
2020 AASHTO SALARY SURVEY



August 2021

AMERICAN ASSOCIATION
OF STATE HIGHWAY AND
TRANSPORTATION OFFICIALS
AASHTO



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2020 AASHTO SALARY SURVEY



Coordinated by the Division of
Human Resources
Colorado Department of Transportation
for the AASHTO Subcommittee on Personnel and Human Resources

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COLORADO
Department of Transportation

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Welcome to the 2020 AASHTO Salary Survey

The Colorado Department of Transportation's Division of Human Resources coordinated this year's survey.

Questionnaires were sent to all 50 states and 44 states responded, resulting in a 88 percent response rate. These results could not have been possible without the respondents' support, cooperation, and responsiveness to our e-mails and phone calls.

Thank you for your participation and assistance in preparing the 2020 *AASHTO Salary Survey*.

Kristi Graham-Gitkind, HR Director, CDOT Division of Human Resources

PREFACE

The 2020 AASHTO Salary Survey has been prepared to provide job classifications and salary information on positions currently used by the transportation industry.

This survey is intended as a tool for human resources administrators and other professionals whose work involves studying and analyzing job classifications, writing job descriptions, and developing/designing pay structures unique to departments of transportation (DOTs).

This document contains 89 matched titles divided into 5 broad job categories. The categories are: administrative, engineering, general, maintenance, and other. For each title, a brief description, number of incumbents, salary range, and actual salary are included. A benefits section is also included, with information on medical insurance, paid time off, and retirement plans. States were instructed to submit data effective July 1, 2020.

Websites for job class specifications, salary information, and a DOT contact list are provided to obtain additional information not part of this survey.

AASHTO EXECUTIVE COMMITTEE, 2020–2021

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Vice President:

Shawn Wilson, Louisiana

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Bill Panos, North Dakota

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Jeff Pelton, Washington

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Clarisse Coble, AASHTO Liaison

2020 AASHTO SALARY SURVEY GENERAL STATE INFORMATION
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State	# of Permanent Full-Time Employees	# of Pay Periods/Year	Annual Weighted Average Salary	Collective Bargaining	Date of Most Recent General Salary Change	Amount of Most Recent General Salary Change
Alabama	4,320	24	\$48,650	No	10/1/2019	2.00%
Alaska	2,657	26	\$72,616	Yes	7/1/2020	1.00%
Arizona	3,720	26	\$50,726	No	7/1/2007	3.58%
Arkansas	3,676	26	\$46,314	No	6/22/2019	3.00%
California	19,695	12	\$81,511	Yes	7/1/2020	-9.23%
Colorado	3,002	12	\$64,770	No	7/1/2019	3.00%
Connecticut	3,081	26	\$75,757	Yes	7/1/2020	3.00%
Delaware	1,786	26		Yes	7/7/2019	\$1,000
Florida	5,441	26	\$55,857	Yes	10/1/2017	3.00%
Georgia	3,672	24	\$47,685	No	8/1/2019	2.00%
Idaho	1,587	26	\$53,091	No	5/19/2019	3.00%
Indiana	3,846	26	\$38,744	No	12/1/2007	2.00%
Iowa	2,528	26	\$63,813	Yes	7/1/2020	2.10%
Kansas	2,160	26	\$44,936	Yes	7/1/2019	2.50%
Kentucky	4,136	24	\$45,447	No	7/1/2015	1.00%
Louisiana	3,626	26	\$53,225	No	7/15/2019	3.00%
Maine	1,777	26	\$48,837	Yes	9/1/2019	3.00%
Massachusetts	3,734	26	\$78,145	Yes	7/9/2019	3.00%
Michigan	2,386	26	\$68,462	Yes	10/1/2019	2.00%
Minnesota	4,894	26	\$69,301	Yes	7/1/2020	2.50%
Mississippi	2,877	24	\$40,129	No	7/1/2019	2.50%
Missouri	5,016	24	\$44,002	No	1/1/2020	5.00%
Montana	1,857	26	\$58,945	Yes	12/19/2019	1.40%
Nebraska	2,076	27	\$50,601	Yes	7/1/2020	2.30%
Nevada	1,873	26	\$51,953	No	7/15/2019	3.00%
New Hampshire	1,643	26	\$48,668	Yes	1/4/2019	1.50%
New Jersey	3,189	26	\$69,637	Yes	10/12/2019	2.00%
New York	7,811	26	\$60,242	Yes	4/1/2019	2.00%
North Carolina	9,341	26	\$58,740	No	7/1/2020	2.50%
North Dakota	982	12	\$62,977	No	7/1/2020	2.00%
Ohio	4,843	26	\$63,294	Yes	7/1/2019	2.75%
Oklahoma	2,316	26	\$51,628	No	7/1/2019	1.00%
Oregon	4,320	12	\$70,494	Yes	7/1/2019	2.15%
Pennsylvania	11,332	26	\$51,812	Yes	7/1/2019	3.00%
South Carolina	4,141	24	\$45,078	No	7/1/2019	2.00%
South Dakota	976	24	\$52,133	No	7/1/2020	2.00%
Tennessee	4,041	24	\$48,256	No	7/1/2013	1.50%
Texas	12,373	12	\$58,496	No	9/1/2014	2.00%
Utah	1,596	26	\$57,816	No	6/29/2019	2.50%
Virginia	7,389	24	\$63,237	No	6/10/2019	2.00%
Washington	6,435	24	\$79,417	Yes	7/1/2020	3.00%
West Virginia	8,501	26	\$25,774	No	7/1/2019	5.00%
Wisconsin	3,066	26	\$63,752	Yes	1/5/2020	2.00%
Wyoming	1,890	12	\$52,198	No	7/1/2019	2.50%

Note: Hawaii, Illinois, Maryland, New Mexico, Rhode Island, and Vermont did not provide data and are not included on the position data sheets.

* For Oklahoma increase amounts for base salary as of June 30, 2019: \$40,000 and under: \$1,500; \$40,001–\$50,000: \$1,250; \$50,001–\$60,000: \$800; \$60,001 and over: \$600

**WEB SITES FOR JOB CLASS SPECIFICATIONS
AND SALARY INFORMATION**

State	Web Site Address
Alabama	https://www.personnel.alabama.gov
Alaska	https://www.governmentjobs.com/careers/alaska/classspecs http://doa.alaska.gov/dof/payroll/sal_sched.html
Arizona	https://hr.az.gov/classcomp
Arkansas	https://www.ardot.gov/wp-content/uploads/2021/06/FY2022-Salary-Schedule-2021.6.19-PAHR.pdf
California	https://www.calhr.ca.gov/state-hr-professionals/Pages/pay-scales.aspx
Colorado	https://dhr.colorado.gov/state-hr-professionals
Connecticut	https://www.jobapscloud.com/CT/auditor/ClassSpecs.asp https://portal.ct.gov/DAS/Lists/Compensation-Plans
Delaware	https://dhr.delaware.gov/personnel/class/ https://jobapscloud.com/de/auditor/classreports.asp
Florida	https://www.dms.myflorida.com/workforce_operations/human_resource_management/for_state_personnel_system_hr_practitioners
Georgia	Not available
Hawaii	http://dhrd.hawaii.gov/state-hr-professionals/class-and-comp
Idaho	https://dhr.idaho.gov/hr-professional-resources/
Illinois	Not available
Indiana	https://www.in.gov/spd/compensation/job-categories-and-pay-plan/
Iowa	https://eservices.iowa.gov/icpp/index.faces
Kansas	https://admin.ks.gov/offices/personnel-services/compensation-and-classification
Kentucky	https://personnel.ky.gov/Pages/JobSpecs.aspx
Louisiana	https://www.civilservice.louisiana.gov/Divisions/Compensation/Default.aspx
Maine	https://www.maine.gov/bhr/
Maryland	Not available
Massachusetts	Not available
Michigan	https://www.michigan.gov/mdcs
Minnesota	https://mn.gov/mmb/job-class-specs/spec-a.jsp https://mn.gov/mmb/employee-relations/labor-relations/labor/
Mississippi	https://agency.governmentjobs.com/mississippi/default.cfm?action=agencyspecs
Missouri	https://mocareers.mo.gov/hiretrue/mo/transportation/index.html
Montana	https://hr.mt.gov/HR-Portal
Nebraska	Not available
Nevada	https://hr.nv.gov
New Hampshire	https://das.nh.gov/hr/compensation.aspx
New Jersey	https://www.nj.gov/csc/seekers/jobs/announcements/title_search.html
New Mexico	Not available
New York	https://www.cs.ny.gov/tsplan/tsp.html
North Carolina	https://oshr.nc.gov/state-employee-resources/classification-compensation/classification
North Dakota	https://www.omb.nd.gov/team-nd-careers/career-classifications
Ohio	https://das.ohio.gov/Divisions/Human-Resources/Talent-Management/Classification-and-Compensation-old/Classification-Specifications
Oklahoma	https://oklahoma.gov/omes/services/human-capital-management.html (guides and publications section)
Oregon	https://apps.oregon.gov/DAS/Classification-Compensation/?utm_source=OJD&utm_medium=egov_redirect&utm_campaign=https%3A/www.oregon.gov/pages/cgi-bin/ccrt.aspx?pg=crt
Pennsylvania	https://www.hrm.oa.pa.gov/org-mgmt/classification/Pages/default.aspx http://www.jobclass.state.pa.us/
Rhode Island	http://www.hr.ri.gov
South Carolina	https://admin.sc.gov/ohr_classes_list
South Dakota	https://bhr.sd.gov/employees/classification-compensation/
Tennessee	https://www.tn.gov/hr/hr-business-partners/job-class-specifications.html
Texas	Not available
Utah	https://dhrm.utah.gov
Vermont	https://humanresources.vermont.gov/compensation
Virginia	https://www.dhrm.virginia.gov/hr-partners/compensation-and-classification
Washington	https://ofm.wa.gov/state-human-resources/compensation-job-classes
West Virginia	https://personnel.wv.gov/sections/classcomp/Pages/default.aspx
Wisconsin	https://dpm.wi.gov/Pages/HR_Admin/Class-and-Comp-HR-Admin.aspx
Wyoming	https://ai.wyo.gov/divisions/human-resources/consultative-services/compensation

AASHTO SALARY SURVEY STATE CONTACTS

State	Contact Person	Phone Number	E-Mail
Alabama	Amanda Mercado	(334) 353-4158	amanda.mercado@personnel.alabama.gov
Alaska	Frank Hurt	(907) 465-8429	franklin.hurt@alaska.gov
Arizona	Laura Heath	(602) 712-8136	lheath@azdot.gov
Arkansas	Gregg Gibbs	(501) 569-2620	gregory.gibbs@ardot.gov
California	Ashley McGuckin	(916) 227-7850	Ashley.McGuckin@dot.ca.gov
Colorado	Melanie Vigil	(303) 757-9150	melanie.vigil@state.co.us
Connecticut	Doreen Rossi	(860) 594-3133	doreen.rossi@ct.gov
Delaware	Carey Winkler	(302) 760-2019	carey.winkler@delaware.gov
Florida	Victoria Kliner	(850) 414-4852	victoria.kliner@dot.state.fl.us
Georgia	Monica Ivey, Charles Lawrence	(404) 631-1500	mivey@dot.ga.gov , clawrence@dot.ga.gov
Hawaii	Rey Domingo	(808) 587-2145	rey.domingo@hawaii.gov
Idaho	Carol Kozloski	(208) 334-8530	carol.kozloski@itd.idaho.gov
Illinois	Kathy Burton	(217) 782-3207	kathy.burton@illinois.gov
Indiana	Sherry Stolle	(317) 233-4779	sstolle@spd.IN.gov
Iowa	Jenna Borkowski	(515) 233-7700	jenna.borkowski@iowadot.us
Kansas	Kerry C. Hauser	(785) 296-1825	Kerry.C.Hauser@ks.gov
Kentucky	Tracy Hyatt	(502) 782-4781	tracy.hyatt@ky.gov
Louisiana	Michelle Sanders	(225) 379-1259	michelle.sanders@la.gov
Maine	Soumia Tber	(207) 624-3049	soumia.tber@maine.gov
Maryland	Martino Wilkins	(410) 865-1216	mwilkins@mdot.maryland.gov
Massachusetts	Amy R. Lynch	(857) 360-4496	amy.r.lynch@dot.state.ma.us
Michigan	Staci Erickson	(517) 335-2681	ericksons2@michigan.gov
Minnesota	Stephanie Olson	(651) 366-3381	stephanie.glaser@state.mn.us
Mississippi	John Head	(601) 359-7350	jhead@mdot.ms.gov
Missouri	Mike Holloway	(573) 751-2339	michael.holloway@modot.mo.gov
Montana	Laurie Edwards	(406) 444-6053	ledwards@mt.gov
Nebraska	Geri Waechter	(402) 479-4577	geri.waechter@nebraska.gov
Nevada	Mary Gordon	(775) 888-7753	mary.gordon@dot.nv.gov
New Hampshire	Alexis Martin	(603) 271-8313	alexis.martin@dot.nh.gov
New Jersey	Kelly Hutchinson	(609) 963-2146	kelly.hutchinson@dot.nj.gov
New Mexico	James Chambers	(505) 827-5138	jamesw.chambers@state.nm.us
New York	Michelle Sefcik	(518) 485-9232	Michelle.Sefcik@dot.ny.gov
North Carolina	LaTosha Whitted	(919) 707-4467	lrwhitted@ncdot.gov
North Dakota	Whitney Ibach	(701) 328-2587	wibach@nd.gov
Ohio	Renee Szymanski	(614) 466-6443	renee.szymanski@dot.ohio.gov
Oklahoma	Keith Stout	(405) 937-4997	kstout1@odot.org
Oregon	Anne Pratt	(503) 986-4420	anne.l.pratt@odot.state.or.us
Pennsylvania	John Soubik	(717) 783-2687	jsoubik@pa.gov
Rhode Island	Cheryl Wilkes	(401) 563-4610	Cheryl.Wilkes@dot.ri.gov
South Carolina	Kathy J. Riddle	(803) 737-1325	RiddleKJ@scdot.org
South Dakota	William Ernst	(605) 773-8079	william.ernst@state.sd.us
Tennessee	Delaine Linville	(615) 741-3461	delaine.linville@tn.gov
Texas	Joe Seifert	(512) 486-5343	Joe.Seifert@txdot.gov
Utah	Carlos Rodriguez	(801) 638-7724	carlosrodriguez@utah.gov
Vermont			
Virginia	Lynn Doherty	(804) 837-1198	lynn.doherty@vdot.virginia.gov
Washington	Heidi Mabbott	(360) 705-7074	mabbott@wsdot.wa.gov
West Virginia	Rebecca Kelly	(304) 414-6814	Rebecca.J.Kelly@wv.gov
Wisconsin	Barb Paltz	(608) 266-2974	barb.paltz@dot.wi.gov
Wyoming	Katherine Castaneda	(307) 777-4362	katherine.castaneda@wyo.gov

GUIDELINES FOR THE 2020 AASHTO SALARY SURVEY

The guidelines listed below were used by those providing information for the survey.

If viewing the Excel spreadsheet version, note that the sections of the survey are on separate tabs at the bottom. The survey was saved at 130% magnification.

1. Each state compared its job descriptions with the descriptions for the benchmark titles in the salary survey questionnaire and matched as many of the classes as possible.
2. A state could match multiple classifications to a single survey title as long as the state's titles were assigned to the same salary grade (i.e., had the same market rate). If they were not, the single best match was selected. If titles in differing salary grades were all equally accurate matches, the title with the largest employee population was used. If a state had no match, N/A was entered under the heading MATCH TITLE. Positions were not allowed to be reported under more than one classification.
3. Annual salaries (whole dollar amounts), were reported for permanent full-time employees only, effective July 1, 2020.
4. Incentive and longevity pay were omitted from the reported data.
5. The geographic terms *REGION*, *DISTRICT*, and *SECTION* should be interpreted where a *REGION* is a subdivision of the state, *DISTRICT* is a subdivision of the *REGION*, and *SECTION* is a subdivision of the *DISTRICT*. Some states do not use *REGIONS*.
6. The terms *ENTRY LEVEL*, *INTERMEDIATE LEVEL*, and *SENIOR LEVEL* typically have the following meanings throughout the survey:

ENTRY LEVEL: Little or no experience, works under direct supervision. Applies fundamental principles and concepts of position. Performs more routine aspects and progresses to more varied and complex activities with development of additional knowledge and experience.

INTERMEDIATE LEVEL: Performs duties under moderate supervision. Continuing development level. Performs more varied and difficult aspects of position compared to entry level. At this level the employee would have less latitude than at the Senior Level in terms of decision making and un-reviewed actions. However, this level requires considerable know-how of the subject matter, principles, and concepts of the position.

SENIOR LEVEL: Performs full scope of advanced duties under limited supervision. Has independent decision-making authority, may have lead worker responsibilities. Competent in subject matter, principles, knowledge, and concepts; generally considered a specialist in area of assignment.

NOTE: If an organization allowed work experience substitutions for educational requirements, it was acceptable to use the substitutions to match to the survey classes. The most significant point was to have the work being performed match the description of work provided in the survey classes.

DEFINITIONS AND CALCULATIONS

Below is an example of a completed data set as it appears in the results survey, including the definition and/or calculation for each item.

Match Title	# Inc.	# Inc. Calc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA				State	% (CALCULATED)	Region
			Minimum	Midpoint (CALCULATED)	Maximum	Actual Low	Actual Average	Act. Avg * # Inc. Calc.	Actual High			
State 1—title for classification	12	12	50,648	60,289	69,930	50,648	65,943	791,316	69,930	AA	124%	1
State 2—title for classification	14	14	48,636	59,880	71,124	48,636	64,274	899,836	71,124	BB	121%	2
State 3—title for classification	20	20	47,857	57,932	68,006	47,857	62,920	1,258,400	68,006	CC	118%	3
State 4—title for classification	4	4	43,932	53,418	62,904	43,932	61,080	244,320	62,904	DD	115%	4
State 5—title for classification	10	0	42,288	51,210	60,132	42,288			60,132	EE		1
# Incumbents & Averages:	60	50	46,672	56,546	66,419	46,672	63,554	3,193,872	66,419			
Group Weighted Average:		HIDE					53,231	HIDE				
Median:		COLM					63,597	COLUMN				

PLEASE NOTE: ALL HIGHLIGHTED FIELDS (NOT GRAY) ARE CALCULATED WITHIN THE SPREADSHEET

MATCH TITLE: The corresponding classification title used from each state's system. *Provided by each state.*

INC. (NUMBER OF INCUMBENTS): The total number of filled permanent full-time positions in each state for the classification being entered. *Provided by each state.*

INC. (NUMBER OF INCUMBENTS CALCULATED): The total number of filled permanent full-time positions for which there is actual average salary data in each state for the classification being entered.

ANNUAL PAY RANGE DATA:

MINIMUM and MAXIMUM: The lowest and highest possible salaries, respectively, for the classification being entered, regardless of whether an incumbent is receiving the salary. *Provided by each state.*

MIDPOINT: The sum of the Minimum and Maximum salaries, divided by 2. *CALCULATED AUTOMATICALLY AS IT IS ENTERED.*

ANNUAL ACTUAL SALARY

ACTUAL LOW: The lowest salary paid by a state to a current incumbent in the classification regardless of the full possible salary range. *Provided by each state.*

ACTUAL HIGH: The highest salary paid by a state to a current incumbent in the classification regardless of the full possible salary range. *Provided by each state.*

ACTUAL AVERAGE: The sum of the salaries for all incumbents reported in the classification divided by that same number of incumbents. *Provided by each state.*

STATE: The two alpha-letter abbreviation for each state. See the following chart for each state's abbreviation.

% (PERCENT): Compares an individual state's Actual Average salary (submitted by each state—see Actual Average definition) to the Group Weighted Average (Mean) salary (computed for all respondents). The following equation is used: individual state's Actual Average salary divided by the Group Weighted Average (Mean). *CALCULATED AUTOMATICALLY.*

REGION: The AASHTO region number assigned to each state. See the following chart for the region key.

INCUMBENTS and AVERAGES (MEANS): Lists the sum of the number of incumbents reported by all respondents followed by the sum of the number of incumbents for states which reported actual salary averages (hidden column). The remaining columns contain the averages (means) for the pay range and actual pay data. *CALCULATED AUTOMATICALLY.*

GROUP WEIGHTED AVERAGE (MEAN): Calculated by taking each state's number of incumbents multiplied by that state's reported Actual Average, adding all the states' totals together, then dividing by the total number of incumbents with Actual Average salary data. *CALCULATED AUTOMATICALLY.*

MEDIAN: The middle value of all reported Actual Average values for a classification. If 5 Actual Average values are reported, the 3rd one in order (i.e., 2 above and 2 below it) is the median. *CALCULATED AUTOMATICALLY.*

NOTE: Some states did not report complete information on classifications, and some actuals are outside the ranges.

INSTRUCTIONS FOR SORTING AND USING THE ELECTRONIC SURVEY RESULTS

HOW TO SORT: Highlight the range of cells you want to sort; this needs to include all the states and column headings listed in an entire classification.

Example: To highlight the data in *E-1(1). TRANSPORTATION ENGINEER-IN-TRAINING*, start by clicking on the **Match Title** cell in the upper left and dragging the mouse diagonally to highlight through the last state listed in the **Region** column in the bottom right. Do not include the row with the totals at the bottom of that classification.

Note: To select a range of cells, click and hold down the left mouse button while selecting all the desired cells. Release when the full range is highlighted.

- At the top of the screen, select **Data** from the horizontal menu bar and click on **Sort**.
- In the upper portion of the **Sort** box/window, select **My data range has headers**.
- Go to **Sort by** and select the most important information by which you want to sort the information.
- If you want to sort within your main criteria group, select **Add Level** and add more criteria.
- Click **OK**.

If you want to have the entire group sorted by regions and the states listed alphabetically within each region, select **Region** from the **Sort by** drop down, select **Add Level**, then select **State** from the **Then by** drop down. Select the order preferred for these criteria. Then click **OK**.

Note: Each classification in the final survey is currently reported by the **Actual Average** column in **Descending** order then the **State** column in **Ascending** order.

