Alabama	
-	22	60	-	-	Yes	-	60	-	Yes	-	Yes	Yes	-	-	-	-	Yes	Yes	Alaska	
-	18	30	-	-	12	-	90	No	-	No	-	Yes	-	-	-	-	Yes	Yes	Arizona	
-	10	15	Yes	-	-	-	90	No	-	No	-	No	-	-	-	-	Yes	Yes	Arkansas	
-	10-20	30-48	12	-	-	-	No Limit	-	Yes	No	-	No	-	-	-	-	Yes	Yes	California	
-	12-21	24-42	-	15	-	-	No Limit	-	Yes	-	None	Yes	-	-	-	-	Yes	Yes	Colorado	
-	15-20	120	-	-	15	-	120	-	Yes	-	Yes	-	Yes	-	-	-	-	Yes	Connecticut	
-	12-21	30	15	-	-	-	60	No	-	No	-	Yes	-	-	-	Part	-	Yes	Delaware	
-	12-18	30	12	-	-	-	No Limit	No	No	No	No	-	-	Part	-	-	-	-	Florida	
-	15	45	15	-	-	-	90	Yes	-	Yes	-	No	No	No	-	-	-	-	Georgia	
-	21	90	21	-	-	-	No Limit	-	Yes	-	Yes	Yes	-	-	-	-	Yes	Yes	Hawaii	
-	12-18	30	-	Yes	-	-	60	Yes	-	Yes	-	Yes	-	-	-	-	Yes	Yes	Idaho	
-	10-20	2 Yr.	-	12	-	-	No Limit	-	Yes	No	-	Yes	-	-	-	Yes	-	-	Illinois	
-	12-20	-	-	-	12	-	-	No	No	No	No	No	No	Part	-	-	-	-	Indiana	
-	5-20	10-40	-	-	30	-	90	-	Yes	No	-	Yes	-	Part	-	-	-	-	Iowa	
-	12-18	24	-	-	12	-	No Limit	No	No	-	Yes	Yes	-	-	-	-	Yes	No	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	Part	-	-	-	-	Louisiana	
-	12-24	24-30	-	-	Yes	-	90	No	-	-	None	-	Yes	Part	-	-	-	-	Maine	
-	10-20	30	30	-	-	-	100	-	Yes	No	No	-	Yes	-	-	-	Yes	Yes	Maryland	
-	10-20	40	15	-	-	-	No Limit	Yes	-	Yes	-	No	No	Voluntary	-	-	-	-	Massachusetts	
-	13	30	13	-	-	-	No Limit	-	Yes	-	Yes	Yes	-	Part	-	-	-	-	Michigan	
-	13-16	24	-	13	-	-	100	Yes	-	Yes	-	Yes	-	Voluntary	-	-	-	-	Minnesota	
-	12	37	-	Yes	-	-	No Limit	-	Yes	-	Yes	No	No	-	-	-	Yes	Yes	Mississippi	
-	15-20	30	-	15	-	-	100	Yes	-	No	-	No	-	-	-	-	Yes	Yes	Missouri	
-	15	30	Yes	-	-	-	No Limit	-	Yes	-	Yes	Yes	-	Yes	-	-	-	-	Montana	
-	5-20	No	-	Yes	-	-	120	No	No	No	No	Yes	-	Party	-	-	-	-	Nebraska	
-	15	30	15	-	-	-	90	Yes	-	No	No	Yes	-	-	-	-	Yes	Yes	Nevada	
-	15	30	Yes	-	-	-	90	-	Yes	-	Yes	No	No	Part	-	-	-	-	New Hampshire	
-	12-20	2 Yr.	12-15	-	-	-	No Limit	Yes	-	Yes	-	Yes	-	Part	-	-	-	-	New Jersey	
-	15	30	-	-	12	-	60	-	Yes	-	Yes	Yes	-	-	-	-	Yes	Yes	New Mexico	
-	13-20	30	13	-	-	-	150	-	Yes	-	Yes	Yes	-	Voluntary	-	-	-	-	New York	
-	15	30	-	-	Yes	-	No Limit	No	-	No	-	Yes	-	-	-	-	Yes	Yes	North Carolina	
-	12-24	30	-	-	12	-	No Limit	-	Yes	-	Yes	-	Yes	Yes	-	-	-	-	North Dakota	
-	10-20	2 Yr.	15	-	-	-	90	No	-	No	-	No	-	-	-	-	Yes	No	Ohio	
-	15	45	Yes	-	-	-	45	-	Yes	Varies	Varies	-	Yes	-	-	-	Yes	Yes	Oklahoma	
-	10-20	25	12	-	-	-	No Limit	No	No	No	No	No	-	No	-	-	-	-	Oregon	
-	15	30	15	-	-	-	90	-	Yes	No	No	Yes	-	-	-	-	Yes	Yes	Pennsylvania	
-	15-22	13	15	-	-	-	120	-	Yes	-	Yes	-	Yes	Yes	-	-	-	-	Rhode Island	
-	15	45	-	-	12	-	90	No	-	No	-	No	-	-	-	-	Yes	Yes	South Carolina	
-	15-20	30	14	-	-	-	No	No	-	No	-	No	-	-	-	-	Yes	No	South Dakota	
-	12	24	-	-	Yes	-	120	-	Yes	-	Yes	No	-	Opt.	-	-	-	-	Tennessee	
-	10	2 Yr.	12	-	-	-	3 Yr.	Yes	Yes	Yes	-	No	No	-	-	-	-	Yes	Yes	Texas
-	12-15	30	12	-	-	-	120	-	Yes	-	Yes	No	No	-	-	-	Yes	Yes	Utah	
-	12-18	25-35	12-18	-	-	-	No Limit	-	Yes	-	Yes	Yes	-	-	-	-	Yes	Yes	Vermont	
-	12-18	24-36	-	15	-	-	No Limit	No	No	-	Yes	Yes	-	-	-	-	Yes	Yes	Virginia	
-	12-15	30	-	-	12	-	120	Yes	Yes	None	-	Yes	-	Yes	-	-	-	Yes	Washington	
-	15-24	30	-	-	18	-	60-90	No	No	No	No	Yes	-	Part	-	-	-	-	West Virginia	
-	10-20	1/2 Yr	12	-	-	-	60	-	Yes	-	Yes	Yes	-	-	-	-	Yes	No	Wisconsin	
-	12	30	-	-	12	-	90	-	Yes	No	No	Yes	-	-	-	-	Yes	Yes	Wyoming	