STATE ABBREVIATIONS AND AASHTO REGION NUMBERS

State	Abbreviation	AASHTO Region*	State	Abbreviation	AASHTO Region*
Alabama	AL	2	Montana	MT	4
Alaska	AK	4	Nebraska	NE	4
Arizona	AZ	4	Nevada	NV	4
Arkansas	AR	2	New Hampshire	NH	1
California	CA	4	New Jersey	NJ	1
Colorado	CO	4	New Mexico	NM	4
Connecticut	CT	1	New York	NY	1
Delaware	DE	1	North Carolina	NC	2
Florida	FL	2	North Dakota	ND	4
Georgia	GA	2	Ohio	OH	3
Hawaii	HI	4	Oklahoma	OK	4
Idaho	ID	4	Oregon	OR	4
Illinois	IL	3	Pennsylvania	PA	1
Indiana	IN	3	Rhode Island	RI	1
Iowa	IA	3	South Carolina	SC	2
Kansas	KS	3	South Dakota	SD	4
Kentucky	KY	2	Tennessee	TN	2
Louisiana	LA	2	Texas	TX	4
Maine	ME	1	Utah	UT	4
Maryland	MD	1	Vermont	VT	1
Massachusetts	MA	1	Virginia	VA	2
Michigan	MI	3	Washington	WA	4
Minnesota	MN	3	West Virginia	WV	2
Mississippi	MS	2	Wisconsin	WI	3
Missouri	MO	3	Wyoming	WY	4

***AASHTO Regions:**

- Region 1: NASTO—Northeast Association of State Transportation Officials
- Region 2: SASHTO—Southeastern Association of State Highway and Transportation Officials
- Region 3: MAASTO—Mid America Association of State Transportation Officials
- Region 4: WASHTO—Western Association of State Highway and Transportation Officials

A. ADMINISTRATIVE CLASSIFICATIONS

A1. Department of Transportation (DOT) Director

This is generally a single incumbent, appointed position responsible for the administration of the DOT. Typically an unclassified position.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Commissioner	1	53,560	138,114	222,667	350,000	350,000	350,000	GA	195%	2
Executive Director	1	214,200	279,725	345,250	344,000	344,000	344,000	TX	191%	4
Secretary of Transp	1	178,126	227,128	276,129	251,232	251,232	251,232	SC	140%	2
Commissioner of Transp	1	133,083	205,278	277,472	240,000	240,000	240,000	CT	133%	1
Principal Executive/Mgr J, MESN	1	142,836	182,118	221,400	221,400	221,400	221,400	OR	123%	4
Secretary of Transp	1	20,000	185,000	350,000	221,089	221,089	221,089	NC	123%	2
Commissioner of Hwys	1				218,509	218,509	218,509	VA	121%	2
Director Trans Dept	1	135,595	173,753	211,910	215,696	215,696	215,696	ID	120%	4
Director	1	210,002	225,732	241,462	210,002	210,002	210,002	AR	117%	2
Secretary of Transp	1				207,864	207,864	207,864	WA	116%	4
DOTD Secretary (Unclassified)	1				194,584	194,584	194,584	LA	108%	2
ALDOT Director	1				190,946	190,946	190,946	AL	106%	2
Comissioner of Transport	1				190,000	190,000	190,000	NY	106%	1
Agency Head	1	54,990	156,169	257,348	187,387	187,387	187,387	IN	104%	3
Director	1	131,148	163,935	196,721	185,000	185,000	185,000	OK	103%	4
Director, Department of Transp	1				184,632	184,632	184,632	MO	103%	3
Director/Department of Transp—4585	1	172,345	188,610	204,875	181,540	181,540	181,540	CA	101%	4
Director of NDDOT	1				176,710	176,710	176,710	ND	98%	4
Director	1	85,536	133,662	181,788	175,104	175,104	175,104	CO	97%	4
NJ Department of Transp Commissioner	1	175,000	175,000	175,000	175,000	175,000	175,000	NJ	97%	1
Exec Dir—Dept of Transp	1	133,638	153,684	173,729	172,700	172,700	172,700	MS	96%	2
Secretary, MassDOT	1	64,366	125,739	187,112	170,406	170,406	170,406	MA	95%	1
Unclassified	1	165,000	167,500	170,000	170,000	170,000	170,000	MI	94%	3
Commissioner 3	1	127,500	178,524	229,548	161,904	161,904	161,904	TN	90%	2
Department Head	1				160,500	160,500	160,500	PA	89%	1
Director-Appointed By Governor	1				158,906	158,906	158,906	NE	88%	4
EXMT08—Executive Mgmt 8	1	154,083	196,178	238,273	158,000	158,000	158,000	WY	88%	4
DOT Director	1	100,840	127,570	154,300	154,300	154,300	154,300	IA	86%	3
Director 4	1	73,715	134,722	195,728	152,901	152,901	152,901	OH	85%	3
Directeor	1	103,131	159,191	215,250	150,000	150,000	150,000	AZ	83%	4
DOT Secretary	1	101,816	134,909	168,002	147,929	147,929	147,929	WI	82%	3
Commissioner Department of Transp	1	88,296	116,116	143,936	143,936	143,936	143,936	ME	80%	1
Director, Transp	1	143,779	143,779	143,779	143,779	143,779	143,779	NV	80%	4
Cabinet Secretary	1				142,572	142,572	142,572	DE	79%	1
Secretary of Transp	1	68,136	198,007	327,878	142,546	142,546	142,546	FL	79%	2
Commissioner, DOT/PF	1	141,161	141,161	141,161	141,161	141,161	141,161	AK	78%	4
Commissioner Transp	1	70,000	112,496	154,992	139,499	139,499	139,499	MN	78%	3
Commissioner	1				139,007	139,007	139,007	NH	77%	1
Cabinet Secretary	1				136,000	136,000	136,000	KY	76%	2
Dept of Transp Secretary (same income as DOH Commissioner)	1				120,000	120,000	120,000	WV	67%	2
Cabinet Secretary	1	117,875	117,875	117,875	117,875	117,875	117,875	KS	66%	3
Director	1	112,934	112,934	112,934	112,934	112,934	112,934	MT	63%	4
N/A	0							SD		4
N/A	0							UT		4
# Incumbents & Averages:	42	119,748	163,952	208,156	179,942	179,942	179,942			
Group Weighted Average:					179,942					
Median:					171,553					

A2. Major Division Director

Bachelor's Degree or equivalent experience. Typically requires eight or more years of professional level experience, generally in areas such as program administration, development, or operations.

Generally reports to the DOT Director. Directs the administrative and advanced technical work of a major centralized or headquarters division. These may include Planning, Modal, Motor Vehicle, Administration/Operations, or other divisions at the same level usually directed by a non-engineering professional. Your agency may have specific Major Division Directors who should be reported elsewhere in the survey. Please review the survey to find the most appropriate classification for each and report them accordingly (see A7(5), A9(3), and E2(4) and as some of the examples). Report them in only one place.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Gen Admin Mgr IV	1	102,756	167,935	233,113	186,314	186,314	186,314	VA	142%	2
Deputy Commissioner 2	1	137,760	192,858	247,956	174,960	174,960	174,960	TN	133%	2
Assistant Commissioner (Chief of Staff)	1				171,871	171,871	171,871	NY	131%	1
Division Director	8	53,560	137,114	220,667	132,600	166,396	199,250	GA	127%	2
Assistant Secretary	4	132,816	149,406	165,996	165,996	165,996	165,996	WA	126%	4
Division Director	15	111,793	170,284	228,775	139,909	165,821	191,919	TX	126%	4
Deputy Secretary	2	107,573	144,491	181,408	165,000	165,630	166,260	SC	126%	2
Deputy Commissioner Transp	2	115,780	140,742	165,704	164,200	164,952	165,704	MN	125%	3
Deputy Commissioner of Transp	2	113,512	173,679	233,845	142,000	160,724	179,448	CT	122%	1
Deputy Secretary (Unclassified)	1				160,493	160,493	160,493	LA	122%	2
Exec Deputy for Transp, Deputy Secretary (DS) for Admin; DS for Transp Planning; DS for Multimodal Transp; DS for Driver & Vehicle Services; DS for Hwy Admin [included in E2(4)]	5				158,456	158,663	159,492	PA	121%	1
Principal Executive/ Mgr H, MESN	3	107,136	136,506	165,876	158,064	158,064	158,064	OR	120%	4
Hwy Administrator (Administrator XII)	1	64,366	125,739	187,112	152,967	157,958	162,949	MA	120%	1
Chief Deputy II	1	101,225	147,007	192,789	155,922	155,922	155,922	NC	119%	2
Transp Division Director	4	86,050	120,432	154,814	151,861	154,076	154,814	IA	117%	3
Senior Deputy Director 20	1	121,593	137,511	153,428	153,428	153,428	153,428	MI	117%	3
Asst Chief Engr—Planning; Asst Chief Engr—Ops; Asst Chief Engr—Design, Asst Chief—Admin	4	149,318	154,518	159,718	149,318	152,113	156,572	AR	116%	2
Division Director - PX	9	102,980	112,983	122,987	122,987	150,618	198,725	AK	115%	4
Assistant Commissioner	4				146,050	147,488	150,650	NJ	112%	1
Director	1	85,536	133,662	181,788	143,004	143,004	143,004	CO	109%	4
Deputy Director	2	94,956	132,936	170,916	141,456	141,456	141,456	ND	108%	4
Deputy Director	3	90,050	130,123	170,195	135,135	140,712	145,000	AZ	107%	4
Deputy Director	1	140,611	140,611	140,611	140,611	140,611	140,611	NV	107%	4
Region Dir UDOT—Dir of Prog Development, UDOT—Dir of Proj Development, UDOT—Engineering Mgr IV, UDOT	8	92,895	116,208	139,520	139,520	139,520	139,520	UT	106%	4
Career Executive Assignment—7500	90	89,304	146,268	203,232	90,189	138,702	179,637	CA	106%	4
Assistant Secretary	2	56,780	165,005	273,231	138,586	138,586	138,586	FL	105%	2
Assistant Director	4	98,006	130,675	163,343	130,600	130,600	130,600	OK	99%	4
Aero Div Admin, Chief Admin officer, Motor Div Admin, and Deputy Director	4	77,147	131,810	186,472	93,621	129,896	174,096	ID	99%	4
Director/Appointed official	4	120,823	127,083	133,342	120,823	123,952	133,342	DE	94%	1
Deputy Director 6	8	54,974	103,605	152,235	102,336	120,536	126,048	OH	92%	3
Division Administrator	5	74,817	109,418	144,019	118,123	120,411	125,299	WI	92%	3
Director P	2	102,709	131,617	160,525	116,164	116,164	116,165	SD	88%	4
District Administrators, Trans Planning Administrator, MCS Administrator, Maintenance Administrator	8	115,974	115,974	115,974	115,974	115,974	115,974	MT	88%	4
Division Director	5				100,159	115,054	124,579	NH	88%	1
Exec Mgmt 2,3, & 5 (EXMT02, 03 & 05)	5	90,492	115,212	139,932	106,400	113,482	126,152	WY	86%	4
Hwy Operations Division Mgr	1	72,311	90,391	108,470	110,833	110,833	110,833	NE	84%	4
General Services Dir; Motor Carrier Services Dir; Transp Planning Dir; Multimodal Ops Dir; Audits & Investigations Dir	5				105,120	109,258	110,292	MO	83%	3
Division Director	8	90,000	102,500	115,000	90,000	103,959	115,000	KS	79%	3
Executive Director	22				77,309	102,559	119,000	KY	78%	2
Hwy Division Director	21	65,650	83,325	101,000	94,168	101,024	107,880	WV	77%	2
Broad Band Executive	8	47,476	110,136	172,796	49,375	90,280	145,864	IN	69%	3
DOT—Special Projects Admor	7	67,040	92,180	117,320	83,800	84,976	90,418	MS	65%	2
Transp Senior Administrator	0	90,763	114,528	138,293				AL		2
N/A	0							ME		1
# Incumbents & Averages:	293	95,181	131,513	167,845	130,850	139,120	147,909			
Group Weighted Average:						131,466				
Median:						141,084				

A3. Governmental Relations Director

Bachelor's Degree or equivalent experience. Typically requires six years of professional level experience, generally in areas such as program administration, development, or operations.

This is generally a single incumbent position. Serves as the liaison between the department and Federal, state, and local officials. Coordinates the exchange of information regarding proposed legislation which affects the department. Coordinates departmental responses and communication between department leaders and officials at all levels of government. Attends or represents the department at legislative hearings and meetings related to department operations. Classification may be supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Dir Governmental Affairs Div	1	122,972	165,475	207,977	189,000	189,000	189,000	TX	177%	4
Deputy Executive Director	1	85,536	133,662	181,788	165,744	165,744	165,744	CO	155%	4
Deputy Secretary/Commissioner II	2	82,630	120,002	157,373	156,121	156,121	156,121	NC	146%	2
Senior Director, External Relations	1	127,596	143,544	159,492	155,076	155,076	155,076	WA	145%	4
Special Advisor to Commissioner	1	53,560	137,114	220,667	148,920	148,920	148,920	GA	140%	2
Policy Planning Manager III	1	78,659	129,942	181,224	142,778	142,778	142,778	VA	134%	2
Deputy Director	1	90,050	130,123	170,195	139,500	139,500	139,500	AZ	131%	4
Chief of Staff	1	56,780	165,005	273,231	138,586	138,586	138,586	FL	130%	2
Principal Executive/Manager G, MESN	1	97,356	123,978	150,600	136,632	136,632	136,632	OR	128%	4
Broad Band Executive	1	47,476	110,136	172,796	134,275	134,275	134,275	IN	126%	3
Transp Assistant Planning Director	5	105,113	124,219	143,324	105,884	123,698	137,105	CT	116%	1
Deputy Director	2	121,208	121,208	121,208	121,208	121,208	121,208	MT	114%	4
Transp Gov & Comm Rel Dir	1	93,668	114,016	134,363	119,434	119,434	119,434	MN	112%	3
Program Manager III	1	73,421	104,632	135,842	119,332	119,332	119,332	SC	112%	2
Assistant Deputy Secretary	1	87,277	115,648	144,019	118,206	118,206	118,206	WI	111%	3
Assistant Deputy Director, Legislative Affairs—3054	1	115,512	122,082	128,652	116,777	116,777	116,777	CA	110%	4
Executive Policy Mgr 3	1	97,976	123,434	148,891	116,773	116,773	116,773	PA	109%	1
Special Asst to the Commissioner II	1	83,889	91,777	99,665	115,187	115,187	115,187	AK	108%	4
Dir Legislative & Government Affairs	1	74,750	93,522	112,293	112,293	112,293	112,293	UT	105%	4
TDOT Director	1	80,544	112,758	144,972	111,792	111,792	111,792	TN	105%	2
Public Service Executive III—Deputy Commissioner	1	80,912	101,712	122,512	110,074	110,074	110,074	ME	103%	1
Governmental Relations Director	1				105,120	105,120	105,120	MO	99%	3
Govt Affairs Program Manager	1	70,554	90,397	110,240	104,416	104,416	104,416	ID	98%	4
Governmental Relations officer	1	93,652	112,425	131,198	99,346	99,346	99,346	AR	93%	2
Communications Director	1	98,809	98,809	98,809	98,809	98,809	98,809	NV	93%	4
Mgr of Legislative Affairs (Admin V)	1	38,067	73,620	109,174	75,000	92,087	109,174	MA	86%	1
Director of Policy	1	91,536	91,536	91,536	91,536	91,536	91,536	KS	86%	3
Director, Government and Community Relations	1	90,000	105,000	120,000	90,000	90,000	90,000	NJ	84%	1
Deputy Dir—Chief Legislative Officer	1	54,974	103,605	152,235	89,773	89,773	89,773	OH	84%	3
Special Assistant	1				85,000	85,000	85,000	KY	80%	2
Highway Assistant Division Director	20	57,200	72,600	88,000	66,440	82,745	88,000	WV	78%	2
Transp Coordinator	1	82,100	82,100	82,100	82,100	82,100	82,100	OK	77%	4
Policy & Planning Coordinator (BAPS11)	1	63,465	80,804	98,142	76,476	76,476	76,476	WY	72%	4
Legislative Coordinator	1	40,069	56,085	72,101	58,833	58,833	58,833	NE	55%	4
Government Relations Manager	0	58,128	73,333	88,538				AL		2
N/A	0							DE		1
N/A	0							IA		3
Legislative Liaison (Unclassified)	0							LA		2
N/A	0							MI		3
N/A	0							MS		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NY		1
N/A	0							SD		4
# Incumbents & Averages:	59	81,680	109,827	137,974	114,601	116,107	117,159			
Group Weighted Average:						106,643				
Median:						115,980				

A4. Public Information Director

Bachelor's Degree or equivalent experience. Typically requires six years of professional level experience, generally in areas such as program administration, development, or operations.

This is generally a single incumbent position. As the official spokesperson for the DOT, prepares or directs professional and technical staff in the preparation of news releases, special bulletins, television commentaries, brochures, notices, manuals, video presentations, and newsletters. Classification may be supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Chief Deputy I	1	94,603	137,390	180,177	159,900	159,900	159,900	NC	149%	2
Director Communications Division	1	111,793	150,431	189,069	145,677	145,677	145,677	TX	136%	4
Communications Director	1	85,536	133,662	181,788	138,432	138,432	138,432	CO	129%	4
Director of Communication	1	85,325	117,322	149,318	133,620	133,620	133,620	GA	125%	2
Transp Assistant Bureau Chief	1	97,884	137,046	176,208	133,260	133,260	133,260	TN	124%	2
PR & Marketing Manager IV	1	78,659	129,942	181,224	133,203	133,203	133,203	VA	124%	2
Communications Director	1	107,580	122,772	137,964	131,268	131,268	131,268	WA	123%	4
Asst Sec of Marketing & Communications (Administrator IX)	1	52,700	102,687	152,673	106,362	128,610	150,858	MA	120%	1
Assistant Deputy Director for Public Affairs—9615	1	127,092	134,340	141,588	128,519	128,519	128,519	CA	120%	4
Dep Dir—Chief Communications Officer	1	54,974	103,605	152,235	126,048	126,048	126,048	OH	118%	3
Assistant Director	1	70,841	99,718	128,595	125,000	125,000	125,000	AZ	117%	4
Transportation Operations Manager	1	93,668	114,016	134,363	124,758	124,758	124,758	MN	116%	3
Principal Executive/Mgr F, MESN	1	84,120	107,118	130,116	124,068	124,068	124,068	OR	116%	4
Public Service Manager2	1	86,050	104,260	122,470	122,470	122,470	122,470	IA	114%	3
Director of Public Information	1				121,470	121,470	121,470	NY	113%	1
Discretionary/Non-Classified (Appointed)	1				116,846	116,846	116,846	NE	109%	4
Program Manager III	1	73,421	104,632	135,842	116,364	116,364	116,364	SC	109%	2
State Office Administrator 17	1	95,730	105,288	114,846	114,846	114,846	114,846	MI	107%	3
Director, Communications Div—UDOT	1	81,119	101,467	121,814	110,560	110,560	110,560	UT	103%	4
Director of Communications	1	89,852	106,179	122,505	108,852	108,852	108,852	CT	102%	1
Communications Director	1	41,321	125,052	208,783	108,441	108,441	108,441	FL	101%	2
Division Manager II	1	57,358	81,257	105,156	105,156	105,156	105,156	OK	98%	4
Communicaitons Director	1				105,120	105,120	105,120	MO	98%	3
Communications Division Dir (Mgr II)	1	66,516	93,120	119,724	104,124	104,124	104,124	ND	97%	4
Government Representative 3	1	103,530	111,765	120,000	103,530	103,530	103,530	NJ	97%	1
Public Relations Dir (Unclassified)	1				101,774	101,774	101,774	LA	95%	2
Public Affairs Mgr	1	77,147	98,842	120,536	100,339	100,339	100,339	ID	94%	4
Communications Director	1	69,264	91,780	114,296	97,094	97,094	97,094	WI	91%	3
Director/Administrative Management	1	67,840	84,800	101,760	97,000	97,000	97,000	DE	91%	1
Public Relations Prog Mgr (PIPR13)	1	82,814	105,438	128,062	86,000	86,000	86,000	WY	80%	4
DOT—Special Projects Admor	1	67,040	92,180	117,320	83,800	83,800	83,800	MS	78%	2
Public Information Officer 2	2	55,958	69,677	83,395	83,395	83,395	83,395	NV	78%	4
Broad Band Executive	1	47,476	110,136	172,796	82,558	82,558	82,558	IN	77%	3
Public Service Manager Ii—Assistant Commissioner Public Information DOT	1	55,182	69,389	83,595	81,162	81,162	81,162	ME	76%	1
Director of Communications	1	80,000	80,000	80,000	80,000	80,000	80,000	KS	75%	3
Public Information Manager	1	50,174	63,270	76,366	76,366	76,366	76,366	AL	71%	2
Public Relations Special Supervisor	1	74,938	74,938	74,938	74,938	74,938	74,938	MT	70%	4
Press Secretary	1	65,937	83,033	100,128	70,396	70,396	70,396	PA	66%	1
Administrator I	1	55,556	67,363	79,170	68,952	68,952	68,952	NH	64%	1
Strategic Communications Coordinator	1	44,223	59,696	75,168	53,327	53,327	53,327	SD	50%	4
Department Communications Manager	0							AK		4
Public Information Officer	0	93,652	112,425	131,198				AR		2
Previously Reported as Executive Dir	0							KY		2
See A3	0							WV		2
# Incumbents & Averages:	41	76,402	102,325	128,248	107,125	107,681	108,237			
Group Weighted Average:						107,089				
Median:						108,647				

A5. Attorney Series—Series of 2

A5(1). Attorney Staff (1st in series)

Bachelor's Degree and graduation from law school plus two to three years of experience. Member of the state bar.

DOT legal counsel in such areas as eminent domain, environment, and tort defense. Represents DOT in district and supreme courts, public forums, hearings, etc. to determine the agency's case or response. Interviews witnesses, and prepares evidence and pretrial briefs. Presents cases at trial, examines witnesses, and negotiates agreements. Recommends trial strategy and settlement offers with management and may review drafts of legislation for legal issues. Typically reports to Chief Counsel and is not supervisory. **(Please note in comment space whether they are employees of your DOT or of the state Attorney General's staff).**

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Assistant Attorney General 3	5	90,230	109,346	128,461	128,461	128,461	128,461	IA	146%	3
Attorney IV	2	89,739	98,095	106,451	106,451	123,250	140,049	AK	140%	4
Attorney III	2	72,595	91,667	110,738	110,738	110,738	110,738	AL	126%	2
Deputy Attorney General	4	107,676	107,676	107,676	107,676	107,676	107,676	NV	123%	4
Staff Attorney 2	2	90,203	102,819	115,434	93,304	104,369	115,434	CT	119%	1
Senior Attorney	5	81,446	86,750	92,054	102,661	102,661	102,661	NY	117%	1
Counsel II	12	75,738	93,496	111,255	89,004	100,129	111,255	MA	114%	1
Attorney	6	98,942	98,942	98,942	95,111	98,942	104,306	MT	113%	4
Attorney	9	53,352	91,114	128,876	82,222	98,030	123,843	WI	112%	3
TxDOT Attorney III	8	63,104	83,298	103,491	85,260	95,253	103,262	TX	109%	4
Attorney III	25	84,728	114,084	143,440	88,584	94,373	112,236	NC	108%	2
Attorney IV	4	60,344	85,995	111,646	88,673	93,780	98,466	SC	107%	2
Staff Attorney	7	79,014	98,374	117,734	90,012	93,600	98,306	AR	107%	2
Deputy Attorney, Caltrans (Range D)—5779	14	93,816	107,076	120,336	85,157	92,372	104,894	CA	105%	4
Attorney	8	44,912	81,870	118,827	76,000	89,575	112,000	OK	102%	4
Stat Program Admin Coordinator	7	66,190	82,309	98,428	68,466	89,116	98,428	MN	102%	3
Attorney III	2	65,772	112,397	159,022	84,500	88,624	92,748	SD	101%	4
Attorney II (Professional Services III)	1	66,516	93,120	119,724	87,420	87,420	87,420	ND	100%	4
Attorney 4	5	66,061	80,184	94,307	69,805	85,218	100,922	OH	97%	3
Attorney 4	3	52,331	71,955	91,579	83,500	84,957	86,200	GA	97%	2
Associate Counsel	5	63,108	88,350	113,592	73,080	82,572	91,872	TN	94%	2
Senior Attorney	58	51,355	102,905	154,454	65,000	80,567	103,299	FL	92%	2
Senior Assistant Counsel	1	60,624	74,442	88,260	77,293	77,293	77,293	MO	88%	3
Hwy Attorney 2	6	53,950	68,475	83,000	72,570	77,200	80,100	WV	88%	2
Attorney 2 (OGC—Governor's Office of General Counsel)	6	65,937	83,033	100,128	68,890	76,512	84,088	PA	87%	1
Hearing Officer 4	6	50,891	71,041	91,190	73,840	74,195	74,550	AZ	85%	4
Attorney II	7	56,118	65,634	75,150	65,000	72,818	94,777	KS	83%	3
Staff Attorney	1	52,936	62,785	72,634	72,634	72,634	72,634	ME	83%	1
Attorney 3	8	45,344	77,334	109,325	57,990	71,887	92,747	LA	82%	2
Attorney, Senior	2	51,500	70,813	90,125	61,500	70,750	80,000	MS	81%	2
Attorney E7	7	52,000	68,250	84,500	65,000	69,076	74,874	IN	79%	3
Staff Attorney III	4	46,907	60,979	75,052	62,289	64,047	65,252	KY	73%	2
N/A	0							CO		4
N/A	0							DE		1
N/A	0							ID		4
N/A	0							MI		3
N/A*	0							NE		4
N/A	0							NH		1
N/A	0							NJ		1
N/A	0							OR		4
N/A	0							UT		4
N/A	0							VA		2
N/A	0							WA		4
N/A	0							WY		4
# Incumbents & Averages:	242	67,293	87,019	106,745	82,440	89,315	97,837			
Group Weighted Average:						87,771				
Median:						88,870				

* Not DOT employees. Employed by Attorney General's Office.

A5(2). Chief Counsel (2nd in series)

Bachelor's Degree and graduation from law school plus five to seven years of experience. Member of the state bar.

This is generally a single incumbent position. Performs a high level of professional and administrative work directing the legal activities for the DOT. Interprets laws and regulations, gives legal advice, and prepares and reviews bills for legislative consideration. Manages a staff of attorneys. **(Please note in the comment space whether this incumbent is an employee of your DOT or of the state Attorney General's staff.)**

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Director General Counsel Division	1	148,796	200,224	251,652	234,000	234,000	234,000	TX	182%	4
Chief Counsel—0077	1	152,952	170,568	188,184	170,815	170,815	170,815	CA	133%	4
General Counsel (Prog Mgr Spec XI)	1	60,722	118,626	176,529	155,095	162,703	170,310	MA	127%	1
Chief Counsel (OGC—Governor's Office of General Counsel)	1				158,495	158,495	158,495	PA	123%	1
Principal Attorney (Chief Counsel)	1	122,092	138,173	154,253	154,253	154,253	154,253	NY	120%	1
Attorney VI (Chief Assistant Attorney General, Section Supervisor)	1	99,665	109,093	118,521	151,886	151,886	151,886	AK	118%	4
Attorney Supvr	1	103,896	125,830	147,763	147,763	147,763	147,763	IA	115%	3
Chief Legal Counsel	1	143,910	147,279	150,647	143,910	143,910	143,910	AR	112%	2
Attorney General Counsel 3	1	83,366	123,718	164,070	143,770	143,770	143,770	LA	112%	2
Agency General Counsel II	1	113,385	152,670	191,954	142,528	142,528	142,528	NC	111%	2
Attorney Administrator 20	1	116,465	133,353	150,241	141,149	141,149	141,149	MI	110%	3
Senior Administrative Officer	1	100,642	122,420	144,197	135,595	139,353	144,197	MN	108%	3
Attorney IV	1	97,697	123,328	148,958	134,940	134,940	134,940	AL	105%	2
Chief Counsel	1				134,820	134,820	134,820	MO	105%	3
Deputy General Counsel	1	85,325	117,322	149,318	133,620	133,620	133,620	GA	104%	2
Chief, Deputy Attorney General	1	133,012	133,012	133,012	133,012	133,012	133,012	NV	104%	4
Deputy Director—Chief Legal Counsel	1	54,974	103,605	152,235	126,048	126,048	126,048	OH	98%	3
General Counsel	1	98,006	130,675	163,343	125,000	125,000	125,000	OK	97%	4
Attorney III (Professional Services IV)	1	79,560	111,384	143,208	123,936	123,936	123,936	ND	96%	4
Broad Band Executive	1	47,476	110,136	172,796	122,430	122,430	122,430	IN	95%	3
Chief Legal Counsel	1	87,277	115,648	144,019	120,931	120,931	120,931	WI	94%	3
Attorney V	1	73,421	104,632	135,842	119,601	119,601	119,601	SC	93%	2
General Counsel 3	1	88,788	124,308	159,828	116,712	116,712	116,712	TN	91%	2
Chief Legal Counsel	1	115,974	115,974	115,974	115,974	115,974	115,974	MT	90%	4
DOT General Counsel	1	80,600	102,300	124,000	114,999	114,999	114,999	WV	90%	2
Public Service Exec II—Chief Counsel	1	80,912	101,712	122,512	106,870	106,870	106,870	ME	83%	1
Attorney Supervisor	8	61,016	122,262	183,508	97,000	105,688	110,000	FL	82%	2
EHO Chief Hearing Officer	1	70,871	99,733	128,595	105,000	105,000	105,000	AZ	82%	4
Attorney IV	1	65,772	112,397	159,022	104,873	104,873	104,873	SD	82%	4
Chief Council	1	104,335	104,335	104,335	104,334	104,334	104,334	KS	81%	3
Senior Hearing Examiner	1	75,602	91,378	107,153	103,058	103,058	103,058	NH	80%	1
N/A	0							CO		4
N/A	0							CT		1
Deputy Attorney General V (SMV PG20)	0	98,319	131,092	163,865				DE		1
N/A	0							ID		4
Previously recorded as Executive Dir	0							KY		2
N/A	0							MS		2
N/A*	0							NE		4
N/A	0							NJ		1
N/A	0							OR		4
N/A	0							UT		4
N/A	0							VA		2
N/A	0							WA		4
N/A	0							WY		4
# Incumbents & Averages:	38	94,828	123,239	151,651	132,981	133,628	134,169			
Group Weighted Average:						128,481				
Median:						133,012				

* Not DOT employees. Employed by Attorney General's Office.

A6. Auditor/Accountant—3 Classes (Note: Both classes 1 and 2 are senior level.)

A6(1). Auditor Senior
Bachelor's Degree in accounting, auditing, or related field or equivalent experience. Typically requires two to four years of related experience.
 Examines a variety of accounting systems, records, and procedures. Determines liability for taxes or costs to the DOT. As an internal auditor, examines records and procedures to determine that internal programs conform to established standards and procedures. Classification is not supervisory but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Supervising Accounts Examiner	1	91,067	104,719	118,370	108,156	108,156	108,156	CT	177%	1
Auditor IV	3	86,688	109,062	131,436	97,008	104,076	114,996	CO	170%	4
Auditor 3	2	90,375	100,846	111,316	96,044	103,680	111,316	NY	169%	1
Internal Auditor 3, MMN	4	72,780	89,958	107,136	92,688	99,828	107,136	OR	163%	4
Auditor III	5	56,046	78,430	100,814	84,006	85,049	87,125	NC	139%	2
Audit Spec—DOT 4	4	61,224	71,779	82,334	82,334	82,334	82,334	WA	135%	4
Auditor Senior	2	51,949	64,112	76,275	76,275	76,275	76,275	MN	125%	3
Associate Management Auditor, (Range A)—4159	14	68,112	78,834	89,556	58,889	75,194	81,290	CA	123%	4
Auditor II	7	46,087	78,595	111,102	66,017	74,029	84,000	VA	121%	2
Audit Manager	3	65,937	83,033	100,128	70,396	73,044	75,189	PA	119%	1
Auditor IV	5	52,534	67,944	83,353	61,512	72,775	82,664	UT	119%	4
Contract Auditor, Reviewing Auditor	2	66,794	85,678	104,561	68,874	71,682	74,490	AR	117%	2
Auditor P11/12	8	50,627	64,043	77,459	59,529	70,519	77,459	MI	115%	3
Auditor IV	3	55,184	72,789	90,393	66,416	70,341	74,271	TX	115%	4
Auditor 2	15	57,210	69,139	81,069	59,861	68,044	81,069	NJ	111%	1
Auditor III (Fiscal Services V)	4	55,356	77,496	99,636	57,432	64,704	69,612	ND	106%	4
Auditor II	7	50,794	62,167	73,539	55,480	64,510	73,539	MA	105%	1
Internal Auditor V	1	51,755	64,694	77,633	64,053	64,053	64,053	DE	105%	1
Senior Auditor (FIAU10)	4	58,078	73,945	89,812	63,278	63,828	65,460	WY	104%	4
Auditor 3	1	53,598	66,659	79,719	63,746	63,746	63,746	NV	104%	4
Principal Financial Specialis	5	58,906	75,494	92,082	58,906	62,887	73,736	ID	103%	4
Auditor Senior	3	49,608	81,869	114,129	60,153	61,172	61,838	WI	100%	3
Auditor 3	5	37,003	63,128	89,253	42,848	60,220	72,987	LA	98%	2
Accountant/Auditor III	3	41,968	67,797	93,625	57,357	59,752	63,830	SD	98%	4
Hwy Accountant/Auditor Senior	5	41,600	52,800	64,000	49,495	57,788	66,081	WV	94%	2
Auditor IV	7	41,355	53,762	66,169	57,527	57,527	57,527	KY	94%	2
DOT—Accountant/Auditor, Prof III	2	52,689	72,448	92,206	56,922	57,268	57,615	MS	94%	2
Auditor 3	5	44,520	57,888	71,256	54,720	57,106	62,916	TN	93%	2
Auditor IV	5	40,759	58,086	75,413	49,980	56,351	59,617	SC	92%	2
Auditor 3	19	39,983	55,774	71,564	55,246	55,951	57,446	AZ	91%	4
Auditor III	5	33,440	47,374	61,307	54,800	54,800	54,800	OK	90%	4
State Auditor II	7	43,950	51,417	58,884	47,818	54,615	67,000	KS	89%	3
Auditor 2	3	32,971	45,320	57,669	54,048	54,048	54,048	GA	88%	2
Senior Auditor	7	49,056	58,212	67,368	51,060	53,762	60,276	MO	88%	3
Auditor, Senior	4	48,144	58,368	68,592	49,107	51,860	55,268	NE	85%	4
Field Auditor 1	4	37,778	54,626	71,474	40,000	47,015	57,250	IN	77%	3
Accountant III	4	43,115	51,793	60,470	43,115	45,362	48,672	NH	74%	1
Staff Accountant	5	35,589	41,767	47,944	35,589	43,310	47,944	ME	71%	1
Accountant III	29	25,774	51,645	77,517	32,691	36,516	46,065	FL	60%	2
Tax Auditor IV	0							AK		4
N/A	0							AL		2
N/A	0							IA		3
Senior Auditor	0							MT		4
N/A	0							OH		3
# Incumbents & Averages:	222	52,318	68,294	84,271	61,625	66,235	71,259			
Group Weighted Average:						61,184				
Median:						63,746				

A6(2). Accountant Senior
Bachelor's Degree in accounting, auditing, or related field or equivalent experience. Typically requires two to four years of related experience in professional accounting.

Assists in the financial activities of the DOT by ensuring the proper authorization, identification, and validation of all financial transactions and that results of operations are in compliance with Generally Accepted Accounting Principles (GAAP). Reports monthly financial activities of such accounts as the Road Use Tax Fund, Materials testing costs, or other funds. Classification is not supervisory but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Accountant 4, MMN	2	69,252	85,692	102,132	97,356	97,356	97,356	OR	157%	4
Associate Accountant	19	81,814	93,518	105,221	84,745	91,012	105,221	CT	147%	1
Senior Budget Analyst	2	58,157	71,729	85,301	89,960	90,251	90,542	OH	146%	3
Accountant IV	2	56,046	78,430	100,814	84,363	89,225	94,087	NC	144%	2
Accountant 3	9	56,347	71,885	87,422	68,952	84,604	87,422	IA	137%	3
Accountant III	8	73,632	92,628	111,624	75,396	83,136	90,816	CO	134%	4
Financial Services Specialist II	35	46,087	78,595	111,102	58,211	76,634	95,717	VA	124%	2
Acctng/Budget Spec III (Fiscal Svcs V)	5	55,356	77,496	99,636	68,052	75,780	79,692	ND	122%	4
Accountant 4	4	40,983	56,352	71,720	71,720	72,796	73,155	GA	118%	2
Accountant III	13	59,631	67,651	75,670	62,615	72,777	89,037	AK	118%	4
Accountant 4	2	50,891	71,191	91,490	71,788	72,354	72,920	AZ	117%	4
Administrative Analyst 3, Accounting	3	68,636	83,140	97,644	71,859	71,859	71,859	NJ	116%	1
Accountant III	10	53,055	65,180	77,304	65,531	71,418	77,304	MA	115%	1
Public Service Coordinator I/Financial Analyst	4	52,936	62,785	72,634	64,102	70,476	72,634	ME	114%	1
Assistant Section Head—Federal Aid Billing, Assistant Section Head—Reports & Costs	2	66,794	85,678	104,561	67,782	69,355	70,928	AR	112%	2
Accounting off Sr	8	50,175	61,878	73,581	51,949	69,050	73,581	MN	112%	3
Accountant Senior	4	49,608	81,869	114,129	64,043	67,912	72,862	WI	110%	3
Accountant P11/12	9	46,987	60,507	74,027	56,368	67,641	74,027	MI	109%	3
Senior Accounting Officer (Spec), Range A—4567	37	61,788	69,570	77,352	53,728	66,626	70,212	CA	108%	4
Exempt Accountant/Auditor III	3	41,968	67,797	93,625	62,929	66,267	70,524	SD	107%	4
Senior Accountant	12	56,604	64,292	71,980	56,604	63,289	71,980	NY	102%	1
Accountant 3	1	58,380	72,850	87,320	60,844	60,844	60,844	NV	98%	4
Fiscal Analyst 3	33	47,844	56,088	64,332	47,844	59,947	64,332	WA	97%	4
Staff Accountant	10	43,346	54,521	65,695	47,806	59,596	65,695	AL	96%	2
Senior Financial Specialist	12	52,125	66,779	81,432	52,125	58,831	68,994	ID	95%	4
Accounting Specialist IV	22	42,244	55,602	68,960	51,874	58,446	66,030	TX	94%	4
Accountant	4	58,329	58,329	58,329	58,329	58,329	58,329	MT	94%	4
Hwy Accountant/Auditor Senior	5	41,600	52,800	64,000	49,495	57,788	66,081	WV	93%	2
Accountant IV	2	46,761	56,355	65,949	55,556	56,755	57,954	NH	92%	1
Accountant 3	16	32,323	55,141	77,958	45,302	56,595	63,731	LA	91%	2
Accountant 2	5	50,543	63,707	76,871	51,736	55,136	61,731	PA	89%	1
Accountant III	20	33,440	47,374	61,307	54,800	54,800	54,800	OK	88%	4
DOT—Accountant/Auditor, Prof III	4	52,689	72,448	92,206	52,689	54,127	54,945	MS	87%	2
Senior Financial Services Specialist	20	49,056	58,212	67,368	51,060	52,907	58,080	MO	85%	3
Financial Analyst III	12	44,203	57,149	70,094	46,562	51,950	59,863	UT	84%	4
Accountant III	6	46,777	56,721	66,664	47,713	50,209	57,728	NE	81%	4
Senior Accountant (FIAC08)	4	44,509	56,669	68,828	47,352	49,022	50,303	WY	79%	4
Accountant 3	6	42,408	55,122	67,836	46,644	48,872	50,616	TN	79%	2
Accountant IV	46	30,622	66,563	102,505	35,472	41,892	61,889	FL	68%	2
Graduate Accountant II	3	37,596	48,875	60,154	39,476	41,380	45,096	KY	67%	2
Accountant II	4	37,980	44,449	50,918	39,442	40,823	44,412	KS	66%	3
Accountant/Fiscal Analyst II	5	33,494	47,735	61,975	36,575	40,330	45,735	SC	65%	2
Senior Accountant	8	34,484	43,105	51,726	36,693	37,993	41,447	DE	61%	1
Accountant 1	0	37,778	54,626	71,474				IN		3
# Incumbents & Averages:	441	49,893	64,752	79,611	58,220	63,637	68,849			
Group Weighted Average:						61,922				
Median:						60,844				

A6(3). Financial Operations Director
Bachelor's Degree or equivalent experience. Typically requires seven years of professional level experience, generally in areas such as program administration, development, or operations.
This is generally a single incumbent position. Administers a finance department or division with a staff of accountants, auditors, or bookkeepers. Responsible for fiscal control, expenditure approval, accounting, and auditing activities and budget development for the DOT. Classification is supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Director of Finance	1	53,560	137,114	220,667	195,000	195,000	195,000	GA	152%	2
Financial Services Manager IV	1	102,756	167,935	233,113	187,608	187,608	187,608	VA	147%	2
Financial Mgmt Division Director	1	135,269	182,022	228,775	184,800	184,800	184,800	TX	144%	4
Transp Chief of Fiscal and Administrative Services	1	133,001	157,177	181,353	181,353	181,353	181,353	CT	142%	1
Career Executive Assignment (Range C)—7500	1	89,304	146,268	203,232	162,308	162,308	162,308	CA	127%	4
Chief Financial Officer (Administrator XII)	1	64,366	125,739	187,112	152,967	157,958	162,949	MA	123%	1
Director of Financial Administration 6	1	135,179	152,605	170,030	155,631	155,631	155,631	NY	122%	1
Chief Financial Officer	1	150,650	150,650	150,650	150,650	150,650	150,650	NJ	118%	1
Accounting Director II	1	77,224	112,151	147,078	150,643	150,643	150,643	NC	118%	2
Broad Band Executive	1	47,476	110,136	172,796	145,864	145,864	145,864	IN	114%	3
Director of Accounting and Financial Services	1	113,052	129,000	144,948	144,948	144,948	144,948	WA	113%	4
Principal Executive/Manager G, MESN	1	97,356	123,978	150,600	143,364	143,364	143,364	OR	112%	4
Public Service Executive	1	99,133	120,068	141,003	141,003	141,003	141,003	IA	110%	3
Chief Fiscal Officer	1	137,228	143,938	150,647	137,228	137,228	137,228	AR	107%	2
Assistant Director	1	79,340	114,670	150,000	135,000	135,000	135,000	AZ	105%	4
Transp Finance Managing Director	1	93,668	114,016	134,363	134,238	134,238	134,238	MN	105%	3
Dir, Financial Mgmt Division (Mgr IV)	1	94,956	132,936	170,916	128,940	128,940	128,940	ND	101%	4
Accounting Director III	1	84,350	106,384	128,417	128,417	128,417	128,417	AL	100%	2
Comptroller—DOT	1	47,316	143,197	239,077	127,915	127,915	127,915	FL	100%	2
Deputy Director—Chief Fiscal Officer	1	54,974	103,605	152,235	126,048	126,048	126,048	OH	98%	3
Discretionary/Non-Classified (Appointed)	1				122,154	122,154	122,154	NE	95%	4
State Division Administrator 17	1	95,730	108,628	121,525	121,525	121,525	121,525	MI	95%	3
Finance Director	1	68,215	94,399	120,582	120,582	120,582	120,582	UT	94%	4
Director/Administrative Mgmt (LIN)	1				120,300	120,300	120,300	DE	94%	1
Controller III	1	91,704	120,162	148,620	119,736	119,736	119,736	CO	94%	4
Financial Executive Officer	1	77,147	98,842	120,536	116,438	116,438	116,438	ID	91%	4
Administration Division Administrator	1	115,974	115,974	115,974	115,974	115,974	115,974	MT	91%	4
TDOT Director	1	80,544	112,758	144,972	112,332	112,332	112,332	TN	88%	2
Accounting/Fiscal Manager III	1	73,421	104,632	135,842	110,580	110,580	110,580	SC	86%	2
Financial Services Director	1				110,292	110,292	110,292	MO	86%	3
Public Service Executive II—Director Bureau of Finance & Administration	1	80,122	95,088	110,053	110,053	110,053	110,053	ME	86%	1
Budget and Policy Mgr	1	64,126	107,359	150,592	107,369	107,369	107,369	WI	84%	3
Senior Financial Accountant (CPA)	1	71,296	95,062	118,827	103,429	103,429	103,429	OK	81%	4
Director, Bureau of Fiscal Management	1	97,976	123,434	148,891	102,357	102,357	102,357	PA	80%	1
Director O	1	92,707	118,786	144,865	100,383	100,383	100,383	SD	78%	4
Budget Administrator 3/Accountant Administrator 5	2	72,820	108,066	143,312	86,112	99,580	113,048	LA	78%	2
Accounting Manager III (FIAC14)	1	90,495	115,218	139,941	99,200	99,200	99,200	WY	77%	4
Administrative Service Officer 3	1	66,628	83,395	100,161	95,672	95,672	95,672	NV	75%	4
Manager/Administrator	1	94,000	94,000	94,000	94,000	94,000	94,000	KS	73%	3
Financial Reporting Administrator II	1	75,602	91,378	107,153	90,773	90,773	90,773	NH	71%	1
Accounting/Auditing Office Director	1	69,122	95,043	120,963	85,961	85,961	85,961	MS	67%	2
N/A	0							AK		4
Previously reported as Executive Dir	0							KY		2
See A2	0							WV		2
# Incumbents & Averages:	42	88,626	119,890	151,153	128,272	128,722	129,172			
Group Weighted Average:						128,028				
Median:						122,154				

A7. Information Systems—5 Classes (Note: Both classes 1 and 2 are entry level.)

A7(1). Information Help Desk Worker

Typically requires one year of post-high school training in computer field or two years of experience in computer-related work.

Performs first level response duties within a centralized support center that receives, identifies, and analyzes user issues. Assists in resolving problems within an information and networking environment involving multiple computer platforms, local and wide-area networks. Forwards non-routine problems which cannot be solved by the Help Desk to other Information Specialists.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
IT Analyst 1	14	72,145	82,259	92,373	72,145	80,629	96,714	CT	162%	1
IT System Admin—Entry	9	63,912	74,952	85,992	72,324	79,781	85,992	WA	161%	4
IT Specialist 2	1	47,736	60,122	72,509	72,509	72,509	72,509	IA	146%	3
Info Systems Spec 4, OAO	26	52,500	65,928	79,356	49,080	68,471	79,356	OR	138%	4
Info Technologist 1	8	44,720	51,439	58,157	54,558	63,357	75,566	OH	128%	3
Computer Support Spec	3	60,922	60,922	60,922	60,922	60,922	60,922	MT	123%	4
EDP Systems Analyst II	20	58,391	71,829	85,267	36,234	60,750	85,267	MA	122%	1
IT Tech 4	2	45,142	55,885	66,628	53,598	58,672	63,746	NV	118%	4
IS Technical Services Prof and Senior	11	45,052	74,401	103,750	55,203	57,033	58,864	WI	115%	3
Info Technology Tech	17	44,303	55,824	67,345	44,303	53,610	67,345	PA	108%	1
Senior Service Desk Analyst	4	39,983	55,774	71,564	47,000	50,425	55,000	AZ	102%	4
App Syst Analyst\Prog Int	4	47,606	62,725	77,844	48,588	49,212	50,519	IN	99%	3
IT Tech—1400	3	42,360	55,056	67,752	45,666	48,342	50,595	CA	97%	4
Administrative Assistant 1	70	41,130	45,768	50,405	41,130	47,450	53,400	NY	96%	1
IT Consultant I	6	40,759	58,086	75,413	43,205	46,961	52,168	SC	95%	2
Technology Support Consultant II	16	41,870	48,994	56,118	40,830	46,589	55,321	KS	94%	3
IT Help Desk Coordinator	3	38,730	46,972	55,214	39,503	46,244	49,984	NE	93%	4
IT Ops & Support Senior Tech	6	41,226	52,822	64,418	42,515	45,372	50,128	ID	91%	4
Hardware Tech	7	44,226	60,089	75,952	44,226	44,854	47,554	AR	90%	2
Helpdesk Spec—Int*	1	33,228	43,194	53,160	39,876	39,876	39,876	TN	80%	2
Senior Info System Tech	1	37,692	44,376	51,060	39,696	39,696	39,696	MO	80%	3
Office Automation Spec II	17	21,693	45,425	69,157	38,067	39,385	39,997	FL	79%	2
Hwy Business Operations Assistant 1	91	29,250	37,125	45,000	30,101	38,967	47,833	WV	78%	2
IT Operations Tech	4	27,130	36,331	45,533	28,493	38,162	45,533	AL	77%	2
Systems Administrator II	9	35,308	48,548	61,788	35,308	37,649	41,604	MS	76%	2
Computer Support Associate	10	35,266	45,821	56,376	35,266	36,569	37,605	SD	74%	4
Microcomputer/Network Tech II	0							AK		4
N/A	0							CO		4
N/A	0							DE		1
N/A	0							GA		2
N/A	0							KY		2
N/A	0							LA		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
Same as A7(2)	0							NJ		1
N/A	0							OK		4
N/A	0							TX		4
N/A	0							UT		4
N/A	0							VA		2
N/A	0							WY		4
# Incumbents & Averages:	363	43,549	55,410	67,271	46,552	51,980	57,811			
Group Weighted Average:						49,669				
Median:						47,896				

A7(2). Information Specialist Entry

Typically requires one year of post-high school training in computer field or two years of experience in computer-related work.