10. Are your regular or permanent employees paid on a salaried basis?
- All
 - Office
 - Supervisory only
 - All but temporary
 - 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)
- Foreman
 - Operators
 - Laborers

STATE HIGHWAY DEPARTMENTS POLICIES AFFECTING MAINTENANCE PERSONNEL (As of July 1, 1968) (continued)

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	No	Yes	Yes
Arizona	Yes	-	-	-	-	8-40	Time and one-half	Yes	No	Yes	Yes
Arkansas	-	Yes	Yes	-	-	8-40	Straight time	Yes	No	No	No
California	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Colorado	-	-	-	Yes	-	8-40	Straight time	No	-	-	-
Connecticut	-	-	Yes	-	-	7-35	Time and one-half	Yes	Yes	Yes	Yes
Delaware	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Florida	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Georgia	Yes	-	-	-	-	8-40	Straight time	Yes	No	No	No
Hawaii	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Idaho	-	-	-	Yes	-	8-40	Straight time	Yes	No	No	No
Illinois	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Indiana	-	Yes	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Iowa	Yes	-	-	-	-	8-40	Straight time	Yes	-	Yes	-
Kansas	Yes	-	-	-	-	8-40	Yes	Yes	Yes	Yes	Yes
Kentucky	Yes	-	-	-	-	8-40	Time and one-half	Yes	No	No	No
Louisiana	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Maine	-	Yes	Yes	-	-	9-45	Straight time	Yes	Yes	Yes	Yes
Maryland	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Massachusetts	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Michigan	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Minnesota	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
Mississippi	Yes	-	-	-	-	8-40	Compensatory	Yes	No	No	No
Missouri	-	-	-	Yes	-	8-40	Compensatory	Yes	Yes	Yes	Yes
Montana	Yes	-	-	-	-	8-40	Time and one-half	Yes	No	Yes	Yes
Nebraska	-	-	Yes	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Nevada	Yes	-	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
New Hampshire	-	Yes	-	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
New Jersey	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
New Mexico	-	-	-	Yes	-	8-40	Straight time	Yes	Yes	Yes	Yes
New York	Yes	-	-	-	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
North Carolina	Yes	-	-	-	-	8-40	Compensatory	Yes	Yes	Yes	Yes
North Dakota	-	Yes	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 and one-half	Yes	Yes	Yes	Yes
Pennsylvania	-	-	Yes	-	-	8-40	Straight time	Yes	Yes	Yes	Yes
Rhode Island	-	Yes	-	-	-	8-40	Time and 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	-	-	-	-	8-40	Straight time	Yes	No	No	No
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 and one-half	Yes	Yes	Yes	Yes
Washington	-	-	-	Yes	-	8-40	Time and one-half	Yes	Yes	Yes	Yes
West Virginia	-	Yes	Yes	-	-	8-40	Time and one-half	No	-	-	-
Wisconsin	Yes	-	-	-	-	8-40	Straight time	No	-	-	-
Wyoming	Yes	-	-	-	-	8-40	Compensatory	Yes	No	No	No

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	State
-	-	Yes	Yes	Yes	Yes	-	-	-	Yes	-	Yes	-	Alabama
Yes	No	Yes	No	Yes	-	Yes	-	-	Yes	Yes	-	-	Alaska
Yes	No	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Arizona
No	No	No	No	Yes	\$10	-	-	-	No	\$120	-	-	Arkansas
Yes	No	Yes	No	No	-	Yes	-	-	No	8000#	-	-	California
Yes	No	Yes	No	No	Yes	-	-	-	No	-	-	Yes	Colorado
Yes	Yes	Yes	No	No	-	-	-	Yes	No	-	-	Yes	Connecticut
Yes	Yes	Yes	No	No	-	-	-	Yes	No	-	-	Yes	Delaware
-	-	No	Yes	Yes	-	Yes	-	-	No	Yes	-	-	Florida
Yes	No	Yes	Yes	No	-	-	-	Yes	No	-	-	Yes	Georgia
Yes	Yes	Yes	No	Yes	Yes	Yes	-	-	No	Yes	-	-	Hawaii
Yes	No	Yes	No	Yes	-	Yes	-	-	No	9000#	-	-	Idaho
Yes	No	No	No	No	Yes	-	-	-	No	Yes	-	-	Illinois
Yes	No	Yes	No	No	-	-	-	-	No	Yes	-	-	Indiana
No	No	No	No	Yes	Yes	-	-	-	No	-	Yes	-	Iowa
Yes	No	No	No	No	\$10.50	-	-	-	No	Yes	-	-	Kansas