Works under direct supervision assisting higher level specialists. May function as a programmer or analyst. Work is frequently reviewed to assure proficiency in learning and developing computer codes in a small number of program languages such as COBAL, SAS, PL12, etc., or for PC/LAN server hardware/software configurations. Most of these positions work in the area of business application processes or in PC/LAN support.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
IT Analyst 2	13	91,751	104,018	116,284	91,751	107,633	116,284	CT	154%	1
IT App Development Entry	8	68,700	80,538	92,376	72,168	83,546	92,376	WA	120%	4
IT Associate—1401	225	50,568	70,062	89,556	45,901	75,655	85,768	CA	108%	4
IT Spec 3	17	54,746	69,035	83,325	58,094	74,834	83,325	IA	107%	3
Info Technologist 2	23	52,998	65,302	77,605	55,307	71,885	82,909	OH	103%	3
EDP Programmer II	2	48,115	58,936	69,756	66,745	68,251	69,756	MA	98%	1
IT Spec I	1	35,278	61,555	87,831	65,395	65,395	65,395	VA	94%	2
Programmer Analyst	3	50,891	71,191	91,490	60,000	64,500	72,000	AZ	92%	4
Info Technolgy Generalist 1	36	50,543	63,707	76,871	50,543	62,732	76,871	PA	90%	1
Systems Analyst II	2	45,158	59,473	73,788	55,875	61,687	67,500	TX	88%	4
IT Software Engr I	1	46,155	59,135	72,114	59,946	59,946	59,946	ID	86%	4
Microcomputer/Network Spec I	1	59,631	66,339	73,047	59,631	59,631	59,631	AK	85%	4
IT Applications Developer	2	54,650	64,456	74,262	54,650	55,196	55,742	NE	79%	4
Prog Analyst 1	2	36,268	49,869	63,469	54,366	54,700	55,453	GA	78%	2
IS Systems Development Services Professional	2	45,052	66,684	88,316	52,894	53,788	54,662	WI	77%	3
Technical Assistant, MIS	6	41,872	50,339	58,805	43,754	53,687	58,805	NJ	77%	1
Info Systems Spec 2, OAO	2	42,288	53,076	63,864	53,124	53,124	53,124	OR	76%	4
Distributed Computer Systems Consultant	18	33,377	80,688	127,999	45,945	52,473	65,948	FL	75%	2
Highwat Programmer Analyst 1	3	44,200	56,100	68,000	45,000	51,205	68,000	WV	73%	2
Programmer/IT Systems Tech Senior (PC Option)	32	41,278	51,904	62,530	41,278	50,357	62,530	AL	72%	2
LAN Support Tech	8	41,574	54,808	68,042	41,574	46,145	53,378	IN	66%	3
Info Systems Technologist	8	39,696	46,824	53,952	39,696	41,784	45,684	MO	60%	3
Systems Administrator I	2	30,565	42,027	53,489	30,565	32,908	35,251	MS	47%	2
N/A	0							AR		2
N/A	0							CO		4
N/A	0							DE		1
N/A	0							KS		3
N/A	0							KY		2
N/A	0							LA		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
Computer Programmer	0							MT		4
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
IT Tech Trainee	0	32,718	39,953	47,188				NV		4
N/A	0							NY		1
N/A	0							OK		4
N/A	0							SC		2
N/A	0							SD		4
N/A	0							TN		2
N/A	0							UT		4
N/A	0							WY		4
# Incumbents & Averages:	417	47,420	61,917	76,415	54,096	60,916	66,971			
Group Weighted Average:						69,896				
Median:						59,631				

A7(3). Information Specialist Intermediate

Bachelor's Degree or equivalent experience. Typically requires one to two years of experience in computer-related work.

As a programmer or analyst, focuses on computer program design and systems programming, database management or development/delivery of information management courses. Concentrates on multiple application programming or basic system design. Impact of work is only on a specific area of service. Typically works under moderate supervision. Classification is not supervisory but may serve as lead worker on individual projects.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
IT Analyst 3	8	96,352	110,067	123,782	99,930	120,801	123,782	CT	143%	1
IT App Development—Journey	32	73,848	86,580	99,312	81,516	95,969	99,336	WA	114%	4
IT Spec I—1402	166	66,744	87,366	107,988	63,612	93,727	103,420	CA	111%	4
IT Spec 4	48	62,109	79,092	96,075	63,981	89,918	96,075	IA	107%	3
Software Development Spec 1	2	58,157	71,729	85,301	87,922	89,378	90,834	OH	106%	3
Programmer Analyst/IT Systems Spec	43	58,128	76,722	95,316	67,320	86,064	95,316	AL	102%	2
Software Developer—Adv	5	69,072	89,802	110,532	80,964	83,940	88,896	TN	100%	2
IT Spec II	9	46,087	78,595	111,102	73,200	83,175	88,128	VA	99%	2
Info Systems Spec 5, OAO	56	58,596	73,578	88,560	61,308	80,437	88,560	OR	95%	4
Microcomputer/Network Specialist II	1	68,270	75,836	83,402	77,961	77,961	77,961	AK	93%	4
IT Generalist 2	10	57,741	72,714	87,687	65,937	76,540	85,868	PA	91%	1
Application Developer	1	56,654	74,632	92,609	74,620	74,620	74,620	AR	89%	2
Systems Analyst III	11	51,614	68,047	84,479	59,040	74,163	80,800	TX	88%	4
Computer Programmer	7	72,448	72,448	72,448	72,448	72,448	72,448	MT	86%	4
Application Developer	4	59,971	84,163	108,355	65,000	70,675	77,700	AZ	84%	4
IT Applications Developer, Senior	11	65,672	75,741	85,810	67,182	68,963	72,344	NE	82%	4
IS Systems Development Services Sr	3	54,038	78,894	103,750	60,736	68,536	75,067	WI	81%	3
IT Prof 2	17	58,380	72,850	87,320	58,380	68,383	87,320	NV	81%	4
Technical Support Specialist 2	2	57,210	69,140	81,069	67,814	67,814	67,814	NJ	80%	1
App System Analyst Program Senior	9	54,782	72,033	89,284	55,878	67,655	84,991	IN	80%	3
IT Software Engineer II	3	52,125	66,779	81,432	53,789	65,111	74,318	ID	77%	4
Info Systems/Business Analyst II	6	40,759	58,086	75,413	45,494	62,991	73,736	SC	75%	2
Comp Tech Business App Analyst (CTBA09)	3	53,149	67,669	82,189	60,393	62,903	64,847	WY	75%	4
Distributed Computer Systems Analyst II; Senior IT Business Consultant; Senior Network Systems Analyst-SES	8	33,377	80,688	127,999	45,503	61,379	71,000	FL	73%	2
Hwy Database Administrator 1	1	46,800	59,400	72,000	59,650	59,650	59,650	WV	71%	2
Applications Developer II	10	46,093	53,966	61,838	49,637	52,942	57,217	KS	63%	3
Resource Management Analyst III	6	38,770	52,470	66,169	46,790	52,881	59,692	KY	63%	2
Intermediate Info System Technologist	9	44,100	52,188	60,276	44,100	45,423	46,500	MO	54%	3
Programmer Analyst I	1	35,308	48,548	61,788	35,308	35,308	35,308	MS	42%	2
N/A	0							CO		4
N/A	0							DE		1
Prog Analyst 2	0	40,953	56,337	71,720				GA		2
N/A	0							LA		2
EDP Programmer III	0	53,055	65,180	77,304				MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NY		1
N/A	0							OK		4
N/A	0							SD		4
N/A	0							UT		4
# Incumbents & Averages:	492	55,818	71,979	88,139	63,635	72,750	78,398			
Group Weighted Average:						84,274				
Median:						70,675				

A7(4). Information Specialist Senior

Bachelor's Degree or equivalent experience. Typically requires three or more years of experience in computer-related work.

As a programmer or analyst, initiates and manages plans for major changes of existing systems or for developing and installing new systems. Works with top-level managers, users, vendors, and consultants both inside and outside the department. Works on the most complex agency operations and processes which have a major impact on the work of the DOT. Researches, plans, and develops long-range training programs in new and complex technologies. Classification is not supervisory but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
IT Subject Matter Expert	2	104,237	118,807	133,377	130,121	131,749	133,377	CT	151%	1
IT System Admin—Senior/Specialist	16	81,420	95,460	109,500	101,676	107,360	109,500	WA	123%	4
IT Specialist III	57	60,209	100,856	141,502	85,000	104,885	125,146	VA	120%	2
IT Specialist 5	27	71,989	91,343	110,698	76,398	104,093	110,698	IA	119%	3
Software Developer—Lead	3	76,152	99,000	121,848	102,936	103,792	105,504	TN	119%	2
Analyst/Programmer V	3	78,020	88,358	98,696	78,020	102,709	116,851	AK	118%	4
Programmer Analyst Senior/IT Systems Specialist Senior	18	67,320	89,029	110,738	90,763	101,799	110,738	AL	117%	2
Manager, Business Systems Support; Regional Manager for Info Technology	3	33,057	105,054	177,051	101,100	101,100	101,100	FL	116%	2
Data Administration Manager 2	9	72,571	88,119	103,667	80,974	99,341	110,926	OH	114%	3
IT Spec II—1414	18	88,380	103,404	118,428	80,647	98,974	107,497	CA	113%	4
Info Systems Spec 7, OAO, E and UA	66	69,408	87,168	104,928	69,408	98,325	104,928	OR	113%	4
EDP Systems Analyst IV	10	70,009	86,335	102,661	93,295	97,978	102,662	MA	112%	1
Computer Info Systems Mgr	2	95,563	95,563	95,563	95,563	95,563	95,563	MT	109%	4
Systems Analyst V	14	69,415	93,406	117,397	81,916	94,759	109,000	TX	109%	4
Technical Support Spec 1	1	68,636	83,140	97,644	71,859	88,780	94,421	NJ	102%	1
IT Applications Developer, Lead	6	75,406	86,559	97,712	83,859	85,976	90,180	NE	99%	4
App Syst Analyst Program Specialist	10	61,334	80,626	99,918	69,026	85,803	99,918	IN	98%	3
IS Systems Development Services Spec	48	63,086	91,156	119,225	71,614	84,406	93,350	WI	97%	3
Sr/Lead Applications Developer	4	65,161	91,577	117,992	75,000	84,393	88,065	AZ	97%	4
IT Generalist Administrator 1	25	65,937	83,033	100,128	70,396	83,395	97,976	PA	96%	1
IT Prof 3	20	63,746	79,709	95,672	66,461	82,468	95,672	NV	94%	4
Lead Application Developer	2	66,794	85,678	104,561	78,988	80,704	82,420	AR	92%	2
Highway Database Administrator 2	2	53,950	68,475	83,000	68,060	74,077	80,094	WV	85%	2
Senior Comp Tech Business App Analyst (CTBA10)	8	58,078	73,945	89,812	67,401	69,823	72,610	WY	80%	4
IT Software Engineer III	12	58,906	75,494	92,082	58,906	68,872	89,086	ID	79%	4
Systems Consultant IT	34	46,907	63,481	80,055	50,034	64,570	86,702	KY	74%	2
Software Engineer III	43	45,246	85,514	125,781	55,374	64,300	76,567	SD	74%	4
Lead Info Systems Technologist	16	57,024	67,662	78,300	59,160	62,349	69,921	MO	71%	3
Applications Developer III	20	50,918	59,550	68,182	55,394	61,169	75,860	KS	70%	3
Senior Programmer Analyst	1	52,899	72,737	92,574	57,368	57,368	57,368	MS	66%	2
Telecommunications/Network Tech IV	2	48,371	60,464	72,557	51,885	52,385	52,885	DE	60%	1
N/A	0							CO		4
Prog Analyst 3	0	46,311	63,678	81,044				GA		2
N/A	0							LA		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NY		1
N/A	0							OK		4
System Programmer/Developer II	0	40,759	58,086	75,413				SC		2
N/A	0							UT		4
# Incumbents & Averages:	502	64,461	84,014	103,567	76,729	86,880	95,051			
Group Weighted Average:						87,275				
Median:						85,976				

A7(5). Information Systems Director
Bachelor's Degree or equivalent experience. Typically requires eight or more years in information technology systems management.

This is generally a single incumbent position. Responsible for the development and management of all information systems, data processing, and communications systems activities including fiscal management, engineering, and research applications. Classification is supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Chief Information Officer	1	180,044	242,272	304,499	225,000	225,000	225,000	TX	170%	4
Principal Executive/ Mgr H, MESN (IA Pay Option)	1	143,364	182,778	222,192	188,508	188,508	188,508	OR	142%	4
IT Manager II	1	78,659	129,942	181,224	164,172	164,172	164,172	VA	124%	2
Chief, Info Officer—4506	1	141,120	157,560	174,000	157,940	157,940	157,940	CA	119%	4
IT Executive 4	1	111,785	133,722	155,658	145,644	145,644	145,644	PA	110%	1
Office of IT Director	1	115,956	130,452	144,948	144,948	144,948	144,948	WA	110%	4
Chief Info Officer	1	53,560	137,114	220,667	144,330	144,330	144,330	GA	109%	2
Chief Info Officer	1	57,285	111,908	166,531	114,589	136,344	158,100	MA	103%	1
Director, IT (SES)	1	133,400	133,400	133,400	133,400	133,400	133,400	NJ	101%	1
Assistant Director	1	79,340	114,670	150,000	128,000	132,811	136,582	AZ	100%	4
Agency CIO	1	88,788	124,308	159,828	132,792	132,792	132,792	TN	100%	2
IT Manager III	1	84,350	106,384	128,417	128,417	128,417	128,417	AL	97%	2
IT Manager IV	1	89,335	127,308	165,281	127,308	127,308	127,308	SC	96%	2
Management Information Manager	1	81,078	115,596	150,113	126,235	126,235	126,235	WI	95%	3
Deputy Director—Chief Info Officer	1	54,974	103,605	152,235	126,048	126,048	126,048	OH	95%	3
Broad Band Executive	1	47,476	110,136	172,796	124,529	124,529	124,529	IN	94%	3
Chief Info Officer	1	123,396	128,358	133,320	123,396	123,396	123,396	AR	93%	2
Discretionary/Non-Classified (Appointed)	1				122,154	122,154	122,154	NE	92%	4
Director, Office of Info Technology	1	47,316	143,197	239,077	121,427	121,427	121,427	FL	92%	2
Director (LIN)	1				120,823	120,823	120,823	DE	91%	1
Chief IT Manager	2	79,719	100,151	120,582	120,582	120,582	120,582	NV	91%	4
IT Division Administrator	1	84,906	108,795	132,683	119,600	119,600	119,600	ID	90%	4
IT Manager 3	1	109,320	129,191	149,062	117,714	117,714	117,714	CT	89%	1
Operations Manager	1	115,974	115,974	115,974	115,974	115,974	115,974	MT	88%	4
Information Systems Director	1				110,292	110,292	110,292	MO	83%	3
Chief Information Officer	1	107,689	107,689	107,689	107,689	107,689	107,689	KS	81%	3
Systems Information Officer, Chief	1	72,248	99,341	126,434	105,414	105,414	105,414	MS	80%	2
Comp Tech Prog Manager III (CTMG14)	1	90,495	115,218	139,941	94,460	94,460	94,460	WY	71%	4
State Chief Information Officer	0							AK		4
N/A	0							CO		4
Transportation Division Director	0	86,050	120,432	154,814				IA		3
Previously recorded as Executive Dir	0							KY		2
N/A	0							LA		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NY		1
N/A	0							OK		4
N/A	0							SD		4
N/A	0							UT		4
See A2	0							WV		2
# Incumbents & Averages:	29	94,524	128,058	161,591	131,835	132,784	133,696			
Group Weighted Average:						132,363				
Median:						126,142				

A8. Electronics Technician Senior

Typically requires at least a two-year degree or equivalent experience plus two additional years of work experience.

Performs duties relating to the installation of telecommunications network equipment and maintenance. Installs, tests, troubleshoots, modifies, and/or repairs a variety of equipment, which may include radios, telephones, communication towers, and other components. Installs related software and configures installed units. Researches technical data to ensure appropriate installation and use of equipment. Suggests new equipment or alternative ways to install equipment.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Senior Telecommunications Specialist	12	72,756	80,700	88,644	80,292	86,712	88,644	WA	140%	4
Telecommunication Analyst II	21	60,930	75,217	89,505	78,565	86,311	94,057	MA	139%	1
IT Prof 2	3	58,380	72,850	87,320	76,170	81,070	87,320	NV	131%	4
Communications Supervisor II	1	53,177	64,156	75,134	75,134	75,134	75,134	NH	121%	1
Electronics Tech III	19	42,780	57,602	72,424	75,005	75,005	75,005	NC	121%	2
Communications Tech 3	9	49,899	62,774	75,650	66,622	74,647	75,650	IA	120%	3
IT Spec	17	59,861	72,389	84,917	65,429	73,289	84,917	NJ	118%	1
Communications Technologist	10	65,712	65,712	65,712	65,712	65,712	65,712	MT	106%	4
ITS Tech 3/IT Tech Support Specialist 3	7	44,491	67,226	89,960	46,280	64,706	81,037	LA	104%	2
Radio Tech 2	28	46,917	56,491	66,064	59,090	64,394	66,064	MN	104%	3
Electronic Technical Specialist III	8	44,641	59,696	74,750	58,380	63,488	70,846	UT	102%	4
Electronics Tech III	8	42,244	55,602	68,960	57,600	61,162	64,800	TX	99%	4
Electronics Specialist II	3	56,916	70,116	83,316	58,092	58,836	59,976	CO	95%	4
Network Communications Systems Analyst—Adv	19	42,390	78,260	114,130	52,166	55,994	66,331	WI	90%	3
IT Systems Tech Senior—Telecommunications Option	6	41,278	51,904	62,530	43,346	51,886	62,530	AL	84%	2
Radio Communications Tech 3	6	36,636	47,628	58,620	40,524	51,834	59,172	TN	84%	2
Information Support Specialist 3	20	36,268	50,369	64,469	51,000	51,720	52,141	GA	83%	2
Sr Communications Maint Tech	14	39,818	53,735	67,651	43,117	51,593	60,260	SD	83%	4
ITS Spec	11	44,226	60,089	75,952	44,226	49,641	62,010	AR	80%	2
Network Service Tech	9	39,583	46,499	53,414	43,950	49,152	59,071	KS	79%	3
Network Analyst III	4	41,355	53,762	66,169	41,355	48,317	63,153	KY	78%	2
Communications Tech	10	33,494	47,735	61,975	38,556	43,810	49,597	SC	71%	2
Electronics Tech, Senior	9	38,124	46,670	55,216	38,124	42,602	52,485	NE	69%	4
Hwy Electronics Tech Senior	4	33,150	42,075	51,000	35,700	41,565	47,430	WV	67%	2
Communications Tech II; Microwave Communications Tech I and II	5	21,693	45,425	69,157	37,351	38,859	41,400	FL	63%	2
Traffic Signal Tech 2	3	32,552	42,432	52,312	34,008	34,291	34,544	IN	55%	3
Communications Tech II	1	32,604	44,831	57,057	32,604	32,604	32,604	MS	53%	2
Communications Engineering Assoc II	0							AK		4
N/A	0							AZ		4
N/A	0							CA		4
N/A	0							CT		1
N/A	0							DE		1
N/A	0							ID		4
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MO		3
N/A	0							ND		4
N/A	0							NY		1
Infrastructure Specialist 1	0	58,157	71,729	85,301				OH		3
N/A	0							OK		4
See A7(3)	0							OR		4
N/A	0							PA		1
N/A	0							VA		2
N/A	0							WY		4
# Incumbents & Averages:	267	45,358	58,702	72,047	53,274	58,309	64,144			
Group Weighted Average:						61,960				
Median:						55,994				

A9. Human Resources Series—Series of 3

A9(1). Human Resources Specialist Senior (1st in series)

Bachelor's Degree or equivalent experience. Typically requires three to four years of experience in human relations or related fields.

Operations specialist in one or more human resources (HR) functions which may include: recruitment, labor relations, affirmative action, compensation and classification, employee safety, training, and benefits administration, among other specialized HR functions. Works with DOT managers, supervisors and staff to research, investigate, and negotiate settlements for disagreements. Makes presentations about HR issues, develops plans and strategies for change, and represents DOT with other state agencies.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
HR Analyst 3, MMN	17	65,976	81,666	97,356	84,120	92,184	92,688	OR	139%	4
Personnel Assistant 2	5	65,566	79,381	93,195	83,986	90,125	93,195	NJ	136%	1
HR Specialist	2	73,136	86,430	99,724	75,330	84,249	93,168	CT	127%	1
HR Consultant 1	2	55,520	68,737	81,954	81,954	81,954	81,954	MN	124%	3
HR Analyst II	28	46,087	78,595	111,102	65,415	81,380	100,520	VA	123%	2
HR Specialist II	12	66,981	82,612	98,243	62,805	80,524	98,243	MA	122%	1
Departmental Personnel Manager I	1	47,806	64,008	80,210	80,210	80,210	80,210	AL	121%	2
HR Analyst 4 (All Parentheticals)	4	65,937	83,033	100,128	67,345	80,074	100,128	PA	121%	1
HR Consultant 4	25	59,688	69,990	80,292	72,756	78,930	80,292	WA	119%	4
HR Specialist IV	8	63,864	78,672	93,480	69,744	76,092	91,224	CO	115%	4
Agency HR Consultant III	14	48,051	67,241	86,431	75,005	75,005	75,005	NC	113%	2
HR Consultant II	5	63,856	69,763	75,670	66,102	74,547	91,187	AK	113%	4
Human Capital Mgmt Senior Analyst	28	54,496	66,071	77,646	54,496	73,278	83,096	OH	111%	3
HR Prof 1	2	43,347	58,386	73,424	68,224	70,824	73,424	IA	107%	3
Personnel Manager I	3	45,265	56,584	67,902	61,216	67,167	73,803	NE	101%	4
Associate Personnel Analyst—5142	71	61,788	69,570	77,352	56,085	66,147	77,352	CA	100%	4
Public Service Coordinator I—HR Generalist	3	49,192	58,261	67,330	62,234	65,631	67,330	ME	99%	1
HR Analyst Senior	3	43,240	60,355	77,469	60,354	65,451	70,000	AZ	99%	4
HR Specialist 1	16	57,880	64,852	71,823	57,880	65,010	71,823	NY	98%	1
Senior HR Specialist	4	58,906	75,494	92,082	59,280	62,156	65,125	ID	94%	4
HR Specialist	8	45,344	67,298	89,253	49,046	60,656	75,629	LA	92%	2
Talent Acquisition Coordinator, Employee Relations Coordinator	2	56,654	74,632	92,609	59,930	60,190	60,450	AR	91%	2
HR Generalist II/HR Specialist IV	56	45,158	59,473	73,788	50,255	59,673	70,270	TX	90%	4
HR Manager II	19	40,759	58,086	75,413	51,000	59,374	71,309	SC	90%	2
HR Specialist 3	6	40,983	56,352	71,720	55,590	58,856	62,140	GA	89%	2
HR Administrator	7	41,355	53,762	66,169	53,762	58,561	76,733	KY	88%	2
HR Specialist	9	56,403	59,185	61,966	56,403	58,231	61,966	MT	88%	4
HR Management Specialist III	1	33,440	47,374	61,307	54,800	54,800	54,800	OK	83%	4
Hwy HR Specialist Senior	15	41,600	52,800	64,000	43,199	53,599	63,999	WV	81%	2
Personnel Officer 1	1	53,598	66,659	79,720	53,598	53,598	53,598	NV	81%	4
HR Prof III	5	48,485	56,712	64,938	52,275	53,552	56,208	KS	81%	3
HR Generalist 3	7	42,408	55,122	67,836	50,328	52,767	63,408	TN	80%	2
Senior HR Specialist	18	49,056	58,212	67,368	49,056	52,527	58,080	MO	79%	3
HR Coordinator II	1	46,761	56,355	65,949	50,954	50,954	50,954	NH	77%	1
HR Analyst/HR-SES	29	36,382	79,083	121,785	45,000	49,101	65,141	FL	74%	2
Sr HR Associate (EHGH08)	4	44,508	56,668	68,828	47,355	48,869	51,570	WY	74%	4
HR Spec III-IV	5				47,750	48,839	51,394	DE	74%	1
N/A	0							IN		3
N/A	0							MI		3
N/A	0							MS		2
N/A	0							ND		4
N/A	0							SD		4
N/A	0							UT		4
N/A	0							WI		3
# Incumbents & Averages:	446	51,652	66,041	80,430	60,401	66,083	73,173			
Group Weighted Average:						66,246				
Median:						65,010				

A9(2). Human Resources Operations Manager (2nd in series)
Bachelor's Degree or equivalent experience. Typically requires five to six years of experience in human relations or related fields.

First line supervisor or lead worker working for the Human Resources Director. Manages programs specific to HR that include one or more of the following specialized functions: recruitment, labor relations, affirmative action, compensation and classification, employee safety, training, and benefits administration, among other special functions.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Agency HR Director III	1	69,949	97,885	125,821	120,130	120,130	120,130	NC	146%	2
Mgr 2, Human Resources	3	90,557	109,992	129,427	107,832	113,591	116,470	NJ	138%	1
Human Capital Mgmt Administrator 2	1	80,018	97,199	114,379	112,549	112,549	112,549	OH	137%	3
Principal Executive/Manager E, MMS	1	80,196	99,192	118,188	112,488	112,488	112,488	OR	137%	4
Director of HR Ops (Administrator VII)	1	44,590	86,469	128,347	83,234	105,790	128,347	MA	128%	1
HR Analyst 5 (All Parentheticals)	3	75,189	94,749	114,309	93,711	105,780	111,785	PA	128%	1
Classification and Compensation Mgr, Workforce Development Mgr, Recruitment Mgr, HR Services Mgr	4	82,428	94,062	105,696	102,816	104,976	105,696	WA	127%	4
HR Director 2	2	72,579	88,740	104,901	103,398	104,149	104,901	MN	126%	3
HR Manager II	9	60,209	100,856	141,502	99,467	103,998	110,250	VA	126%	2
Deputy HR Director	1	66,822	91,880	116,938	102,000	102,000	102,000	GA	124%	2
Departmental Personnel Manager II	1	55,327	75,322	95,316	95,316	95,316	95,316	AL	116%	2
HR Generalist 3	7	83,071	98,165	113,258	83,071	93,369	113,258	CT	113%	1
HR/Compensation/Training Manager	8	69,415	93,406	117,397	83,304	92,363	97,410	TX	112%	4
HR Spec V	2	79,908	100,518	121,128	91,656	92,004	92,352	CO	112%	4
HR Manager II	1	89,755	89,755	89,755	89,755	89,755	89,755	MT	109%	4
Transportation Coordinator	1	50,759	71,908	93,057	89,000	89,000	89,000	OK	108%	4
Personnel Officer 2	1	58,380	72,850	87,320	87,320	87,320	87,320	NV	106%	4
HR Specialist 2	11	74,829	84,160	93,491	74,829	86,687	94,552	NY	105%	1
Assistant Chief of Personnel	1	26,446	80,672	134,897	83,000	83,000	83,000	FL	101%	2
Section Head—Personnel	1	79,014	98,374	117,734	80,444	80,444	80,444	AR	98%	2
HR Director I	4	49,594	70,675	91,755	71,400	78,526	81,748	SC	95%	2
HR Business Partner 2	2	65,796	85,530	105,264	78,324	78,324	78,324	TN	95%	2
Personnel Manager II	2	52,314	65,394	78,474	72,136	77,747	83,358	NE	94%	4
Staff Services Manager I—4800	25	73,488	82,392	91,296	66,473	77,374	82,869	CA	94%	4
HR Manager B/HR Manager A	4	51,917	80,621	109,325	65,125	76,502	87,235	LA	93%	2
HR Officer II (Prof Svcs II)	4	55,356	77,496	99,636	69,564	75,090	82,236	ND	91%	4
HR Unit Supervisor/Program Manager	3	65,104	83,398	101,691	71,947	72,689	73,070	ID	88%	4
Assistant Bureau Chief	2				66,625	71,003	75,382	KS	86%	3
Public Service Manager—HR Manager	4	52,936	62,785	72,634	67,184	70,564	72,634	ME	86%	1
Highway Division Manager 2	19	50,050	63,525	77,000	53,900	69,899	77,000	WV	85%	2
Administrator I	1	55,556	67,363	79,170	68,952	68,952	68,952	NH	84%	1
HR Branch Manager	2	45,490	59,136	72,783	59,272	67,631	75,990	KY	82%	2
HR Manager I	1	59,252	74,065	88,878	64,332	64,332	64,332	DE	78%	1
Compensation Manager; Employment Manager; HR Manager	9	57,024	67,662	78,300	60,276	63,673	72,564	MO	77%	3
Public Service Manager 1	1	60,320	83,876	107,432	62,109	62,109	62,109	IA	75%	3
HR Supervisor	2	46,932	65,545	84,157	60,000	61,848	65,544	AZ	75%	4
HR Senior Coordinator (EHGH10)	1	53,149	67,669	82,189	59,040	59,040	59,040	WY	72%	4
HR Generalist Senior	1	50,901	69,989	89,077	57,068	57,068	57,068	MS	69%	2
HR Consultant IV	0							AK		4
N/A	0							IN		3
N/A	0							MI		3
N/A	0							SD		4
N/A	0							UT		4
N/A	0							WI		3
# Incumbents & Averages:	147	63,098	82,521	101,944	80,764	84,923	88,592			
Group Weighted Average:						82,388				
Median:						81,722				

A9(3). Human Resources Director (3rd in series)
Bachelor's Degree or equivalent experience. Typically requires seven or more years of progressively responsible experience in human relations management or related fields.

This is generally a single incumbent position. Directs and administers all HR management functions of the DOT. These generally include: recruitment, labor relations, affirmative action, compensation and classification, employee safety, training, and benefits administration, among other specialized HR functions. Classification is supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Director, HR Division	1	135,269	182,022	228,775	186,019	186,019	186,019	TX	159%	4
HR Manager III	1	78,659	129,942	181,224	148,988	148,988	148,988	VA	127%	2
Director of HR and Safety	1	115,956	130,452	144,948	144,948	144,948	144,948	WA	124%	4
Chief HR Officer	1	85,536	133,662	181,788	138,012	138,012	138,012	CO	118%	4
Director of HR (SES)	1	138,000	138,000	138,000	138,000	138,000	138,000	NJ	118%	1
HR Director	1	53,560	137,114	220,667	137,000	137,000	137,000	GA	117%	2
Agency HR Director IV	1	77,224	112,151	147,078	136,948	136,948	136,948	NC	117%	2
Principal Executive/Manager G, MESN	1	97,356	123,978	150,600	136,464	136,464	136,464	OR	117%	4
Chief HR Officer (Administrator X)	1	57,285	111,908	166,531	114,589	136,344	158,100	MA	117%	1
Transportation Asst Bureau Chief	1	97,884	137,046	176,208	135,984	135,984	135,984	TN	116%	2
Director Human Resources 5	1	122,092	138,173	154,253	135,052	135,052	135,052	NY	116%	1
HR Director 5	1	97,196	118,233	139,270	134,363	134,363	134,363	MN	115%	3
Chief HR Officer	1	94,203	120,703	147,202	130,562	130,562	130,562	ID	112%	4
HR Administrator 2	1	109,320	129,191	149,062	130,410	130,410	130,410	CT	112%	1
Division Head—Personnel	1	129,428	132,707	135,986	129,428	129,428	129,428	AR	111%	2
Deputy Director—Chief HR Officer	1	54,974	103,605	152,235	126,048	126,048	126,048	OH	108%	3
HR Director III	1	73,421	104,632	135,842	121,176	121,176	121,176	SC	104%	2
Departmental Personnel Manager IV	1	78,247	98,734	119,220	119,220	119,220	119,220	AL	102%	2
Discretionary/Non-Classified (Appointed)	1				118,668	118,668	118,668	NE	102%	4
HR Administrator	1	115,974	115,974	115,974	115,974	115,974	115,974	MT	99%	4
Career Executive Assignment, (Range B)—7500	1	89,304	146,268	203,232	112,845	112,845	112,845	CA	97%	4
HR Director	1				110,292	110,292	110,292	MO	94%	3
Administrative Coordinator	1	64,815	91,821	118,827	108,600	108,600	108,600	OK	93%	4
Director of Human Resources	1	33,057	105,054	177,051	106,000	106,000	106,000	FL	91%	2
Public Service Manager 2	1	86,050	104,260	122,470	105,726	105,726	105,726	IA	90%	3
Chief, HR Officer Statewide	1	83,922	118,375	152,827	105,000	105,000	105,000	AZ	90%	4
Bureau Chief	1	105,000	105,000	105,000	105,000	105,000	105,000	KS	90%	3
HR Delivery Center Manager	1	97,976	123,434	148,891	104,626	104,626	104,626	PA	90%	1
Public Service Manager II—Maine DOT HR Director	1	72,904	86,591	100,277	100,277	100,277	100,277	ME	86%	1
HR Consultant V	1	83,304	91,000	98,696	98,696	98,696	98,696	AK	84%	4
HR Director D	1	68,058	100,994	133,931	95,763	95,763	95,763	LA	82%	2
Personnel Officer 3	1	66,628	83,395	100,161	95,672	95,672	95,672	NV	82%	4
HR Director II (Manager III)	1	79,560	111,384	143,208	93,156	93,156	93,156	ND	80%	4
Administrator IV	1	75,602	91,378	107,153	90,773	90,773	90,773	NH	78%	1
DOT—Special Projects Admor	1	67,040	92,180	117,320	83,800	83,800	83,800	MS	72%	2
HR Manager III (Director)	1	67,840	84,800	101,760	81,500	81,500	81,500	DE	70%	1
HR Manager I (EHAH12)	1	69,352	79,362	89,371	76,260	76,260	76,260	WY	65%	4
HR Manager	1	56,313	77,099	97,885	67,957	67,957	67,957	SD	58%	4
N/A	0							IN		3
Previously Recorded as Executive Dir	0							KY		2
N/A	0							MI		3
N/A	0							UT		4
N/A	0							WI		3
See A2	0							WV		2
# Incumbents & Averages:	38	85,509	113,628	141,748	116,310	116,883	117,455			
Group Weighted Average:						116,883				
Median:						117,321				

A10. Internal Civil Rights Specialist

Bachelor's Degree or equivalent experience. Typically requires five years of experience in civil rights management or operations.

Coordinates internal civil rights and equal opportunities for all DOT employees. Ensures hiring, promotional, and other employment practices are done without regard to gender, race, age, or other protected categories. Investigates and mitigates discrimination claims by employees. Classification may be supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Civil Rights Director	1	87,320	106,279	125,238	125,238	125,238	125,238	MN	176%	3
Affirmative Action Manager 2	1	80,018	97,199	114,379	122,387	122,387	122,387	OH	172%	3
Equal Opportunity and Diversity Dir	1				105,120	105,120	105,120	MO	148%	3
Staff Services Manager III—4802	1	98,076	104,718	111,360	101,082	101,082	101,082	CA	142%	4
Equal Employment Opportunity Director	1	93,442	110,428	127,413	100,972	100,972	100,972	CT	142%	1
Prog Management II	1	86,688	109,062	131,436	96,576	96,576	96,576	CO	136%	4
EEO Asst Administrator	1	66,822	91,880	116,938	95,000	95,000	95,000	GA	133%	2
Diversity and Inclusion Manager	1	72,936	83,226	93,516	92,520	92,520	92,520	WA	130%	4
Manager of Civil Rights, Internal (Administrator V)	1	38,067	73,620	109,174	75,000	92,087	109,174	MA	129%	1
Program Administrative Specialist II	1	46,087	78,595	111,102	85,317	85,317	85,317	VA	120%	2
Compliance Program Specialist 4	1	42,370	62,889	83,408	83,408	83,408	83,408	LA	117%	2
Equal Employment Opportunity Officer	1	55,958	69,677	83,395	83,395	83,395	83,395	NV	117%	4
Department Spec 13	1	54,121	67,444	80,766	80,766	80,766	80,766	MI	113%	3
Affirmative Action Director	1	49,440	69,222	89,004	79,116	79,116	79,116	TN	111%	2
Affirmative Action Compliance Officer 2	1	50,731	64,002	77,272	77,272	77,272	77,272	IA	108%	3
DOT—Administrator II	1	60,902	83,741	106,579	73,773	73,773	73,773	MS	104%	2
HR Mgr, EEO Coordinator	1	52,936	62,785	72,634	72,634	72,634	72,634	ME	102%	1
Civil Rights Program Administrator I (Program Manager II)	1	46,356	64,896	83,436	71,544	71,544	71,544	ND	100%	4
Program Administrator 2	1	50,891	71,191	91,490	71,191	71,191	71,191	AZ	100%	4
Transportation Equal Employment Unit Supervisor (Internal)	4	47,806	60,200	72,595	64,078	70,466	72,595	AL	99%	2
Agency HR Consultant II	10	46,203	62,211	78,218	63,815	69,383	86,797	NC	97%	2
CIV Compliance Analyst II	6	51,614	68,047	84,479	66,273	68,731	74,481	TX	96%	4
Civil Rights Administrator II	1	45,321	64,205	83,088	68,100	68,100	68,100	OK	96%	4
Affirmative Action Specialist 2	4	57,210	69,140	81,069	59,861	67,151	78,418	NJ	94%	1
HR Director I	1	49,594	70,675	91,755	66,509	66,509	66,509	SC	93%	2
Recruiting Manager	1	65,000	65,000	65,000	65,000	65,000	65,000	KS	91%	3
Equal Opportunity Specialist 3	1	57,741	72,714	87,687	64,470	64,470	64,470	PA	90%	1
Internal EEO Coordinator	1	56,654	74,632	92,609	62,504	62,504	62,504	AR	88%	2
Equal Opportunity Specialist 3	3	58,634	62,933	67,232	58,634	61,500	67,232	MT	86%	4
Civil Rights Compliance Specia	1	50,320	67,129	83,937	60,559	60,559	60,559	SD	85%	4
HR Specialist IV (EEO AA Officer)	1	48,371	60,464	72,557	55,172	55,172	55,172	DE	77%	1
Inspector Spec; Operations & Management Consultant II (Working Title: EEO Investigator)	2	36,382	79,083	121,785	52,004	53,006	54,007	FL	74%	2
Highway EEO Spec	2	35,100	44,550	54,000	49,272	51,636	54,000	WV	72%	2
Program Specialist III	1	46,761	56,355	65,949	46,761	46,761	46,761	NH	66%	1
Highway Civil Rights Specialist	2	40,980	50,167	59,353	41,800	42,344	42,888	NE	59%	4
Internal Affairs Officer 3	2	30,082	43,186	56,290	41,219	41,834	42,448	IN	59%	3
N/A	0							AK		4
N/A	0							ID		4
N/A	0							KY		2
N/A	0							NY		1
Operations & Policy Analyst 3, MMN	0	69,252	85,692	102,132				OR		4
N/A	0							UT		4
N/A	0							WI		3
N/A	0							WY		4
# Incumbents & Averages:	62	56,283	72,979	89,674	74,398	75,681	77,456			
Group Weighted Average:						71,247				
Median:						71,368				

A11. External Civil Rights Administrator

Bachelor's Degree or equivalent experience. Typically requires five years of experience in civil rights management or operations.

Administers all programs related to non-discrimination, affirmative action, and equal opportunity related to DOT contracting activities which use Federal funds. These may include the Disadvantaged Business Enterprise (DBE) program, contract compliance, on-the-job training, and Title VI non-discrimination programs. Classification may be supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Director Civil Rights Div	1	111,793	150,431	189,069	146,594	146,594	146,594	TX	182%	4
Career Executive Assignment (Range C)—7500	1	89,304	146,268	203,232	136,863	136,863	136,863	CA	170%	4
State Division Administrator 17	1	95,730	112,938	130,146	130,146	130,146	130,146	MI	162%	3
Deputy Director, OEO	1	97,584	111,342	125,100	125,100	125,100	125,100	WA	155%	4
Principal Executive/Manager F, MESN	1	84,120	107,118	130,116	124,068	124,068	124,068	OR	154%	4
Affirmative Action Manager 2	1	80,018	97,199	114,379	116,771	116,771	116,771	OH	145%	3
Program Manager III	1	73,421	104,632	135,842	115,094	115,094	115,094	SC	143%	2
Administrator of External Civil Rights	1	110,211	110,211	110,211	110,211	110,211	110,211	NV	137%	4
Equal Employment Opportunity Manager	1	83,071	98,165	113,258	107,978	107,978	107,978	CT	134%	1
State Program Administrative Mgr Sr	1	78,196	95,349	112,501	107,678	107,678	107,678	MN	134%	3
Public Service Manager 2	1	86,050	104,260	122,470	107,162	107,162	107,162	IA	133%	3
External Civil Rights Director	1				105,120	105,120	105,120	MO	130%	3
DOT Manager	1	64,126	107,359	150,592	101,712	101,712	101,712	WI	126%	3
Dir AA Comp & EEO Prog (Admin VI)	1	41,017	79,352	117,686	85,197	101,441	117,686	MA	126%	1
Civil Rights Bureau Chief	1	100,128	100,128	100,128	100,128	100,128	100,128	MT	124%	4
EEO Asst Administrator	1	66,822	91,880	116,938	95,000	95,000	95,000	GA	118%	2
DOTD Program Director	1	63,606	94,390	125,174	94,390	94,390	94,390	LA	117%	2
Manager, Equal Opportunity Office	1	33,057	105,054	177,051	91,000	91,000	91,000	FL	113%	2
Administrator V	5	79,908	100,518	121,128	85,008	90,324	91,656	CO	112%	4
Affirmative Action Specialist 1	1	65,566	79,381	93,195	90,125	90,125	90,125	NJ	112%	1
DOT—Special Projects Administrator	1	67,040	92,180	117,320	83,800	83,800	83,800	MS	104%	2
Equal Opportunity Manager 2	1	75,189	94,749	114,309	82,015	82,015	82,015	PA	102%	1
Program Administration Specialist II	6	46,087	78,595	111,102	66,542	81,580	92,571	VA	101%	2
Civil Rights Supervisor (EHLS12)	1	69,352	88,299	107,245	76,814	76,814	76,814	WY	95%	4
Public Service Coordinator—Legal Administrator	1	54,579	64,834	75,088	75,088	75,088	75,088	ME	93%	1
Program Administrator 2	1	50,891	71,191	91,490	71,191	71,191	71,191	AZ	88%	4
Civil Rights Prog & Compliance Spec III	1	68,307	74,599	80,891	68,307	68,307	68,307	AK	85%	4
Hwy EEO Officer	1	44,200	56,100	68,000	68,000	68,000	68,000	WV	84%	2
Civil Rights Prog Administrator II (Program Manager III)	2	55,356	77,496	99,636	66,276	67,968	69,660	ND	84%	4
Transp Equal Employment Unit Supervisor (External/DBE)	1	47,806	60,200	72,595	67,320	67,320	67,320	AL	84%	2
Public Service Executive II	14	53,414	62,504	71,593	54,838	65,530	79,717	KS	81%	3
Small Business Development Director	1	49,440	69,222	89,004	64,128	64,128	64,128	TN	80%	2
External EEO Coordinator	1	56,654	74,632	92,609	62,504	62,504	62,504	AR	78%	2
Deputy Principal Assistant (Civil Rights Administrator)	1	55,375	69,219	83,063	61,999	61,999	61,999	DE	77%	1
Program Coordinator IV	1	39,611	53,336	67,060	60,881	60,881	60,881	NC	76%	2
Highway External Civil Rights/DBE Officer	1	51,676	64,595	77,513	57,633	57,633	57,633	NE	72%	4
Program Specialist III	1	46,761	56,355	65,949	55,556	55,556	55,556	NH	69%	1
Civil Rights Contract Compliance Officer	2	52,125	66,779	81,432	52,125	54,704	57,283	ID	68%	4
Field Auditor 1	4	37,778	54,626	71,474	40,000	47,015	57,250	IN	58%	3
Compliance Specialist	1	37,918	47,460	57,002	43,472	43,472	43,472	UT	54%	4
N/A	0							KY		2
N/A	0							NY		1
Civil Rights Administrator II	0	43,321	63,205	83,088				OK		4
N/A	0							SD		4
# Incumbents & Averages:	67	65,165	85,904	106,642	86,346	87,810	89,242			
Group Weighted Average:						80,555				
Median:						86,963				

A12. Purchasing—3 Classes (Note: Both classes 2 and 3 are manager level.)

A12(1). Purchasing Agent Senior

Bachelor's Degree or equivalent experience. Typically requires four years of related experience in purchasing.