No	No	Yes	No	Yes	Yes	-	Yes	-	Yes	-	-	Yes	Kentucky
Yes	Yes	Yes	No	No	\$16	\$5	-	-	Yes	Yes	-	-	Louisiana
Yes	-	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Maine
No	Yes	Yes	Yes	Yes	Yes	-	-	-	No	-	Yes	-	Maryland
Yes	No	Yes	No	No	-	-	-	Yes	No	-	-	Yes	Massachusetts
Yes	Yes	Yes	No	Yes	-	Yes	-	-	No	6500#	-	-	Michigan
Yes	No	No	No	Yes	Yes	-	-	-	No	Yes	-	-	Minnesota
No	No	Yes	No	Yes	5 Days	After 5 days	-	-	No	-	-	Yes	Mississippi
Yes	No	Yes	No	Yes	Yes	-	-	-	No	Yes	-	-	Missouri
No	No	No	No	Yes	-	Yes	-	-	No	-	Yes	-	Montana
-	-	Yes	No	No	-	Yes	-	-	No	Yes	-	-	Nebraska
Yes	-	Yes	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	No	No	No	-	Yes	-	-	No	-	-	Yes	North Dakota
Yes	-	Yes	No	Yes	-	Yes	-	-	No	-	-	Yes	Ohio
-	-	Yes	No	Yes	-	Yes	-	-	No	Yes	-	-	Oklahoma
Yes	Yes	Yes	No	Yes	-	Yes	-	-	No	-	Yes	-	Oregon
Yes	Yes	Yes	No	Yes	-	-	-	-	No	Yes	-	-	Pennsylvania
Yes	No	Yes	No	Yes	-	-	-	Yes	No	-	-	Yes	Rhode Island
-	Yes	No	No	Yes	-	Yes	-	-	No	Yes	-	-	South Carolina
No	No	Yes	No	Yes	-	Yes	-	-	No	-	\$400	-	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	-	Yes	-	Utah
Yes	Yes	No	No	Yes	Yes	-	-	-	Yes	Yes	-	-	Vermont
Yes	Yes	Yes	Yes	No	Yes	-	-	-	No	-	Yes	-	Virginia
Yes	No	Yes	No	Yes	No	\$15	No	-	No	Yes	-	-	Washington
Yes	Yes	No	No	Yes	Yes	-	-	-	-	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, 1968)

State	State Maint. Engineer			Asst. State Maint. Engr.			Division Engineer			Division Maint. Engr.			Asst. Division Maint. Engr.			Resident Maint. Engr.		
	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	717	884
Alaska	1	1615	1874	1	1282	1538	5	1361	1867	5	1138	1647	-	-	-	-	-	-
Arizona	1	1000	1250	1	1000	1250	6	1000	1250	-	-	-	8	875	1095	-	-	-
Arkansas	1	914	1166	1	756	966	10	848	1166	10	648	829	11	560	716	44	480	625
California	1	1548	1882	9	1397	1626	11	1548	2140	11	1155	1629	17	998	1405	93	950	1155
Colorado	1	1128	1512	-	-	-	12	1128	1512	8	884	1185	1	802	1075	-	-	-
Connecticut	1	1162	1431	1	1049	1298	4	1104	1363	4	960	1159	12	862	1051	-	-	-
Delaware	1	787	1060	-	-	-	3	960	1280	-	-	-	3	868	1160	3	712	960
Florida	1	1245	1765	2	1035	1460	5	1245	1765	5	945	1330	5	845	1175	16	845	1175
Georgia	1	1159	1553	2	953	1276	6	1051	1409	6	865	1159	31	712	953	4	586	785
Hawaii	1	1046	1624	-	-	-	4	1046	1624	1	861	1336	4	709	1211	-	-	-
Idaho	1	1094	1477	0	901	1206	6	1042	1406	6	742	1094	-	-	-	-	-	-
Illinois	1	1400	1850	1	1250	1600	10	1400	1850	10	1150	1425	10	900	1275	75	850	1150
Indiana	1	1160	1420	1	1070	1310	6	1070	1310	6	900	1115	6	820	1025	-	-	-
Iowa	1	1151	1499	1	1044	1369	6	1096	1432	6	947	1251	-	-	-	24	779	1047
Kansas	1	788	1341	1	714	1216	6	714	1216	6	647	1103	6	481	827	-	-	-
Kentucky	1	1048	1338	3	915	1213	12	1048	1338	12	862	1100	24	782	998	120	457	583
Louisiana	1	1040	1440	1	960	1360	9	960	1360	9	880	1280	9	780	1080	5	720	1020
Maine	1	1140	1520	1	1036	1388	7	1036	1388	7	698	938	7	938	1258	-	-	-
Maryland	1	1274	1673	2	1158	1521	7	1158	1521	7	957	1257	-	-	-	27	791	1039
Massachusetts	1	1206	1536	2	1106	1404	8	1206	1536	8	997	1271	8	800	1137	48	708	1015
Michigan	1	-	1954	4	-	1616	-	-	-	10	1357	1515	4	1141	1264	14	977	1096
Minnesota	-	-	-	-	-	-	9	1112	1581	16	950	1352	4	812	1156	-	-	-
Mississippi	1	1065	1488	1	967	1348	6	1065	1488	5	967	1348	4	877	1223	39	538	757
Missouri	1	-	1375	2	1175	1300	10	1325	1350	10	1039	1248	15	906	1088	-	-	-
Montana	1	1040	1247	1	790	950	6	950	1140	11	865	1040	-	-	-	-	-	-
Nebraska	1	1205	1380	2	845	995	8	1050	1205	2	845	995	-	-	-	11	655	780
Nevada	-	-	-	1	1118	1361	4	1118	1361	-	-	-	10	1015	1234	-	-	-
New Hampshire	1	1025	1268	1	919	1135	7	880	1083	-	-	-	7	783	965	7	550	691
New Jersey	1	1341	1743	1	1216	1581	1	1341	1743	4	907	1179	4	823	1070	-	-	-
New Mexico	1	860	1160	-	-	-	5	940	1250	11	860	1160	6	630	860	10	525	720
New York	1	2450	2450	1	895	895	10	2090	2540	10	1240	1565	-	-	-	63	998	1280
North Carolina	1	1150	1463	3	948	1206	14	948	1206	34	860	1094	34	782	995	80	559	710
North Dakota	1	1300	1600	1	1200	1450	7	1300	1600	7	1300	1600	4	1200	1450	-	-	-
Ohio	1	1560	2071	1	1300	1760	12	1421	1915	12	1092	1465	19	997	1348	91	598	815
Oklahoma	1	1115	1455	1	1000	1310	8	1115	1455	-	-	-	8	1000	1310	16	725	950
Oregon	1	1240	1475	1	1150	1375	5	1150	1375	-	-	-	10	1030	1240	17	880	1070
Pennsylvania	1	1348	1806	1	1108	1487	11	1348	1993	11	958	1282	15	788	1056	66	647	1056
Rhode Island	1	875	1055	1	795	962	2	531	643	2	617	752	1	475	580	-	-	-
South Carolina	1	975	1278	1	888	1235	7	888	1235	7	823	1105	-	-	-	48	650	1040
South Dakota	1	1250	1350	1	1050	1250	5	1200	1300	-	-	-	7	1050	1250	-	-	-
Tennessee	1	1020	1280	2	980	1145	4	1020	1190	4	900	1060	7	860	1020	18	720	980
Texas	1	-	1500	-	-	-	25	-	1500	19	1104	1345	16	968	1179	-	-	-
Utah	1	1114	1420	1	690	877	6	1011	1289	1	835	1061	-	-	-	-	-	-
Vermont	1	1100	1460	2	966	1266	9	1100	1460	9	840	1172	9	605	820	-	-	-
Virginia	1	1044	1306	2	916	1144	8	1044	1306	7	916	1144	-	-	-	46	800	1000
Washington	1	1479	1889	-	-	-	7	1409	1799	6	1159	1479	6	1051	1342	25	824	1051
West Virginia	1	1165	1450	2	1065	1350	10	1065	1350	10	965	1215	-	-	-	-	-	-
Wisconsin	1	1314	1709	3	1118	1456	9	1314	1709	9	1118	1456	29	864	1229	-	-	-
Wyoming	1	1005	1245	1	925	1165	5	965	1205	5	885	1125	-	-	-	-	-	-
District of Columbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1968 Average	-	-	1503	-	-	1294	-	-	1450	-	-	1231	-	-	1111	-	-	942
1944 Average	-	-	434	-	-	341	-	-	-	-	-	292	-	-	264	-	-	-
% Increase 1968/1944	-	-	246	-	-	279	-	-	-	-	-	322	-	-	321	-	-	-
% Increase 1968/1967	-	-	6.0	-	-	2.9	-	-	5.0	-	-	5.9	-	-	8.6	-	-	2.8

Area Supervisor			Gang Foreman			Sectionman			Common Laborer			Skilled Laborer			Shop Superintendent			State
No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	
97	419	551	176	309	419	-	-	-	48	218	309	40	377	507	8	579	744	Alabama
5	993	1351	-	807	1180	-	-	1025	-	571	777	-	-	-	2	1060	1440	Alaska
42	550	690	-	-	-	-	-	-	91	350	440	177	500	625	0	600	750	Arizona
89	422	540	-	-	-	75	324	352	428	277	352	42	352	502	10	528	675	Arkansas
61	783	950	371	644	905	398	644	746	43	505	556	25	584	644	16	950	1273	California
31	598	802	21	543	727	339	492	660	150	-	-	50	-	-	-	-	-	Colorado
18	695	864	75	625	784	231	516	631	225	390	460	82	497	607	-	-	-	Connecticut
7	584	787	70	395	584	-	-	-	70	295	376	67	310	395	4	584	787	Delaware
97	535	730	73	375	500	397	345	460	914	240	315	31	465	680	-	-	-	Florida
23	437	586	84	396	531	260	326	437	1102	265	285	95	295	396	7	531	712	Georgia
-	-	-	18	583	972	12	414	622	71	294	457	36	435	789	-	-	-	Hawaii
-	-	-	6	581	779	45	527	706	73	413	553	191	434	581	-	-	-	Idaho
78	-	736	143	-	652	775	-	617	280	-	532	862	-	587	-	-	-	Illinois
37	600	750	37	440	500	144	407	467	654	312	357	93	347	402	1	660	820	Indiana
120	553	879	103	433	607	-	-	-	-	-	-	7	502	710	1	673	918	Iowa
27	481	827	45	376	647	96	358	616	14	242	415	-	-	-	6	481	827	Kansas
24	480	612	120	457	583	120	395	504	1276	308	376	-	-	-	1	710	906	Kentucky
22	400	600	237	340	540	46	305	455	-	-	-	962	275	425	8	500	750	Louisiana
42	603	808	89	473	633	135	450	603	562	321	429	68	438	585	1	849	1142	Maine
29	594	780	186	491	645	-	-	-	403	245	400	552	291	440	7	594	780	Maryland
30	615	781	93	529	669	93	465	589	574	370	461	827	390	487	1	1054	1334	Massachusetts
14	894	997	43	756	836	-	-	-	169	450	699	5	635	836	-	-	-	Michigan
82	506	913	80	506	722	1353	400	569	337	370	468	6	526	722	1	641	913	Minnesota
13	443	623	121	402	565	535	272	383	58	247	348	28	331	465	3	443	623	Mississippi
90	772	927	42	610	731	370	537	644	39	328	366	-	-	-	1	802	926	Missouri