Develops procurement plans and writes specifications for products and services used by the DOT. Evaluates capabilities of vendors and develops requests for proposals. Reviews and accepts bids. Evaluates supplies and non-automotive equipment for re-use or disposal and develops contracts for recycling appropriate items.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transp Purchasing and Stores Assistant Director	1	86,386	102,090	117,793	100,434	100,434	100,434	CT	161%	1
Buyer IV	2	63,781	78,919	94,057	94,057	94,057	94,057	MA	151%	1
Sourcing Planner	1	58,157	71,729	85,301	86,778	86,778	86,778	OH	139%	3
Senior Buyer	3	62,645	75,789	88,933	83,091	86,012	88,933	NJ	138%	1
Buyer Specialist 13	1	54,121	67,444	80,766	80,766	80,766	80,766	MI	130%	3
Buyer 4	1	53,599	66,660	79,720	79,720	79,720	79,720	NV	128%	4
Transportation Manager 1	1	65,796	85,530	105,264	79,344	79,344	79,344	TN	127%	2
Purchasing Agent 3	7	54,746	69,035	83,325	68,224	78,960	83,325	IA	127%	3
Procurement Spec III	4	59,631	67,651	75,670	59,631	75,959	85,137	AK	122%	4
Procurement & Contract Specialist 2, OAO & E	15	55,500	70,794	86,088	58,272	74,905	81,984	OR	120%	4
Procurement Specialist III	7	48,051	67,241	86,431	69,892	73,794	75,005	NC	118%	2
Procurement & Supply Specialist 4	7	54,108	63,432	72,756	61,224	70,337	72,756	WA	113%	4
Procurement Officer II	10	46,087	78,595	111,102	62,000	69,922	85,188	VA	112%	2
Procurement Support Manager	1	50,877	60,352	69,826	69,826	69,826	69,826	ME	112%	1
Purchasing Agent IV	9	63,864	78,672	93,480	63,864	69,552	75,624	CO	112%	4
Purchasing Agent—Senior	2	49,608	81,869	114,129	62,899	64,917	66,914	WI	104%	3
Associate Governmental Prog Analyst—5393	60	61,788	69,570	77,352	53,150	63,476	70,212	CA	102%	4
Purchasing Agent	1	52,125	66,779	81,432	63,253	63,253	63,253	ID	101%	4
Contract Management Specialist 1	26	56,604	64,292	71,980	42,986	62,117	71,980	NY	100%	1
Buyer 2	1	46,938	57,702	68,466	61,596	61,596	61,596	MN	99%	3
Purchasing Agent III	5	47,126	60,938	74,750	53,620	61,482	71,055	UT	99%	4
Purchaser V	13	45,158	59,473	73,788	56,240	61,297	67,096	TX	98%	4
Management Analyst 2	3	50,543	63,707	76,871	50,543	60,316	65,937	PA	97%	1
Sr Procurement Specialist	15	43,240	60,355	77,469	59,518	60,235	60,354	AZ	97%	4
Procurement Officer III	3	48,485	56,712	64,938	57,835	59,668	61,500	KS	96%	3
Purchasing Agent I (Fiscal Services IV)	2	46,356	64,896	83,436	57,288	58,110	58,932	ND	93%	4
Purchasing Agent	3	57,648	57,861	58,074	57,648	57,790	58,074	MT	93%	4
Procurement Manager 1 Exempt	1	42,370	62,889	83,408	55,536	55,536	55,536	LA	89%	2
DOT—Administrator I	2	53,402	73,428	93,454	54,168	55,037	55,906	MS	88%	2
Buyer (FIPU09)	2	53,149	67,669	82,189	54,477	54,477	54,477	WY	87%	4
Purchasing Administrator 1	2	37,778	54,626	71,474	48,486	53,351	58,215	IN	86%	3
Senior Procurement Agent	4	49,056	58,212	67,368	49,056	52,026	55,968	MO	83%	3
Procurement Manager I	4	40,759	58,086	75,413	45,649	49,051	51,500	SC	79%	2
Contracts & Acquisitions Agent III	3	30,593	43,341	56,088	48,550	48,550	48,550	OK	78%	4
Buyer	1	48,048	64,934	81,820	48,048	48,048	48,048	AR	77%	2
Contrator Adminstrator	12	32,971	45,335	57,699	42,412	48,045	58,853	GA	77%	2
Buyer II	3	43,773	53,256	62,739	44,647	47,658	53,681	NE	76%	4
Departmental Procurement Officer II	1	34,762	43,708	52,654	46,663	46,663	46,663	AL	75%	2
Purchasing Agent III	19	28,093	65,349	102,604	37,800	43,197	58,210	FL	69%	2
Purchasing Agent I	4	37,596	48,875	60,154	37,596	42,403	45,007	KY	68%	2
N/A	0							DE		1
N/A	0							NH		1
N/A	0							SD		4
See A7(1)	0							WV		2
# Incumbents & Averages:	262	50,383	65,195	80,007	60,170	64,217	67,660			
Group Weighted Average:						62,323				
Median:						61,539				

A12(2). Purchasing Manager
Bachelor's Degree or equivalent experience. Typically requires six years of related experience in purchasing.
 Manages the purchasing function for the DOT. Ensures that applicable laws and policies are followed. Works as the expert on procurement of goods and services and negotiates sensitive acquisitions and advises management of unique procurement situations. Classification may be supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Fiscal Administrative Manager 2	4	108,792	128,567	148,341	138,466	144,438	148,341	CT	155%	1
Principal Executive/Manager F, MMS	1	84,120	107,118	130,116	124,068	124,068	124,068	OR	133%	4
Mgr 2 Procurement	2	94,876	115,272	135,668	122,071	122,071	122,071	NJ	131%	1
Assistant Director, Procurement & Materials Management	1	92,832	105,942	119,052	113,376	113,376	113,376	WA	121%	4
TDOT Director	1	80,544	112,758	144,972	111,792	111,792	111,792	TN	120%	2
Procurement Spec V	4	78,000	85,134	92,269	87,464	109,372	132,163	AK	117%	4
Contract Management Spec 3	3	90,375	100,846	111,316	103,360	109,090	112,595	NY	117%	1
Public Service Manager 1	1	60,320	83,876	107,432	107,432	107,432	107,432	IA	115%	3
Chief Procurement Officer (Administrator VII)	1	44,590	86,469	128,347	83,234	105,790	128,347	MA	113%	1
Division II	1	57,358	81,257	105,156	105,600	105,600	105,600	OK	113%	4
Program Manager III	1	73,421	104,632	135,842	105,568	105,568	105,568	SC	113%	2
Purchasing Agent VI	1	86,688	109,062	131,436	103,260	103,260	103,260	CO	111%	4
Manager, Contractual Services Office	1	33,057	105,054	177,051	103,216	103,216	103,216	FL	111%	2
State Administrative Manager 15	1	87,066	93,912	100,758	100,758	100,758	100,758	MI	108%	3
State Programistative Admin Director	1	67,776	82,706	97,635	97,635	97,635	97,635	MN	105%	3
Chief Procurement Officer	1	55,203	77,352	99,501	95,176	95,176	95,176	AZ	102%	4
Procurement Manager	1	60,530	84,705	108,879	94,087	94,087	94,087	NC	101%	2
Sourcing Supervisor	3	66,061	80,184	94,307	76,877	91,797	99,590	OH	98%	3
Purchasing Branch Manager	7	63,104	83,298	103,491	84,497	90,064	94,802	TX	97%	4
Public Service Mgr II—Director Division of Contract Procurement	1	64,002	75,931	87,859	87,859	87,859	87,859	ME	94%	1
Management Analyst Manager	1	65,937	83,033	100,128	87,687	87,687	87,687	PA	94%	1
Purchasing Agent Management Supvr	1	58,053	95,753	133,453	87,672	87,672	87,672	WI	94%	3
DOT—Special Projects Admor	1	67,040	92,180	117,320	83,800	83,800	83,800	MS	90%	2
Purchasing Program Manager	1	83,378	83,378	83,378	83,378	83,378	83,378	MT	89%	4
Purchasing Manager(FIPU12)	1	69,352	88,299	107,245	81,887	81,887	81,887	WY	88%	4
Purchasing Agent II (Fiscal Svcs V)	1	55,356	77,496	99,636	80,868	80,868	80,868	ND	87%	4
Procurement Officer IV	1	80,659	80,659	80,659	80,659	80,659	80,659	KS	86%	3
Purchasing Manager	3	55,478	71,733	87,988	71,806	78,787	83,353	UT	84%	4
Broad Band Executive	1	47,476	110,136	172,796	77,830	77,830	77,830	IN	83%	3
Staff Services Mgr I—4800	15	73,488	82,392	91,296	68,175	77,554	82,869	CA	83%	4
Equipment Operations Manager	1	66,628	83,395	100,161	76,170	76,170	761,170	NV	82%	4
Highway Procurement Manager	1	62,329	77,910	93,490	70,720	70,720	70,720	NE	76%	4
Procurement Director 4 Exempt	1	63,606	94,390	125,174	65,749	65,749	65,749	LA	70%	2
Purchasing Manager	1	56,654	74,632	92,609	62,556	62,556	62,556	AR	67%	2
Central Office General Services Manager Purchasing	1	57,024	67,662	78,300	59,160	59,160	59,160	MO	63%	3
General Services Supervisor	0	50,174	63,270	76,366				AL		2
N/A	0							DE		1
Purchasing Acquisition Manager	0							GA		2
N/A	0							ID		4
N/A	0							KY		2
N/A	0							NH		1
N/A	0							SD		4
N/A	0							VA		2
See Highwa Division Manager	0							WV		2
# Incumbents & Averages:	68	68,371	89,733	111,095	90,969	93,626	115,346			
Group Weighted Average:						93,322				
Median:						91,797				

A12(3). Fleet Manager

Bachelor's Degree or equivalent experience. Typically requires three years of professional level experience, generally in areas such as program administration, development, or operations.

Responsible for managing the DOT's statewide vehicle fleet management services including passenger cars, vans, light-duty trucks, and heavy-duty vehicles. Handles equipment acquisition, disposal, replacement planning, budgeting, policy development, quality assurance, and equipment disposition. Classification may be supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Supervising Equipment Engineer—3633	1	142,356	152,034	161,712	151,637	151,637	151,637	CA	171%	4
Dir Motor Equipment Management	1	122,092	138,173	154,253	127,452	127,452	127,452	NY	144%	1
State Program Admin Manager Pr	1	87,320	106,279	125,238	125,238	125,238	125,238	MN	141%	3
TEF Fleet Administrator	1	97,584	111,342	125,100	125,100	125,100	125,100	WA	141%	4
Principal Executive/ Mgr F, MMS	1	84,120	107,118	130,116	118,188	118,188	118,188	OR	133%	4
State Equipment Fleet Manager	1	89,045	97,406	105,768	109,200	109,200	109,200	AK	123%	4
Program Specialist 4	2	82,527	100,150	117,772	98,192	107,982	117,772	NJ	122%	1
Fleet Manager	4	69,415	93,406	117,397	96,414	103,087	105,471	TX	116%	4
Engr 6	1	77,064	106,049	135,034	103,085	103,085	103,085	LA	116%	2
MassDOT Fleet Coordinator III	1	70,009	86,335	102,661	102,662	102,662	102,662	MA	116%	1
Equipment Superintendent	1	79,720	100,151	120,582	100,411	100,411	100,411	NV	113%	4
Program Administrator Specialist III	2	60,209	100,856	141,502	97,551	99,637	101,723	VA	113%	2
Program Management II	1	86,688	109,062	131,436	97,860	97,860	97,860	CO	110%	4
Equipment Bureau Chief	1	95,563	95,563	95,563	95,563	95,563	95,563	MT	108%	4
Public Service Manager 1	1	60,320	83,876	107,432	95,430	95,430	95,430	IA	108%	3
Broad Band Executive	1	47,476	110,136	172,796	94,730	94,730	94,730	IN	107%	3
Hwy Administration Program Manager 1	1	75,189	94,749	114,309	93,771	93,771	93,771	PA	106%	1
Program Manager (Fleet)	1	65,104	83,398	101,691	92,602	92,602	92,602	ID	105%	4
Program Manager II	1	60,344	85,995	111,646	92,284	92,284	92,284	SC	104%	2
State Fleet Director (Administrative Div Director—Manager II)	1	66,516	93,120	119,724	90,408	90,408	90,408	ND	102%	4
Department Manager 14	1	59,716	74,370	89,024	89,024	89,024	89,024	MI	101%	3
Maintenance Operations Manager	1	50,891	71,191	91,490	88,000	88,000	88,000	AZ	99%	4
Equipment Management Coordinator	1	67,320	85,016	102,713	86,424	86,424	86,424	AL	98%	2
Transportation Manager 2	1	72,540	94,284	116,028	85,044	85,044	85,044	TN	96%	2
Equipment Program Mgr (TDHM12)	1	69,352	88,299	107,245	84,452	84,452	84,452	WY	95%	4
Fleet Support Manager	1	48,051	67,241	86,431	84,006	84,006	84,006	NC	95%	2
Fleet Manager	1	66,794	85,678	104,561	80,834	80,834	80,834	AR	91%	2
Administrator II	2	60,470	73,584	86,697	75,134	79,014	82,895	NH	89%	1
Manager Fleet Services	1	69,701	82,847	95,992	76,606	76,606	76,606	ME	86%	1
Administrative Programs Officer IV	1	50,759	71,908	93,057	74,088	74,088	74,088	OK	84%	4
Fleet Program Officer	1	49,608	81,869	114,129	70,658	70,658	70,658	WI	80%	3
Highway Fleet Manager	1	51,938	64,923	77,908	65,376	65,376	65,376	NE	74%	4
Motor Vehicle Operations Manager	1	52,331	71,955	91,579	64,289	64,289	64,289	GA	73%	2
Operations Analyst II; Mgmt Analyst II—SES (Working Title: Fleet Mgr)	7	28,093	65,349	102,604	56,451	59,502	69,161	FL	67%	2
Central Office General Services Manager—Fleet	1	57,024	67,662	78,300	59,160	59,160	59,160	MO	67%	3
Fleet Service Manager	1	45,490	59,136	72,783	58,642	58,642	58,642	KY	66%	2
Fleet Manager	1	44,641	56,794	68,946	55,269	55,269	55,269	UT	62%	4
N/A	0							CT		1
N/A	0							DE		1
N/A	0							KS		3
N/A	0							MS		2
Transportation Engineer 5	0	80,018	97,199	114,379				OH		3
N/A	0							SD		4
N/A	0							WV		2
# Incumbents & Averages:	49	69,563	89,855	110,147	90,844	91,533	92,284			
Group Weighted Average:						88,564				
Median:						92,284				

A13. Bicycle and Pedestrian Coordinator

Bachelor's Degree or equivalent experience. Typically requires four years of professional level experience in transportation planning.

This is generally a single incumbent position. Analyzes issues and provides planning expertise related to the impact of maintenance and construction projects on alternative modes of travel, such as biking and walking. Typically reports to a division or office director.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Senior Executive Service (SES)	1	134,550	134,550	134,550	134,550	134,550	134,550	NJ	194%	1
Project Development & Evaluation Manager	1	97,584	111,342	125,100	125,100	125,100	125,100	WA	180%	4
Program Administration Manager III	2	60,209	100,856	141,502	120,834	122,865	124,896	VA	177%	2
Transportation Planning Director	1	87,320	106,279	125,238	121,271	121,271	121,271	MN	175%	3
Planner 4, E	1	70,824	90,342	109,860	104,628	104,628	104,628	OR	151%	4
Planner V PTN	1	63,104	83,298	103,491	98,697	98,697	98,697	TX	142%	4
Senior Transportation Planner—4724	1	84,696	94,968	105,240	95,526	95,526	95,526	CA	138%	4
Planning Specialist V	1	79,908	100,518	121,128	93,624	93,624	93,624	CO	135%	4
Transportation Planner 2	1	57,491	73,258	89,024	89,024	89,024	89,024	IA	128%	3
Administrative Officer 3	1	57,741	72,714	87,687	87,687	87,687	87,687	PA	126%	1
Transportation Planner Analyst 3	1	58,380	72,850	87,320	87,320	87,320	87,320	NV	126%	4
Transportation Planning Spec 13	1	59,051	72,415	85,779	85,779	85,779	85,779	MI	124%	3
Engineer/Engineering Associate III	1	49,594	70,675	91,755	85,195	85,195	85,195	SC	123%	2
Transp Mgmt Officer II (Prog Mgr III)	1	55,356	77,496	99,636	82,128	82,128	82,128	ND	118%	4
Policy & Planning Supvr I (BAPS12)	1	69,352	88,299	107,245	76,322	76,322	76,322	WY	110%	4
Program Administrator 3	1	66,061	80,184	94,307	75,546	75,546	75,546	OH	109%	3
Transportation Program Planner II	16	60,441	72,616	84,791	60,441	72,616	84,791	MA	105%	1
Transportation Manager 1	1	65,796	85,530	105,264	71,064	71,064	71,064	TN	102%	2
Highway Planning Manager	1	62,329	77,910	93,490	70,720	70,720	70,720	NE	102%	4
Public Service Coordinator—Policy Development Specialist	1	54,579	64,834	75,088	69,430	69,430	69,430	ME	100%	1
Transportation Manager 1	1	40,829	57,841	74,853	67,700	67,700	67,700	OK	98%	4
Bicycle—Pedestrian Coordinator	1	52,182	69,628	87,073	67,418	67,418	67,418	AR	97%	2
Transportation Analyst	94	56,604	64,292	71,980	56,604	65,295	71,980	NY	94%	1
Urban and Regional Planner—Adv	1	49,608	81,869	114,129	63,710	63,710	63,710	WI	92%	3
Engineering Spec IV (Working Title: Bicycle/Pedestrian Coordinator)	5	33,377	80,688	127,999	59,000	59,871	61,000	FL	86%	2
Planner IV	1	51,755	64,694	77,633	59,796	59,796	59,796	DE	86%	1
Civil Engineer IV	1	59,259	71,854	84,448	59,259	59,259	59,259	NH	85%	1
Roadside Design Specialist	1	57,024	67,662	78,300	59,160	59,160	59,160	MO	85%	3
Planner	4	48,484	56,711	64,937	49,696	54,562	58,885	KS	79%	3
Developmental Specialist 1	1	37,778	54,626	71,474	41,820	41,820	41,820	IN	60%	3
N/A								AK		4
N/A	0							AL		2
N/A	0							AZ		4
N/A	0							CT		1
N/A	0							GA		2
N/A	0							ID		4
N/A	0							KY		2
Engineer 5	0	67,309	92,622	117,936				LA		2
N/A	0							MS		2
Transportation Planner	0							MT		4
Transportation Program Director	0	60,530	84,705	108,879				NC		2
N/A	0							SD		4
N/A	0							UT		4
N/A	0							WV		2
# Incumbents & Averages:	146	62,785	80,566	98,348	80,635	81,589	82,468			
Group Weighted Average:						69,421				
Median:						75,934				

A14. Modal Planning Series—Series of 3

A14(1). Transportation Support Officer (1st in series)

Bachelor's Degree, generally in a planning discipline or equivalent experience. Typically requires two years of professional planning experience.

Provides advice and technical assistance to public and private airports, transit companies, or railroads. Advises municipalities about financial assistance for modal planning programs. As spokesperson for the DOT, attends hearings and meetings to provide information related to airport zoning, planning, design, and construction. Inspects sites and facilities to ensure compliance with specifications. May develop technical information for airports, transit companies, and railroads.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Engineerr Manager Licensed 15	1	70,574	87,277	103,979	103,979	103,979	103,979	MI	145%	3
Transportation Planner 2	6	57,491	73,258	89,024	74,901	85,439	89,024	IA	119%	3
Transportation Planning Spec 3	1	62,748	73,572	84,396	82,344	82,344	82,344	WA	115%	4
Transportation Planner Analyst 2	1	53,599	66,660	79,720	79,720	79,720	79,720	NV	111%	4
Associate Transp Planner—4721	206	71,520	80,544	89,568	61,521	76,580	85,308	CA	107%	4
Highway Liaison Manager	1	49,554	61,941	74,327	75,523	75,523	75,523	NE	105%	4
Transportation Planner 1	26	68,885	81,979	95,072	57,350	74,774	95,072	CT	104%	1
Project Manager	1	65,104	83,398	101,691	74,256	74,256	74,256	ID	103%	4
Transportation Project Manager (Engineering & Planning Services IV)	1	46,356	64,896	83,436	72,960	72,960	72,960	ND	101%	4
Public Involvement Specialist III	6	55,184	72,789	90,393	63,000	72,236	75,600	TX	100%	4
Transportation Program Consultant II	3	42,780	57,602	72,424	67,514	71,325	72,327	NC	99%	2
Intermodal Transportation Specialist 1	22	56,604	64,292	71,980	56,604	67,901	71,980	NY	94%	1
Transportation Manager I	8	40,829	57,841	74,853	67,700	67,700	67,700	OK	94%	4
Program Specialist IV	4			76,710	60,470	67,391	76,710	NH	94%	1
Planner III	1	56,118	65,634	75,150	65,119	65,119	65,119	KS	91%	3
Program Manager I	11	49,594	70,675	91,755	57,034	63,908	79,014	SC	89%	2
Transportation Planner	1	63,807	63,807	63,807	63,807	63,807	63,807	MT	89%	4
Senior Policy & Planning Analyst (BAPS10)	3	58,078	73,945	89,812	60,360	63,677	67,380	WY	89%	4
Transportation Planner	3	34,762	48,646	62,530	61,025	62,028	62,530	AL	86%	2
Transportation Planning Specialist 2	5	57,741	72,714	87,687	58,954	62,017	65,937	PA	86%	1
Public Transportation Specialist III	4	36,382	79,083	121,785	58,853	61,623	65,213	FL	86%	2
Planning Specialist III	2	51,408	63,324	75,240	60,000	60,912	61,836	CO	85%	4
DOTD Program Specialist 4	6	45,344	67,298	89,253	49,046	59,918	78,104	LA	83%	2
Transportation Planning Analyst	1	40,768	47,975	55,182	55,182	55,182	55,182	ME	77%	1
Transporation Planner Senior	5	39,983	55,774	71,564	52,000	54,901	60,604	AZ	76%	4
Transportation Planner	3	52,182	69,628	87,073	52,182	54,331	58,630	AR	76%	2
Planner Intermediate	5	45,581	55,886	66,190	48,588	51,407	59,466	MN	71%	3
Transportation Program Monitor 2	13	44,520	57,888	71,256	45,852	50,636	67,476	TN	70%	2
Intermodal Planner	1	32,971	60,335	87,699	46,512	46,512	46,512	GA	65%	2
Intermediate Multimodal Ops Specialist	1	44,100	52,188	60,276	45,684	45,684	45,684	MO	64%	3
Developmental Specialist 2	2	35,568	49,413	63,258	36,279	45,673	55,066	IN	64%	3
Planner II	2	39,484	49,355	59,226	41,951	41,951	41,951	DE	58%	1
N/A								AK		4
N/A	0							KY		2
Transportation Program Planner I	0	55,003	65,984	76,965				MA		1
N/A	0							MS		2
N/A	0							NJ		1
Planner 2	0	44,720	51,439	58,157				OH		3
See G13	0							OR		4
N/A	0							SD		4
N/A	0							UT		4
N/A	0							VA		2
N/A	0							WI		3
N/A	0							WV		2
# Incumbents & Averages:	356	50,586	65,062	79,454	61,133	65,044	69,438			
Group Weighted Average:						71,898				
Median:						63,858				

A14(2). Modal Operations Coordinator (2nd in series)
Bachelor's Degree or equivalent experience. Typically requires four years of professional level experience, generally in modal program operations.