21	583	695	-	-	-	142	-	663	58	-	541	-	-	-	11	583	695	Montana
19	575	660	21	410	515	53	410	455	46	312	347	-	-	-	8	550	655	Nebraska
6	721	876	41	539	687	33	513	623	3	367	367	21	566	687	-	-	-	Nevada
6	525	662	14	391	470	109	391	470	271	307	356	129	347	420	1	751	928	New Hampshire
4	746	970	111	585	760	115	531	690	690	377	515	47	436	657	1	746	970	New Jersey
19	460	630	16	420	575	80	380	525	58	252	345	140	300	420	19	460	630	New Mexico
-	-	-	246	486	889	629	458	610	3058	387	520	308	433	717	10	765	940	New York
149	420	534	601	382	486	-	-	-	910	252	382	190	365	463	16	710	904	North Carolina
7	790	880	6	625	750	76	525	575	-	-	-	11	550	625	-	-	-	North Dakota
143	659	893	150	458	702	245	416	893	1851	319	433	176	347	518	12	572	780	Ohio
33	550	725	82	440	580	-	-	-	72	230	310	355	290	390	1	615	810	Oklahoma
-	-	-	87	550	625	87	525	600	11	360	420	13	575	625	4	575	715	Oregon
202	615	788	1077	482	617	2	417	559	5109	359	439	225	459	588	66	559	751	Pennsylvania
8	475	580	2	407	450	32	414	458	330	332	358	12	354	392	-	-	-	Rhode Island
-	0	-	235	303	649	-	-	-	1750	263	350	650	311	487	-	-	-	South Carolina
10	575	825	17	525	650	94	475	600	18	350	450	10	400	500	9	525	650	South Dakota
12	620	755	36	370	445	297	330	395	2180	275	350	-	-	-	4	560	685	Tennessee
30	768	936	313	571	820	7	408	571	979	224	320	-	-	-	25	719	876	Texas
6	570	797	73	471	658	14	428	658	8	322	494	36	389	544	1	570	797	Utah
12	573	736	38	475	650	102	392	520	272	325	440	11	420	556	1	750	1033	Vermont
275	470	612	580	392	490	-	-	-	1700	240	260	770	264	300	8	732	916	Virginia
-	-	-	73	646	908	740	531	678	1	459	506	0	586	646	6	785	1001	Washington
54	510	1015	78	390	635	303	348	387	939	286	286	172	300	414	10	485	670	West Virginia
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Wisconsin
22	570	690	10	510	630	18	475	595	-	-	-	-	-	-	5	620	740	Wyoming
-	-	776	-	-	660	-	-	580	-	-	421	-	-	547	-	-	-	District of Columbia
-	-	-	-	-	141	-	-	152	-	-	121	-	-	155	-	-	-	Puerto Rico
-	-	-	-	-	368	-	-	282	-	-	248	-	-	253	-	-	-	1968 Average
-	-	-	-	-	6.1	-	-	6.4	-	-	8.5	-	-	8.3	-	-	-	1944 Average
-	-	4.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	% Increase 1968/1944
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	% Increase 1968/1967

MINIMUM-MAXIMUM MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1968) (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	15	507	662	131	377	507	30	245	342	165	260	359	300	309	419	351	377	507
Alaska	8	993	1351	-	759	1033	-	606	826	-	606	826	-	694	944	-	759	1033
Arizona	14	550	690	112	500	625	20	350	440	383	410	515	129	455	570	177	500	625
Arkansas	-	-	-	47	292	429	5	277	277	1112	277	352	171	352	502	-	-	-
California	20	821	950	239	710	783	29	556	614	667	530	584	1559	614	676	10	644	905
Colorado	8	543	727	56	492	660	9	425	570	613	425	570	7	492	660	32	517	693
Connecticut	14	625	784	150	497	607	69	437	543	430	390	460	765	437	528	306	453	607
Delaware	2	530	678	36	480	613	8	376	480	145	341	435	35	395	504	58	458	584
Florida	24	534	730	85	425	585	25	295	390	1149	275	360	215	320	425	98	375	500
Georgia	9	437	586	148	295	482	13	285	314	965	285	314	333	285	314	178	326	437
Hawaii	3	709	893	16	583	785	7	340	508	68	324	511	29	394	657	25	414	723
Idaho	6	610	817	56	502	673	6	413	553	1	357	478	72	434	581	38	478	641
Illinois	13	-	700	63	-	640	8	-	510	1053	-	562	549	-	617	81	-	779
Indiana	44	425	485	155	381	467	36	347	402	1312	347	402	260	381	440	93	407	467
Iowa	2	581	807	147	502	710	22	412	582	1200	392	558	-	-	-	83	433	607
Kansas	6	436	750	92	376	647	25	309	530	812	280	481	398	309	530	171	341	587
Kentucky	21	457	583	250	340	504	41	308	395	1691	308	395	793	376	480	61	395	504
Louisiana	12	460	660	188	340	620	219	290	440	1497	290	440	696	320	470	255	360	560
Maine	6	574	769	140	438	585	23	378	507	671	351	489	138	397	532	122	460	614
Maryland	25	540	710	71	491	645	-	-	-	318	369	484	152	406	533	24	446	586
Massachusetts	8	574	722	14	436	552	48	390	487	-	-	-	-	-	-	65	465	589
Michigan	22	657	836	-	-	-	-	-	-	231	499	579	272	535	619	-	-	-
Minnesota	17	569	812	149	526	722	82	400	506	512	526	667	-	-	-	35	569	722
Mississippi	-	-	-	68	365	512	-	-	-	471	300	422	141	331	465	36	365	512
Missouri	10	739	806	186	502	644	19	414	498	287	355	393	1585	389	467	860	441	529
Montana	11	-	663	46	-	637	9	-	583	70	-	541	171	-	557	43	-	583
Nebraska	11	480	585	7	480	585	15	410	515	39	312	347	708	347	381	307	373	433
Nevada	8	654	834	41	566	687	7	513	623	223	466	566	40	469	594	15	539	554
New Hampshire	12	439	629	18	405	497	3	330	393	90	330	393	47	362	435	-	-	-
New Jersey	15	585	760	89	505	657	55	326	423	448	416	540	168	458	596	39	529	689
New Mexico	16	420	575	22	380	525	13	300	420	317	208	400	310	345	480	88	380	525
New York	-	-	-	154	514	679	54	430	580	1284	409	548	400	433	580	110	540	720
North Carolina	143	463	615	420	420	534	-	-	-	895	303	382	581	332	420	1042	365	486
North Dakota	8	645	730	28	450	625	6	375	440	191	335	460	57	470	565	-	-	-
Ohio	24	520	702	270	437	702	30	399	539	4	347	468	348	381	560	145	416	615
Oklahoma	9	550	725	43	415	550	11	310	415	598	310	415	256	330	440	102	370	490
Oregon	5	575	625	80	500	575	20	460	525	244	400	480	800	440	550	39	480	575
Pennsylvania	75	506	647	253	459	588	70	379	507	951	396	507	1682	439	588	251	483	647
Rhode Island	1	497	546	6	430	475	1	332	358	115	354	392	17	388	432	-	-	-
South Carolina	28	368	650	165	281	584	-	-	-	-	-	-	-	-	-	-	-	-
South Dakota	8	425	550	22	400	500	12	340	440	240	320	395	320	350	450	79	420	545
Tennessee	19	370	445	167	330	395	-	-	-	-	-	-	361	310	350	84	350	420
Texas	27	630	768	484	406	536	215	297	432	-	-	-	3230	297	432	2604	406	536
Utah	8	471	658	75	428	600	6	389	544	181	354	494	179	389	544	133	428	600
Vermont	2	573	736	10	450	604	1	325	440	0	305	400	18	368	488	38	445	588
Virginia	72	470	612	230	376	490	85	300	392	2200	312	392	740	344	430	40	376	490
Washington	6	678	824	49	615	712	14	531	586	133	558	615	86	615	678	19	678	785
West Virginia	10	410	570	-	300	414	-	-	-	-	-	-	1292	319	376	-	-	-
Wisconsin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wyoming	12	475	630	35	370	525	7	345	465	22	345	465	152	370	490	88	405	525
District of Columbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1968 Average	-	-	708	-	-	598	-	-	484	-	-	474	-	-	519	-	-	598
1944 Average	-	-	206	-	-	172	-	-	136	-	-	-	-	-	-	-	-	-
% Increase 1968/1944	-	-	244	-	-	248	-	-	256	-	-	-	-	-	-	-	-	-
% Increase 1968/1967	-	-	5.0	-	-	6.0	-	-	7.3	-	-	8.0	-	-	6.4	-	-	7.0

Clerk or Timekeeper			Chief Engineer			Project Engineer			Chief of Survey Party			Plans Designer			Bridge Designer			Chief Clerk			State
No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	
85	245	397	-	-	-	263	579	799	8	633	884	109	579	884	21	717	884	18	507	772	Alabama
-	-	-	-	1440	1849	-	993	1351	-	867	1180	1	1440	1849	1	1440	1849	1	1138	1365	Alaska
22	320	440	1	1540	1540	25	775	970	14	600	845	18	550	750	5	575	780	2	525	655	Arizona
145	234	400	1	1168	1491	42	756	966	11	548	700	16	680	966	11	548	966	-	-	-	Arkansas
89	543	660	65	1155	1405	219	998	1213	70	821	998	171	998	1213	65	998	1213	26	950	1405	California
11	447	598	1	1588	2126	70	727	975	189	660	884	20	727	915	3	802	1075	-	-	-	Colorado
37	390	543	-	-	-	-	-	-	4	625	764	-	-	-	-	-	-	4	453	543	Connecticut
13	326	480	1	-	1583	-	-	-	7	645	868	6	504	787	2	504	787	-	-	-	Delaware
18	435	585	1	1485	2135	261	680	990	24	680	935	100	680	990	12	680	990	5	570	780	Florida
12	359	482	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Georgia
5	435	612	1	1098	1705	27	675	1153	14	612	949	28	555	1336	17	555	1336	4	504	904	Hawaii