Is the liaison between the DOT and public or private airports, transit companies, or railroads. Implements a statewide marketing program to provide funding. Develops and maintains communication tools to update DOT staff and modal communities of current and expected issues and events. Classification may be lead worker or supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transportation Planner II	6	83,304	91,000	98,696	93,496	116,591	132,808	AK	136%	4
Engineer Manager Licensed 15	1	70,574	87,277	103,979	103,979	103,979	103,979	MI	121%	3
Program Manager II	1	60,344	85,995	111,646	97,105	97,105	97,105	SC	113%	2
Transportation Planner 2	53	79,310	96,729	114,148	79,310	95,729	114,148	CT	111%	1
Intermodal Transportation Specialist 2,3	14	73,284	92,300	111,316	80,844	94,278	111,316	NY	110%	1
Executive Officer 2	2	62,109	79,092	96,075	88,962	92,518	96,075	IA	108%	3
Director Office of Freight Transport	1	69,701	82,847	95,992	92,331	92,331	92,331	ME	107%	1
Senior Transp Planner (S01)—4724	82	84,696	94,968	105,240	76,879	91,184	97,132	CA	106%	4
Public Transportation Manager—SES	1	26,446	80,672	134,897	89,000	89,000	89,000	FL	103%	2
Planning Program Coordinator Transp	11	63,872	79,292	94,712	68,466	88,844	97,635	MN	103%	3
Transportation Planner/Analyst 3	2	58,380	72,850	87,320	87,320	87,320	87,320	NV	102%	4
Program Analyst 3, OAO	6	60,672	76,914	93,156	73,464	84,226	88,824	OR	98%	4
Transportation Program Manager	1	48,051	67,241	86,431	84,006	84,006	84,006	NC	98%	2
Transp Planner—Section Supervisor	8	75,892	82,216	88,540	75,892	83,270	88,540	MT	97%	4
Transportation Planning Specialist 3	6	62,748	73,572	84,396	76,416	81,384	84,396	WA	95%	4
Transportation Program Planner III	16	66,482	80,032	93,582	66,482	80,032	93,582	MA	93%	1
Transp Mgmt Officer II (Prog Mgr III)	2	55,356	77,496	99,636	75,156	78,282	81,408	ND	91%	4
Policy & Planning Supvr I (BAPS12)	1	69,352	88,299	107,245	78,195	78,195	78,195	WY	91%	4
Transportation Planner Senior	5	55,327	69,839	84,350	62,530	77,273	84,350	AL	90%	2
Planning Specialist IV	1	63,864	78,672	93,480	76,380	76,380	76,380	CO	89%	4
Supervisor VI	1	55,556	67,363	79,170	71,916	71,916	71,916	NH	84%	1
Planner III	1	56,118	65,634	75,150	71,500	71,500	71,500	KS	83%	3
DOTD Prog Spec 5/ DOTD Prog Supvr	7	51,917	80,621	109,325	56,160	71,103	95,701	LA	83%	2
Planning Supvr (Regional Planning)	2	51,755	64,694	77,633	68,721	68,991	69,262	DE	80%	1
Railroad Crossing Coordinator	1	61,516	79,976	98,435	66,794	66,794	66,794	AR	78%	2
Intermodal Planner 2	2	40,983	56,352	71,720	65,000	65,650	66,304	GA	76%	2
Planner 3	10	52,998	65,302	77,605	52,998	63,981	82,909	OH	74%	3
Transportation Program Supervisor	5	51,552	67,008	82,464	57,480	59,513	65,952	TN	69%	2
Planner 4	3	43,240	60,355	77,469	55,156	58,052	60,999	AZ	67%	4
Engineer II	1	50,625	62,383	74,140	55,630	55,630	55,630	NE	65%	4
Senior Multimodal Operations Specialist	4	49,056	58,212	67,368	51,060	53,514	55,968	MO	62%	3
Developmental Specialist 1	5	37,778	54,626	71,474	41,223	50,708	58,424	IN	59%	3
Administrative Programs Officer I	2	36,784	52,111	67,437	43,750	43,750	43,750	OK	51%	4
N/A	0							ID		4
N/A	0							KY		2
N/A	0							MS		2
N/A	0							NJ		1
N/A	0							PA		1
N/A	0							SD		4
N/A	0							TX		4
N/A	0							UT		4
N/A	0							VA		2
N/A	0							WI		3
N/A	0							WV		2
# Incumbents & Averages:	264	58,474	74,907	91,340	72,230	77,971	83,141			
Group Weighted Average:						86,026				
Median:						78,282				

A14(3). Modal Operations Manager (3rd in series)
Bachelor's Degree or equivalent experience. Typically requires six years of professional level experience, generally in areas such as program administration, development, or operations.
 Manages and coordinates statewide activities related to aeronautics, public transit, railroads, or rail crossings. Typically works with Federal and state safety programs for the department in the areas of accident investigations, complaints, employee safety, and compliance responsibilities. Classification is supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Directors of Public Transp, Traffic Ops, Rail, Aviation and Maritime	5	111,793	170,284	228,775	145,200	157,718	163,878	TX	157%	4
Principal Executive Manager G, MESN	1	97,356	123,978	150,600	143,364	143,364	143,364	OR	142%	4
Dir of Rail; Multimodal Planning Director; Dir of Public Transp; Dir of Aviation	4	105,024	124,986	144,948	131,268	141,528	144,948	WA	141%	4
Director, Multimodal Services	1	138,000	138,000	138,000	138,000	138,000	138,000	NJ	137%	1
Transportation Transit Manager	4	105,113	124,219	143,324	129,307	132,914	138,373	CT	132%	1
Transportation Planner III	4	95,285	104,135	112,986	111,051	122,949	149,136	AK	122%	4
Transportation Manger	5	99,415	112,522	125,629	106,449	120,400	125,629	NY	120%	1
Mgr, Freight & Multimodal Operations	1	33,057	105,054	177,051	113,000	113,000	113,000	FL	112%	2
Transportation Program Planner V	9	78,036	94,287	110,537	110,537	110,537	110,537	MA	110%	1
DOT Manager	1	64,126	107,359	150,592	110,386	110,386	110,386	WI	110%	3
Program Manager III	1	73,421	104,632	135,842	110,366	110,366	110,366	SC	110%	2
Multimodal Maintenance Engineer	1	80,122	95,088	110,053	110,053	110,053	110,053	ME	109%	1
Intermodal Rail & Safety Oversight Mgr	1	75,508	103,824	132,140	107,100	107,100	107,100	GA	106%	2
Supervising Transp Planner—725	20	102,984	109,956	116,928	98,816	105,244	106,136	CA	105%	4
Planning Director Transportation	16	72,976	88,939	104,901	75,670	100,412	104,901	MN	100%	3
Transportation Planner Analyst 4	1	66,628	83,395	100,161	100,161	100,161	100,161	NV	100%	4
Director, Div of Aeronautics, UDOT	1	67,046	83,907	100,767	98,783	98,783	98,783	UT	98%	4
Transportation Planner Bureau Chief	4	95,563	100,128	104,692	95,563	97,845	104,692	MT	97%	4
Public Transportation Manager	2	72,571	88,119	103,667	83,512	97,219	110,926	OH	97%	3
Transportation Administrator	69	67,320	85,016	102,713	70,783	95,228	102,713	AL	95%	2
Hwy Local Assistance Division Mgr	1	72,311	90,391	108,470	95,073	95,073	95,073	NE	94%	4
Engineering Manager I (ENEG14)	1	90,495	115,218	139,941	94,130	94,130	94,130	WY	94%	4
Planning Specialist VI	1	86,688	109,062	131,436	94,092	94,092	94,092	CO	93%	4
Transportation Manager 2	1	72,540	94,284	116,028	92,040	92,040	92,040	TN	91%	2
Transit Program Coordinator (Mgr II)	1	66,516	93,120	119,724	91,284	91,284	91,284	ND	91%	4
DOTD Prog Director/Statewide Prog Mgr 1/State Wide Prog Mgr 2	3	63,606	103,459	143,312	68,786	90,210	111,966	LA	90%	2
Administrator III	2	65,949	80,409	94,868	82,895	89,860	96,824	NH	89%	1
Transportation Planning Manager	2	65,937	83,033	100,128	73,546	86,937	100,128	PA	86%	1
Section Head—Public Transportation	1	79,014	98,374	117,734	85,072	85,072	85,072	AR	85%	2
Asst Director (Regional Sys Planning)	1	67,840	84,800	101,760	82,919	82,919	82,919	DE	82%	1
Admin of Aviation; Admin of Freight & Waterways; Admin of Railroads; Admin of Transit	4	71,220	84,822	98,424	75,384	80,754	86,124	MO	80%	3
Broad Band Executive	1	47,476	110,136	172,796	73,795	73,795	73,795	IN	73%	3
Planning Program Manager 1	11	46,932	65,545	84,157	61,999	65,867	75,000	AZ	65%	4
Public Service Executive III	1	58,884	68,910	78,936	63,500	63,500	63,500	KS	63%	3
Public Service Manager 2	0	86,050	104,260	122,470				IA		3
N/A	0							ID		4
N/A	0							KY		2
N/A	0							MI		3
N/A	0							MS		2
Transportation Program Director	0	60,530	84,705	108,879				NC		2
N/A	0							OK		4
N/A	0							SD		4
N/A	0							VA		2
N/A	0							WV		2
# Incumbents & Averages:	182	77,870	100,510	123,149	97,761	102,904	106,913			
Group Weighted Average:						100,648				
Median:						98,314				

E. TRANSPORTATION ENGINEER CLASSIFICATIONS

E1. Transportation Engineer—NON SUPERVISORY—Series of 6—These are generic engineering non-supervisory classifications which may be used in non-bridge engineering disciplines (e.g., research engineering).

E1(1). Transportation Engineer-in-Training (1st in series)

Bachelor's Degree in Engineering. No Experience. Performs introductory engineering work assignments under the direct supervision of a licensed Professional Engineer.

Learns to apply engineering techniques, procedures, and criteria within rules, regulations, and operating procedures.

Average starting salary of graduates with BS in Civil Engr

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region	
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High				
Engr Trainee/Assistant Engineer	900	62,726	71,152	79,577	62,726	73,175	79,577	NY	116%	1	
Engr I (Transp Engineering Associate)	58	48,051	67,241	86,431	67,717	70,467	75,005	NC	112%	2	65,000
Civil Engineering Specialist 1, E and Associate In Engineering 1, E	168	50,316	64,188	78,060	50,316	69,599	78,060	OR	111%	4	54,972
Transportation Engineer 1	62	55,524	65,064	74,604	61,224	68,348	74,604	WA	109%	4	65,643
Transportation Engineer Trainee	89	57,945	68,416	78,887	63,571	66,947	104,153	CT	106%	1	67,046
Civil Engineer I	158	55,245	66,062	76,880	55,245	66,062	76,880	MA	105%	1	
Engineer in Training I	47	61,176	75,366	89,556	61,176	63,492	66,168	CO	101%	4	
Civil Engineering Graduate	181	50,174	63,270	76,366	50,174	62,219	76,366	AL	99%	2	54,209
Transp Engr Civil, (Range A)—3135, Transp Engr Electrical, (Range A)—3609	157	66,480	72,876	79,272	54,208	61,474	73,541	CA	98%	4	66,480
Staff 1, Associate Engineer	50	51,281	63,726	76,170	51,281	61,351	76,170	NV	98%	4	54,215
Transportation Engineer 1	19	52,998	65,302	77,605	52,998	59,550	82,909	OH	95%	3	
Engineer Trainee Transportation	27	56,259	57,484	58,708	56,529	58,628	58,708	NJ	93%	1	58,628
Engineering Assistant I	22	55,439	61,854	68,270	55,439	57,721	64,838	AK	92%	4	
Assistant Transp Engineer	52	44,866	52,895	60,923	51,355	57,109	60,923	ME	91%	1	
Civil Engineer Trainee	32	44,303	55,824	67,345	56,489	56,685	57,741	PA	90%	1	56,489
Civil Engineer 2	192	32,971	45,335	57,699	55,000	56,029	57,609	GA	89%	2	55,000
Engineer	53	52,182	69,628	87,073	52,182	55,633	63,544	AR	88%	2	52,523
Civil Engineering Spec band 5 level 2	18	55,408	55,408	55,408	55,408	55,408	55,408	MT	88%	4	52,400
Engineer I	21	52,972	92,070	131,168	52,973	55,014	58,422	SD	87%	4	52,972
Transportation Engineer in Training	10	43,240	60,355	77,469	54,940	54,940	54,940	AZ	87%	4	57,708
Engr I (SMV & Blanket Starting Salary)	4	42,884	57,179	71,473	54,290	54,290	54,290	DE	86%	1	54,290
Engineering Associate I	11	52,000	57,000	62,000	53,300	54,098	60,382	KS	86%	3	
Engineering Assistant II	192	39,521	51,985	64,449	43,200	53,740	62,400	TX	85%	4	53,429
Coop Engineer XII	14	34,400	45,150	55,900	50,116	53,709	75,600	OK	85%	4	50,116
Transportation Engineer I	10	46,356	64,896	83,436	50,292	52,150	53,028	ND	83%	4	47,892
Engineer I	18	50,625	59,797	68,969	50,625	52,130	59,047	NE	83%	4	50,625
Transportation Engineer Associate	32	46,432	63,641	80,850	46,432	51,386	80,850	IA	82%	3	49,042
Engineer Trainee	29	33,377	80,688	127,999	50,000	51,230	52,672	FL	81%	2	50,000
Engineer-in-Training	14	41,226	52,822	64,418	50,960	51,155	52,562	ID	81%	4	50,960
Graduate Transportation Associate	70	44,520	57,888	71,256	50,880	51,134	53,424	TN	81%	2	50,880
Civil Engineer Transportation Entry	19	38,106	62,837	87,568	50,773	50,773	50,773	WI	81%	3	50,773
Highway Engineer Trainee 1	49	44,200	56,100	68,000	44,200	50,512	56,824	WV	80%	2	50,512
DOT—Engineer in Training	4	43,789	60,210	76,631	48,227	50,118	53,226	MS	80%	2	
Highway Engineer Trainee	12	45,084	55,666	66,248	45,084	49,965	66,248	IN	79%	3	
Transportation Engineer 9	19	50,368	55,802	61,235	45,739	49,831	61,235	MI	79%	3	48,713
Constructn Inspector; Highway Designer; Materials Inspector; Traffic Studies Spec	81	41,832	49,428	57,024	41,832	47,495	53,000	MO	76%	3	48,858
Civil Engineer I	10	39,166	47,767	56,368	45,998	47,292	49,878	NH	75%	1	47,292
Engineering Associate I (05A)	94	33,494	47,735	61,975	45,049	47,045	58,727	SC	75%	2	46,870
Engineer I (ENEG08)	18	44,508	56,664	68,820	44,866	46,331	48,034	WY	74%	4	
Graduate Engineering Asst & Graduate Engineering Assistant Scholar	10	32,772	39,690	46,607	32,772	34,757	42,000	KY	55%	2	39,901
Engineer Intern Applicant	0	47,986	66,030	84,074				LA		2	54,995
N/A	0							MN		3	
N/A	0							UT		4	
N/A	0							VA		2	
# Incumbents & Averages:	3,026	47,371	60,548	73,726	51,640	55,725	63,494				53,498
Group Weighted Average:						62,885					
Median:						54,615					

E1(2). Transportation Engineer-in-Training Intermediate (2nd in series)
Bachelor's Degree in Engineering. Typically has one to two years of experience.
Performs progressively responsible engineering work assignments under the moderate supervision of a licensed Professional Engineer. Applies applicable engineering techniques, procedures, and criteria within rules, regulations, and operating procedures at a level that is commensurate with experience required at this level of the series.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transportation Engineer 2	487	61,224	71,784	82,344	64,332	80,129	82,344	WA	117%	4
Civil Engineering Spec 2, E and Associate In Engineering 2, E	138	55,500	70,794	86,088	58,272	77,836	86,088	OR	114%	4
Engineering Assistant II	111	63,882	72,387	80,891	63,882	75,232	111,608	AK	110%	4
Engineer I	234	48,051	67,241	86,431	73,176	74,941	82,506	NC	109%	2
Civil Engineer II	170	61,927	74,401	86,875	61,927	74,401	86,875	MA	109%	1
Transportation Engineer 1	47	67,046	78,672	90,297	65,796	73,361	75,557	CT	107%	1
Transportation Engineer 2	156	58,157	71,729	85,301	58,157	71,781	91,125	OH	105%	3
Transp Engr Civil (Range B)—3135, Transp Engr Electrical (Range B)—3609	549	76,128	85,686	95,244	62,075	71,659	95,244	CA	105%	4
Engineer in Training II	26	65,796	81,042	96,288	67,080	69,888	75,696	CO	102%	4
Staff 2, Associate Engineer	79	55,958	69,676	83,394	55,958	68,417	87,394	NV	100%	4
Civil Engr (All Parantheticals—Transp, General, Bridge, and Hydraulic)	333	50,543	63,707	76,871	58,954	65,934	76,871	PA	96%	1
Transportation Engineer 10/P11	71	47,465	61,765	76,065	52,582	65,627	76,065	MI	96%	3
Assistant Engineer, Transportation	240	52,278	63,102	73,926	59,495	65,528	73,926	NJ	96%	1
Civil Engineering Spec band 6 level 1	61	65,306	65,306	65,306	65,306	65,306	65,306	MT	95%	4
Engineer II	9	53,996	72,203	90,410	57,691	64,375	73,686	UT	94%	4
Engineer II	56	52,972	92,070	131,168	58,422	63,810	70,094	SD	93%	4
Civil Engineer 3	70	36,268	49,869	63,469	61,710	63,418	64,738	GA	93%	2
Highway Engineer Trainee 2	172	50,050	63,525	77,000	48,599	62,799	76,999	WV	92%	2
TDOT Operations District Spec Transp Project Specialist	223	49,092	63,822	78,552	56,100	61,205	77,736	TN	89%	2
Architect/Engineer I	3	46,087	78,595	111,102	57,660	60,255	61,552	VA	88%	2
Engr II (SMV & Blanket Starting Salary)	18	48,992	65,323	81,653	59,497	59,642	62,065	DE	87%	1
Associate Engineer	20	52,125	66,779	81,432	58,240	58,946	60,258	ID	86%	4
Engineering Assistant III	159	42,244	55,602	68,960	51,600	58,821	68,800	TX	86%	4
DOT—Engineer in Training	22	43,789	60,210	76,631	50,691	58,343	64,696	MS	85%	2
Engineer II	36	50,625	62,383	74,140	54,219	58,336	77,786	NE	85%	4
Transportation Engineer Spec	152	43,240	60,355	77,469	54,941	57,667	72,049	AZ	84%	4
Engineer Intern III	14	40,124	52,663	65,202	57,271	57,271	57,271	OK	84%	4
Highway Engineer 5	10	49,140	60,684	72,228	49,140	55,123	78,479	IN	81%	3
Engineering Associate II	8	53,560	58,280	63,000	54,899	54,899	54,899	KS	80%	3
Engineer Graduate 1	1	47,982	59,393	70,804	53,933	53,933	53,933	MN	79%	3
Civil Engr Transp Entry (Pay Points A, B, C)	18	38,106	62,837	87,568	52,312	53,518	55,931	WI	78%	3
Civil Engineer II	22	45,989	55,245	64,501	45,989	52,812	59,259	NH	77%	1
Intermediate Construction Inspector; Intermediate Highway Designer; Intermediate Materials Inspector; Intermediate Traffic Studies Specialist	84	46,500	55,110	63,720	46,500	52,309	55,991	MO	76%	3
Engineering Associate I (05B)	25	33,494	47,735	61,975	48,201	50,946	60,725	SC	74%	2
Engineer-in-Training I & Engineer-in-Training Scholar	22	39,900	45,585	51,270	39,900	41,265	41,895	KY	60%	2
N/A	0							AL		2
N/A	0							AR		2
N/A	0							FL		2
N/A	0							IA		3
Engineer Intern 1	0	47,986	66,030	84,074				LA		2
N/A	0							ME		1
N/A	0							ND		4
N/A	0							NY		1
N/A	0							WY		4
# Incumbents & Averages:	3,846	51,153	65,322	79,490	56,700	62,850	71,870			
Group Weighted Average:						68,476				
Median:						62,799				

E1(3). Transportation Engineer-in-Training Senior (3rd in series)
Bachelor's Degree in Engineering. Typically has three to four years of experience.
Performs advanced engineering work assignments under limited supervision of a licensed Professional Engineer.
 Applies applicable engineering techniques, procedures, and criteria within rules, regulations, and operating procedures at a level that is commensurate with the experience required at this level of the series.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transp Engineer Civil, (Range C)—3135, Transp Engineer Electrical, (Range C)—3609	1,919	88,044	99,102	110,160	71,791	98,204	110,160	CA	115%	4
Transportation Engineer Senior	65	65,161	91,577	117,992	87,000	94,918	98,939	AZ	111%	4
Civil Engineering Specialist 3, E	51	64,260	81,942	99,624	64,260	92,106	99,624	OR	108%	4
Transportation Engineer 2	299	72,144	88,149	104,153	65,796	91,756	104,153	CT	107%	1
Engineering Assistant III	125	73,047	81,169	89,291	73,047	90,427	127,452	AK	106%	4
Transportation Engineer 3	362	67,560	79,224	90,888	70,956	89,220	90,888	WA	104%	4
Engineer II	189	51,895	72,621	93,346	81,957	84,078	90,846	NC	98%	2
Civil Engineer III	265	70,340	84,840	99,339	68,116	81,999	95,882	MA	96%	1
Transportation Engineer 12	147	57,532	69,513	81,494	61,235	80,101	81,494	MI	94%	3
Senior Engineer, Transportation	91	59,861	72,389	84,917	70,997	78,951	84,917	NJ	92%	1
Architech/Engineer 1	288	46,087	78,595	111,102	58,000	78,499	103,483	VA	92%	2
Engineer in Training III	29	69,912	87,948	105,984	75,108	78,192	96,168	CO	91%	4
Senior Civil Engr (All Parantheticals - Transp, General, Bridge, and Hydraulic)	70	57,741	72,714	87,687	64,470	70,231	87,687	PA	82%	1
TDOT Operations District Supervisor Transportation Project Specialist Spv 1	96	54,120	70,362	86,604	64,680	70,044	76,896	TN	82%	2
Transportation Engineer II	20	55,356	77,496	99,636	61,728	69,741	83,964	ND	82%	4
Advanced Engineer	43	61,516	79,976	98,435	61,516	69,127	78,676	AR	81%	2
Civil Engineering Spec band 6 level 2	17	68,414	68,414	68,414	68,414	68,414	68,414	MT	80%	4
Engr III (SMV & Blanket Starting Salary)	34	55,980	74,640	93,300	65,965	65,965	65,965	DE	77%	1
Engineer Graduate 2	60	53,933	66,722	79,511	58,339	63,433	79,511	MN	74%	3
Engineer Intern 2	84	51,334	70,647	89,960	58,843	62,736	75,795	LA	73%	2
Civil Engineer III	37	52,021	62,785	73,549	52,021	62,367	73,549	NH	73%	1
DOT—Engineer in Training	19	43,789	60,210	76,631	58,681	62,125	64,696	MS	73%	2
Engineering Assistant IV	47	45,158	59,473	73,788	56,496	61,788	69,600	TX	72%	4
Engineer Intern IV	14	43,334	56,876	70,418	61,306	61,306	61,306	OK	72%	4
Highway Engineer 4	24	55,588	69,485	83,382	53,562	60,601	77,063	IN	71%	3
Engineer II (ENEG09)	43	53,148	67,668	82,188	53,149	59,805	72,281	WY	70%	4
Civil Engineer Transportation Entry (Pay Points D & E)	26	38,106	62,837	87,568	57,762	59,432	59,571	WI	70%	3
Engineer/Engineering Associate II (06B)	31	40,759	58,086	75,413	55,186	58,312	75,413	SC	68%	2
Senior Constr Inspector; Senior Hwy Designer; Senior Materials Inspector; Senior Traffic Studies Specialist	253	52,020	61,620	71,220	52,020	57,521	71,220	MO	67%	3
Engineering Associate III	41	55,167	60,084	65,000	53,300	57,344	70,698	KS	67%	3
Senior Engineer Trainee	17	33,377	80,688	127,999	55,125	56,354	60,550	FL	66%	2
Engineer-in-Training II & Engineer-in-Training II Scholar	48	44,004	50,199	56,394	44,004	47,270	54,307	KY	55%	2
N/A	0							AL		2
N/A	0							GA		2
N/A	0							IA		3
N/A	0							ID		4
N/A	0							ME		1
N/A	0							NE		4
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
N/A	0							SD		4
N/A	0							UT		4
N/A	0							WV		2
# Incumbents & Averages:	4,854	56,272	72,439	88,606	62,651	71,324	81,599			
Group Weighted Average:						85,509				
Median:						68,771				

E1(4). Professional Transportation Engineer (4th in series)

Bachelor's Degree in Engineering.