6	434	581	1	1534	1534	12	817	1094	81	581	779	8	673	901	1	610	817	6	610	817	Idaho
-	-	-	1	2000	2500	20	900	1150	10	750	1150	200	500	1150	50	750	1150	-	585	768	Illinois
37	345	440	1	1540	1940	-	-	-	-	-	-	-	-	-	-	-	-	6	420	525	Indiana
-	-	-	1	1542	1974	25	859	1144	7	673	918	15	779	1047	11	779	1047	10	455	633	Iowa
27	358	616	1	1552	1886	58	530	1050	4	530	1050	7	647	1103	4	647	1103	6	458	788	Kansas
92	340	436	1	1274	1626	136	710	906	157	643	821	35	710	906	20	612	1100	16	395	504	Kentucky
55	305	455	1	1200	1700	70	720	1020	14	550	800	13	720	1020	11	720	1020	9	500	750	Louisiana
7	370	496	1	1259	1675	139	603	1087	59	603	938	139	603	1087	139	603	1087	1	370	496	Maine
39	406	533	1	1792	1792	138	719	1039	34	719	944	51	719	1039	4	719	1039	1	1274	1873	Maryland
1	370	461	1	1435	1824	89	615	1015	77	615	895	28	708	1137	30	708	1137	2	661	835	Massachusetts
27	466	562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Michigan
96	281	433	1	1300	1849	85	812	1156	-	569	812	-	569	1156	-	694	1156	16	569	812	Minnesota
-	-	-	1	1284	1803	50	877	1223	166	443	623	26	538	1118	10	721	1223	6	593	835	Mississippi
-	-	-	1	-	1875	80	906	1088	28	702	842	194	705	1088	27	705	1088	10	802	962	Missouri
15	488	637	1	-	1516	80	637	828	118	583	695	51	583	828	14	583	828	16	610	727	Montana
20	230	500	1	1667	1667	80	550	895	78	480	585	16	550	895	17	755	895	6	370	515	Nebraska
-	-	-	2	1234	1417	29	721	1015	2	721	876	23	721	876	3	834	1015	-	-	-	Nevada
-	-	-	1	1250	1375	5	880	1083	25	472	754	12	783	965	13	690	856	1	919	1135	New Hampshire
18	505	657	1	-	-	175	823	1069	185	711	924	59	907	1179	1	1157	1505	8	505	657	New Jersey
30	315	440	1	1532	1532	25	750	1025	90	460	630	24	630	860	1	525	720	9	525	720	New Mexico
63	410	540	1	2450	2450	-	-	-	800	810	1560	-	-	-	-	-	-	20	610	800	New York
114	289	420	1	-	1625	1	1150	1463	151	646	821	-	-	-	-	-	-	-	-	-	North Carolina
-	-	-	1	1900	1950	10	750	1300	33	580	800	8	750	1100	7	750	1100	13	420	600	North Dakota
230	416	560	1	1699	2245	285	763	1343	84	499	876	165	763	1343	55	763	1343	35	546	1118	Ohio
75	310	415	1	1455	1800	27	900	1175	9	490	650	1	1115	1455	1	1115	1455	-	-	-	Oklahoma
10	420	500	1	1700	2020	69	880	1070	230	600	745	10	880	1070	18	880	1070	3	775	950	Oregon
66	343	461	1	1798	2197	88	827	1056	150	680	913	76	827	1056	30	827	1056	11	588	788	Pennsylvania
2	297	358	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	411	496	Rhode Island
106	259	606	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	South Carolina
-	-	-	-	-	-	28	900	1200	-	-	-	7	750	1150	4	750	1150	-	-	-	South Dakota
31	370	470	1	1100	1370	111	720	980	53	685	825	29	720	980	16	720	980	21	370	470	Tennessee
-	-	-	1	-	2166	428	906	1179	-	673	820	-	906	1179	-	906	1179	25	820	1000	Texas
7	389	544	1	1228	1566	31	759	965	54	627	877	8	570	797	7	570	797	6	570	797	Utah
9	472	630	1	1520	2100	71	730	1095	5	567	950	25	525	770	22	525	1107	1	575	780	Vermont
184	328	410	1	1429	1708	45	670	836	67	612	764	109	586	916	30	700	1000	27	410	512	Virginia
28	506	615	1	2250	2250	84	953	1217	283	712	908	13	712	908	53	646	1217	5	459	558	Washington
-	-	-	1	1415	1665	-	-	-	-	510	670	-	-	-	-	-	-	1	785	1015	West Virginia
-	-	-	1	1558	2026	140	864	1124	80	794	1033	70	864	1124	17	864	1229	9	678	882	Wisconsin
3	320	440	1	-	1458	11	740	950	86	545	665	19	620	965	19	620	965	1	885	1125	Wyoming
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	District of Columbia
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Puerto Rico
-	511	-	-	1808	-	1079	-	-	-	858	-	1047	-	-	1081	-	-	812	-	-	1968 Average
-	142	-	-	-	-	-	-	-	-	241	-	243	-	-	267	-	-	233	-	-	1944 Average
-	260	-	-	-	-	-	-	-	-	256	-	331	-	-	305	-	-	248	-	-	% Increase 1968/1944
-	4.7	-	-	5.0	-	6.9	-	-	-	6.0	-	7.7	-	-	7.8	-	-	9.0	-	-	% Increase 1968/1967

AVERAGE MONTHLY SALARIES OF HIGHWAY PERSONNEL (As of July 1, 1968) (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	645	468	303	318	377	468	327	-	730	824	721	775	653	Alabama
Alaska	1172	896	716	716	819	896	1644	1644	1172	1023	1644	1644	1251	Alaska
Arizona	686	602	398	474	537	590	383	1540	858	781	680	688	564	Arizona
Arkansas	-	341	277	330	444	-	312	1491	848	616	806	830	-	Arkansas
California	905	746	584	584	644	807	585	1273	1100	905	1100	1057	1160	California
Colorado	718	631	502	497	619	680	585	2025	943	850	951	1057	-	Colorado
Connecticut	750	592	522	453	525	578	494	-	-	652	-	-	530	Connecticut
Delaware	615	501	390	342	399	463	400	1583	-	709	652	652	-	Delaware
Florida	508	424	371	320	364	412	465	1561	753	734	753	753	675	Florida
Georgia	486	361	299	292	302	339	393	-	-	-	-	-	-	Georgia
Hawaii	755	649	434	454	525	595	512	1473	909	781	920	881	686	Hawaii
Idaho	686	575	437	393	494	581	492	1534	897	670	793	742	714	Idaho
Illinois	700	640	510	562	617	779	925	2500	1075	925	850	950	700	Illinois
Indiana	448	407	359	363	399	430	385	1680	-	-	-	-	460	Indiana
Iowa	685	569	475	470	-	515	-	1750	989	819	921	972	557	Iowa
Kansas	584	490	383	327	410	441	475	1552	910	850	1036	1050	720	Kansas
Kentucky	504	515	340	340	415	436	376	1475	782	710	782	782	436	Kentucky
Louisiana	580	480	365	365	395	460	380	1500	900	700	930	930	650	Louisiana
Maine	684	557	417	401	438	532	493	1675	920	800	920	920	493	Maine
Maryland	674	583	443	443	511	573	511	1792	910	854	890	834	1604	Maryland
Massachusetts	722	552	480	565	605	589	461	1824	850	781	1050	1050	835	Massachusetts
Michigan	797	666	462	647	616	670	376	1778	1089	722	855	945	752	Michigan
Minnesota	741	443	-	350	385	441	-	1803	1055	563	754	1064	815	Minnesota
Mississippi	-	592	458	382	447	509	-	1875	1038	862	820	862	919	Mississippi
Missouri	831	663	537	541	557	583	587	1517	769	678	745	745	719	Missouri
Montana	663	637	583	330	364	403	333	1667	739	526	750	815	508	Montana
Nebraska	533	533	463	330	364	403	333	1667	739	526	750	815	508	Nebraska
Nevada	795	638	580	514	550	623	-	1417	876	876	834	848	-	Nevada
New Hampshire	590	445	394	376	419	483	-	1375	1083	650	965	857	1135	New Hampshire
New Jersey	672	581	375	478	527	609	581	1975	946	818	1043	1381	582	New Jersey
New Mexico	515	471	360	343	415	482	392	1532	848	572	774	630	538	New Mexico
New York	559	486	500	500	520	660	660	2450	1328	975	-	-	745	New York
North Carolina	643	525	395	332	382	420	365	1625	1328	745	-	-	-	North Carolina
North Dakota	624	572	478	415	505	520	500	1694	868	564	779	875	462	North Dakota
Ohio	580	440	330	310	478	520	500	1993	1040	586	1040	1040	797	Ohio
Oklahoma	625	558	518	454	527	572	330	1535	1000	550	1175	1175	-	Oklahoma
Oregon	530	483	396	437	483	506	480	2020	1053	725	1060	1054	950	Oregon
Pennsylvania	546	460	345	437	483	506	437	1986	930	748	934	926	645	Pennsylvania
Rhode Island	520	455	360	360	420	483	325	-	-	-	-	-	496	Rhode Island
South Carolina	515	475	400	335	415	475	390	-	-	-	-	-	-	South Carolina
South Dakota	410	378	330	335	415	475	390	-	-	-	-	-	-	South Dakota
Tennessee	700	471	365	341	364	403	453	1325	900	-	890	910	-	Tennessee
Texas	592	539	493	447	536	470	453	2167	1018	692	815	823	440	Texas
Utah	650	480	375	350	420	470	494	1420	886	746	1039	1039	926	Utah
Vermont	586	470	360	376	410	470	495	1680	765	750	722	724	673	Vermont
Virginia	748	678	586	586	646	712	558	1708	800	732	650	775	605	Virginia
Washington	548	387	-	-	353	-	-	2250	1104	824	824	953	506	Washington
West Virginia	-	-	-	-	-	-	-	1665	-	590	-	-	965	West Virginia
Wisconsin	-	505	425	420	450	515	420	1908	954	882	963	1010	867	Wisconsin
Wyoming	610	533	429	423	468	535	447	1458	845	625	915	880	1045	Wyoming
1968 Average	645	533	429	423	468	535	447	1708	934	744	890	924	735	1968 Average