Typically a first level licensed Professional Engineer that has a minimum of four years (non-licensed) engineering experience in one of the following engineering disciplines: highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials, or transportation planning.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transp Engr Civil, (Range D)—3135, Transp Engr Electrical, (Range D)—609	2478	99,516	112,020	124,524	81,145	112,707	124,524	CA	113%	4
Transportation Engineer 3	285	87,339	106,280	125,220	87,339	107,508	125,220	CT	108%	1
Engineer III	310	60,530	84,705	108,879	96,876	105,760	140,690	NC	106%	2
Prof Engineer 1, E	131	70,824	90,342	109,860	70,824	99,039	109,860	OR	100%	4
Transportation Engineer 4	126	74,604	87,456	100,308	78,408	97,960	104,892	WA	98%	4
Prof Engineer 1 (Civil/Transportation)	471	77,187	87,318	97,448	77,187	93,733	100,030	NY	94%	1
Principal Engineer, Transportation	107	68,636	83,140	97,644	81,528	93,427	97,644	NJ	94%	1
Transportation Engineer 3	206	66,061	80,184	94,307	66,061	92,456	100,922	OH	93%	3
Engineer/Architect I	38	78,020	88,358	98,696	78,020	91,730	127,504	AK	92%	4
Prof Engineer I	142	75,864	95,430	114,996	81,744	91,176	104,760	CO	92%	4
Engineer Senior	153	65,459	80,973	96,486	70,804	89,680	96,486	MN	90%	3
Civil Engineer IV	144	74,086	89,477	104,867	74,086	89,477	104,867	MA	90%	1
Transp Engineer Licensed Spec 13	128	62,732	75,847	88,961	74,609	88,654	88,961	MI	89%	3
Transportation Engineer 1	1	50,891	71,191	91,491	84,999	84,999	84,999	AZ	85%	4
Transportation Engineer III	48	66,516	93,120	119,724	68,940	84,680	103,596	ND	85%	4
Transportation Engineer	11	60,320	76,794	93,267	62,109	84,185	93,267	IA	85%	3
Highway Engineer Associate	84	57,200	72,600	88,000	63,303	80,473	97,643	WV	81%	2
Engineer IV (SMV & Starting Salary)(PE/FE required)	8	63,985	85,313	106,641	79,202	79,202	79,202	DE	80%	1
Prof Engineer	34	63,746	79,709	95,672	63,579	77,552	95,672	NV	78%	4
Civil Engineer 4	22	46,311	63,678	81,044	75,775	76,946	77,290	GA	77%	2
Transp Project Specialist—Senior	82	59,676	77,568	95,460	68,196	76,326	88,296	TN	77%	2
Prof Civil Engineer I	29	56,118	65,634	75,150	67,650	74,238	88,305	KS	75%	3
Civil Engineering Spec band 7 level 1	2	73,665	73,665	73,665	73,665	73,665	73,665	MT	74%	4
Engineer III	50	52,972	92,070	131,168	67,630	73,282	80,304	SD	74%	4
Engineer III	32	60,176	77,799	95,422	66,127	73,132	95,422	UT	74%	4
Civil Engineer, Licensed	42	55,327	69,839	84,350	62,530	72,516	84,350	AL	73%	2
Staff Engineer	27	58,906	75,494	92,082	66,560	71,759	81,640	ID	72%	4
DOT—Engineer I	5	52,739	72,017	91,294	68,111	71,689	75,120	MS	72%	2
Transportation Engineer II	32	55,411	65,437	75,462	55,411	70,760	75,462	ME	71%	1
Prof Engineer I	7	50,545	66,340	82,135	67,384	70,272	70,753	OK	71%	4
Engineer 3	17	54,933	75,598	96,262	69,451	69,451	69,451	LA	70%	2
Prof Engineer I	34	39,656	79,462	119,267	60,165	67,868	95,206	FL	68%	2
Transportation Engineer I	62	51,614	68,047	84,479	54,586	67,070	82,500	TX	67%	4
Civil Engineer Transportation Senior	211	49,608	81,869	114,130	65,523	66,349	82,472	WI	67%	3
Field Materials Engineer; Pavement Engineer; Research Engineer	7	61,392	72,936	84,480	61,392	64,939	67,368	MO	65%	3
Highway Engineer 3	66	62,322	77,896	93,470	45,084	62,345	93,470	IN	63%	3
Transportation Engineer I	23	51,361	56,697	62,034	51,361	54,042	56,497	KY	54%	2
N/A	0							AR		2
N/A	0							NE		4
N/A	0							NH		1
N/A	0							PA		1
N/A	0							SC		2
N/A	0							VA		2
N/A	0							WY		4
# Incumbents & Averages:	5,655	62,601	79,792	96,982	69,929	81,109	92,387			
Group Weighted Average:						99,474				
Median:						77,552				

E1(5). Professional Transportation Engineer Intermediate (5th in series)

Bachelor's Degree in Engineering. Typically a licensed Professional Engineer with a minimum of one to two years experience as a licensed engineer in one or more of the following engineering disciplines: highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials, or transportation planning.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Associate Transp Engineer, Caltrans (Range A)—3167, Associate Transp Engineer (Registered)—3169	22	99,948	112,524	125,100	117,306	118,565	125,100	CA	130%	4
Project Engineer, Surface Design	32	78,797	95,585	112,373	104,911	110,624	112,373	NJ	121%	1
Transportation Technical Engineer	77	82,344	96,552	110,760	86,484	108,929	110,760	WA	119%	4
Transportation Engineer 4	234	72,571	88,119	103,667	76,648	107,328	110,926	OH	118%	3
Engineer/Architect II	21	83,402	94,585	105,768	89,037	106,071	124,280	AK	116%	4
Transportation Engineer Specialist	85	69,867	88,650	107,432	72,488	103,463	107,432	IA	113%	3
Transportation Engr Licensed Spec 14	16	66,580	81,380	96,179	96,179	96,179	96,179	MI	105%	3
Civil Engineer V	103	78,418	94,747	111,076	80,616	95,846	111,076	MA	105%	1
Engineer V (SMV & Starting Salary)(PE/FE required)	11	73,146	97,528	121,910	86,111	86,111	86,111	DE	94%	1
Civil Engr 5	14	52,331	71,955	91,579	84,735	86,086	86,429	GA	94%	2
TDOT Operations District Manager Transp Project Specialist Supervisor 2	39	65,796	85,530	105,264	80,160	85,317	89,904	TN	93%	2
Technical Engineer 1	7	65,104	83,398	101,691	81,744	84,671	87,547	ID	93%	4
Highway Engineer 2	66	68,770	85,969	103,168	70,145	82,754	103,168	IN	91%	3
Professional Civil Engineer I	88	62,530	78,923	95,316	67,320	82,575	95,316	AL	90%	2
Highway Engineer Associate Senior	51	61,750	78,375	95,000	68,875	81,937	95,000	WV	90%	2
Engineer IV	26	52,972	92,070	131,168	69,927	80,798	87,985	SD	88%	4
Engineer 4	19	62,899	86,559	110,219	76,752	79,391	88,608	LA	87%	2
Transp Engineer III	115	59,004	77,862	96,720	66,952	78,814	96,720	TX	86%	4
Prof Engr II	114	39,656	79,462	119,267	64,054	77,729	95,882	FL	85%	2
DOT-Engr III	17	59,875	82,328	104,781	74,848	77,517	79,784	MS	85%	2
Civil Engr IV	53	59,259	71,854	84,448	59,259	76,413	84,448	NH	84%	1
Prof Engr II	9	54,588	71,647	88,706	76,015	76,015	76,015	OK	83%	4
Civil Engineering Spec band 7 level 2	15	75,780	75,780	75,780	75,780	75,780	75,780	MT	83%	4
Transportation Engineer II	43	56,496	62,365	68,234	56,496	65,485	96,277	KY	72%	2
N/A	0							AR		2
N/A	0							AZ		4
N/A	0							CO		4
N/A	0							CT		1
N/A	0							KS		3
N/A	0							ME		1
N/A	0							MN		3
N/A	0							MO		3
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NE		4
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OR		4
N/A	0							PA		1
N/A	0							SC		2
Engr IV	0							UT		4
N/A	0							VA		2
N/A	0							WI		3
N/A	0							WY		4
# Incumbents & Averages:	1,277	66,745	84,739	102,734	78,452	88,517	96,796			
Group Weighted Average:						91,309				
Median:						83,713				

E1(6). Professional Transportation Engineer Senior (6th in series)

Bachelor's Degree in Engineering. Typically a licensed Professional Engineer with a minimum of three to four years experience as a licensed engineer in one or more of the following engineering disciplines: highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials, or transportation planning.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Engineer/Architect III	50	95,687	108,569	121,451	108,930	133,106	168,709	AK	132%	4
Senior Transp Engr, (Range A)—3161	502	117,192	131,934	146,676	95,558	132,557	140,930	CA	132%	4
Supervising Engr 2, Surface Design	13	86,443	104,954	123,464	115,237	122,198	123,464	NJ	121%	1
Transportation Engineer 5	14	80,018	97,199	114,379	108,950	120,328	122,387	OH	120%	3
Prof Engineer 2, E and MMN	116	81,984	106,050	130,116	90,348	118,781	130,116	OR	118%	4
Senior Transportation Engineer	11	82,202	99,570	116,938	89,814	111,102	116,938	IA	110%	3
Transportation Engineer 5	16	82,344	96,552	110,760	102,816	109,242	110,760	WA	109%	4
Civil Engineer VI	72	84,564	102,390	120,216	91,983	106,100	120,216	MA	105%	1
Engineer Principal	173	70,804	89,283	107,762	82,622	105,903	118,536	MN	105%	3
Transp Engineer Licensed Spec 15	2	70,761	87,391	104,020	104,020	104,020	104,020	MI	103%	3
Engineer/Engineering Associate IV	24	60,344	85,995	111,646	86,700	98,036	110,023	SC	97%	2
Architect/Engineer II	100	60,209	100,856	141,502	77,210	97,279	132,397	VA	97%	2
Transp Engineer V	224	69,415	93,406	117,397	79,541	96,887	112,672	TX	96%	4
Highway Engineer 1	61	76,674	95,836	114,998	78,447	92,416	108,661	IN	92%	3
Prof Engineer Specialist	10	69,739	87,320	104,901	76,170	91,400	104,901	NV	91%	4
Civil Engr Mgr (All Parentheticals) Civil Engr Consultant (All Parantheticals)	153	65,937	83,033	100,128	67,345	91,191	100,128	PA	91%	1
TDOT Operations District Engr, Civil Engineering Manager 1	46	72,540	94,284	116,028	82,896	91,061	98,400	TN	90%	2
Highway Engineer	133	65,650	83,325	101,000	73,943	90,911	107,880	WV	90%	2
Civil Engineer V	36	67,392	82,108	96,824	67,392	90,189	96,824	NH	90%	1
Engineer V	4	52,972	92,070	131,168	87,845	88,356	88,866	SD	88%	4
Technical Engineer 2	15	70,554	90,397	110,240	76,877	87,891	96,075	ID	87%	4
Engineer 5	62	67,309	92,622	117,936	82,118	87,153	99,382	LA	87%	2
Professional Engineer III	115	39,656	79,462	119,267	77,104	87,134	106,000	FL	87%	2
Transportation Engineer III	24	64,210	76,170	88,130	74,027	85,998	88,130	ME	85%	1
Professional Civil Engineer II	68	61,838	72,353	82,867	71,916	83,207	105,000	KS	83%	3
Professional Engineer III	7	58,956	77,380	95,803	83,100	83,100	83,100	OK	83%	4
Senior Engineer	36	72,618	91,805	110,992	72,618	82,859	90,948	AR	82%	2
DOT—Engineer IV	44	63,765	87,677	111,589	70,142	82,664	91,667	MS	82%	2
Design Liaison Engineer; Structural Liaison Engineer	8	71,220	84,822	98,424	75,384	82,427	91,176	MO	82%	3
Engineer Prog Mgr I (SMV & Blanket Starting Salary) (PE/FE Required)	44	63,985	85,313	106,641	81,428	81,466	83,112	DE	81%	1
Civil Engineering Spec band 7 level 3	12	79,411	79,411	79,411	79,411	79,411	79,411	MT	79%	4
Civil Engineer Transp Advanced	309	49,608	81,869	114,130	69,493	78,893	95,638	WI	78%	3
Transportation Engineer Specialist	72	62,145	68,598	75,052	65,252	78,632	105,630	KY	78%	2
Project Engineer (ENEG10)	37	58,068	73,938	89,808	63,874	68,263	76,113	WY	68%	4
N/A	0							AL		2
N/A	0							AZ		4
N/A	0							CO		4
N/A	0							CT		1
N/A	0							GA		2
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NE		4
N/A	0							NY		1
N/A	0							UT		4
# Incumbents & Averages:	2,613	70,477	90,116	109,755	82,662	95,299	106,124			
Group Weighted Average:						100,645				
Median:						90,986				

E2. Transportation Engineer—SUPERVISORY—Series of 4—These are generic engineering supervisory classifications which may be used in non-bridge engineering disciplines (e.g., central road design).

E2(1). Transportation Engineer Project Supervisor (1st in series)

Typically a licensed Professional Engineer.

First line supervisor over professionals, technicians, and other staff in the engineering fields, such as construction projects or design squads.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Senior Transp Engr (Range S)—3161	579	117,192	131,934	146,676	106,615	134,451	146,676	CA	131%	4
Transportation Supervising Engineer	95	96,353	117,371	138,389	99,930	125,941	138,389	CT	123%	1
Professional Engineer 2, MMS	7	88,356	109,236	130,116	124,068	124,068	124,068	OR	121%	4
Engineer Administrative	68	79,511	99,473	119,434	104,233	118,306	119,434	MN	115%	3
Transportation Engineer Administrator	17	82,202	99,570	116,938	91,686	115,452	116,938	IA	113%	3
Professional Engineer II	86	89,304	112,338	135,372	105,000	111,516	122,436	CO	109%	4
Transportation Engineer Supv III	76	76,356	102,747	129,137	100,200	109,733	122,520	TX	107%	4
Prof Engineer 2 (Civil/Transportation)	143	90,375	100,846	111,316	94,162	108,525	113,225	NY	106%	1
Architect/Engineer II	92	60,209	100,856	141,502	82,592	102,791	124,106	VA	100%	2
Civil Engr Manager 1	32	59,134	81,310	103,485	100,442	102,136	102,450	GA	100%	2
Professional Engineer Administrator	138	26,446	80,672	134,897	83,979	101,580	111,000	FL	99%	2
Engineer 6	112	77,064	106,049	135,034	86,216	98,568	125,112	LA	96%	2
Assistant Project Engineer	45	78,420	89,496	100,572	90,120	98,502	100,572	WA	96%	4
Civil Engineer VI	27	73,694	89,627	105,560	73,694	98,234	105,560	NH	96%	1
TDOT Operations Regional Engr, Civil Engineering Manager 2	38	79,968	103,950	127,932	92,436	97,877	100,908	TN	96%	2
Highway Engineer Senior	43	70,200	89,100	108,000	84,996	96,498	108,000	WV	94%	2
Highway Engineer Supervisor 4	98	76,674	95,836	114,998	78,207	95,522	107,436	IN	93%	3
Engineer Manager Licensed 14	99	66,414	81,265	96,116	85,467	95,358	96,116	MI	93%	3
Staff Engineer	56	86,112	105,451	124,790	86,112	94,978	105,638	AR	93%	2
Professional Civil Engineer	3	56,118	65,634	75,150	83,200	94,724	102,062	KS	92%	3
Engineering Supervisor I	125	65,373	91,481	117,589	91,792	94,057	94,449	NC	92%	2
Transp Engr Manager/Team Lead	31	66,516	93,120	119,724	78,708	93,692	104,988	ND	91%	4
Engineer Program Manager II (SMV & Starting Blanket Starting Salary) (PE/FE required)	27	78,218	104,291	130,364	92,406	92,413	92,589	DE	90%	1
Engineer Manager 1	34	70,554	90,397	110,240	87,360	90,749	106,558	ID	89%	4
Civil Engr Transportation Supervisor	84	49,608	81,869	114,130	81,037	89,212	106,870	WI	87%	3
Engineering Manager I	94	67,046	86,705	106,363	77,820	87,306	106,363	UT	85%	4
Engineer Manager II	46	68,766	90,255	111,744	79,816	85,085	89,748	OK	83%	4
Engineering Section Supervisor	25	83,224	83,224	83,224	83,224	83,224	83,224	MT	81%	4
Civil Engineer III (District Design)	29	70,340	84,840	99,339	68,116	81,999	95,882	MA	80%	1
Engineering Manager I	13	52,972	92,070	131,168	77,590	81,675	87,345	SD	80%	4
DOT—Engineer IV	21	63,765	87,677	111,589	77,812	81,329	84,213	MS	79%	2
Prof Civil Engineer I/Transp Manager	263	58,128	76,722	95,316	58,128	80,977	95,316	AL	79%	2
Engr/Engineering Associate III (RCE)	41	49,594	70,675	91,755	68,201	79,070	91,755	SC	77%	2
Principal Engineer (ENEG12)	53	69,348	88,296	107,244	75,216	77,128	80,191	WY	75%	4
Transportation Engineer Supervisor	115	62,145	68,598	75,052	62,145	75,756	105,281	KY	74%	2
Engineer III	23	60,597	75,748	90,898	66,589	75,569	96,556	NE	74%	4
Resident Engineer	32	66,108	78,642	91,176	66,108	73,249	84,480	MO	72%	3
Civil Engineer Supervisor	53	50,543	63,707	76,871	58,954	70,394	76,871	PA	69%	1
N/A	0							AK		4
N/A	0							AZ		4
N/A	0							ME		1
N/A	0							NJ		1
Supervisor 3, Associate Engineer	0							NV		4
See E1 (4)	0							OH		3
# Incumbents & Averages:	2,963	70,604	91,344	112,084	84,326	95,201	104,614			
Group Weighted Average:						102,435				
Median:						94,851				

E2(2). Transportation Engineer Manager (2nd in series)

Typically a licensed Professional Engineer.

Serves as the assistant to the District or Division Engineer and supervises/manages professional engineering and technical staff in **several functional areas** within a division or district in such engineering disciplines as roadway design, construction projects, etc.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Engineer/Architect IV	24	105,768	115,794	125,819	117,083	152,470	175,656	AK	133%	4
Deputy District Engineer	11	111,793	150,431	189,069	133,200	151,755	163,200	TX	132%	4
Supervising Transp Engineer—3155	211	142,356	152,034	161,712	125,578	150,718	161,712	CA	131%	4
Transportation Principal Engineer	24	104,237	126,667	149,097	108,018	140,969	149,097	CT	123%	1
Professional Engineer III	22	94,464	123,774	153,084	129,600	132,564	136,176	CO	115%	4
Transportation Engineer Executive Managers (SES)	14	94,640	114,629	134,618	110,968	131,689	134,618	IA	115%	3
Architect/Engineering Manager II	30				116,725	128,488	136,975	NJ	112%	1
District Director—Operations—DOT	58	60,209	100,856	141,502	99,784	125,079	141,089	VA	109%	2
Engineer Senior Administrator	6	47,316	143,197	239,077	125,000	125,000	125,000	FL	109%	2
Principal Executive/ Mgr F, MMS	55	106,279	115,759	125,238	113,900	124,340	125,238	MN	108%	3
Deputy Director 5	13	88,356	109,236	130,116	107,136	122,326	130,116	OR	106%	4
Prof Engineer 3(Civil/Transportation)	12	49,941	94,620	139,298	112,882	121,306	122,366	OH	106%	3
Assistant District Maintenance Administrator; Asst Highway District Engineer	23	100,123	111,373	122,623	101,361	120,578	138,763	NY	105%	1
Civil Engineer Manager 2	26	85,868	108,177	130,485	107,052	120,101	130,485	PA	105%	1
Engineer 7	17	66,822	91,880	116,938	115,508	117,682	117,818	GA	102%	2
TDOT Director	68	82,451	113,464	144,477	94,141	112,315	121,701	LA	98%	2
State Administrative Manager 15	6	80,544	112,758	144,972	108,540	111,430	112,332	TN	97%	2
Project Engineer	66	78,493	95,699	112,905	90,064	111,235	112,905	MI	97%	3
Civil Engineer VII	49	88,320	100,806	113,292	90,888	111,228	113,292	WA	97%	4
Engineering Supervisor II	5	80,642	97,469	114,296	101,192	110,801	114,296	NH	96%	1
Engineer/Engineering Associate IV	134	69,949	97,885	125,821	103,495	110,587	114,109	NC	96%	2
Administrator 1, PE	15	60,344	85,995	111,646	96,900	107,919	111,646	SC	94%	2
Administrative Transp Engineer I	18	79,719	100,151	120,582	95,839	107,268	120,582	NV	93%	4
Assistant Director Transp Engr (SMV & Blanket Starting Salary)	19	79,560	111,384	143,208	99,132	105,722	113,148	ND	92%	4
Prof Civil Engr II/Prof Civil Engr II, Sr	10	89,439	119,252	149,065	105,646	105,646	105,646	DE	92%	1
Transportation Engineer Manager	119	72,595	100,506	128,417	80,210	103,843	128,417	AL	90%	2
Asst Div Head, District Construction Engineer, District Maintenance Engr	39	77,112	108,646	140,180	100,000	103,278	107,100	AZ	90%	4
Highway Engineer Supervisor 3	27	93,652	112,425	131,198	99,112	103,127	107,042	AR	90%	2
Engineering Manager II	30	82,680	99,216	115,752	82,680	102,497	115,752	IN	89%	3
Highway Deputy District Engineer	48	70,825	91,559	112,293	94,712	101,739	112,293	UT	89%	4
Engineer Manager 2	10	75,400	95,700	116,000	95,119	101,503	107,886	WV	88%	2
DOT Engineering Chief	12	77,147	98,842	120,536	96,034	101,431	110,635	ID	88%	4
Engineer Manager III	32	58,053	95,753	133,453	93,870	100,529	112,237	WI	87%	3
Civil Engineer IV	26	74,267	97,476	120,684	97,438	100,310	102,168	OK	87%	4
Engineer V	16	72,904	86,590	100,277	96,429	99,796	100,277	ME	87%	1
Civil Engineer V (District Design)	35	78,778	98,472	118,165	90,492	99,559	117,730	NE	87%	4
Division/District Chief	13	78,418	94,747	111,076	80,616	95,846	111,076	MA	83%	1
Engineering Manager I (ENEG14)	29	95,563	95,563	95,563	95,563	95,563	95,563	MT	83%	4
Asst District Engr; Asst State Construction & Materials Engr; Asst State Design Engr	24	90,492	115,212	139,932	92,495	93,886	96,932	WY	82%	4
Engineering Manager II	13	78,300	93,348	108,396	84,480	90,497	96,540	MO	79%	3
Transp Engineering Branch Manager	34	52,972	92,070	131,168	82,184	90,464	94,285	SD	79%	4
Prof Civil Engineer III	72	68,359	75,461	82,563	82,544	89,976	108,958	KY	78%	2
DOT—Engineer Admin Assistant	6	61,838	72,353	82,867	84,500	89,399	97,459	KS	78%	3
	38	66,652	91,647	116,642	83,148	87,534	95,649	MS	76%	2

Incumbents & Averages: 1,559 80,782 104,857 128,933 100,483 111,591 119,226

Group Weighted Average: 114,900

Median: 107,594

E2(3). District/Division Bureau Transportation Engineer (3rd in series)

Typically a licensed Professional Engineer.

Administers and directs the activities of a large geographical highway district or major bureau within the Highway Division.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
District Engineer	25	135,269	182,022	228,775	156,000	181,205	228,775	TX	137%	4
Engineer/Architect V	5	109,304	119,943	130,582	148,034	169,940	194,896	AK	129%	4
Principle Transp Engineer—3152	44	156,396	167,016	177,636	141,961	163,769	171,946	CA	124%	4
General Admin Manager IV	7	102,756	167,935	233,113	159,000	163,439	173,895	VA	124%	2
Public Service Executive	6	99,133	126,974	154,814	151,861	154,322	154,814	IA	117%	3
Transp District Executive, Hwy Admin Bureau Director (All Parentheticals)	12	127,590	143,336	159,081	148,891	151,921	152,196	PA	115%	1
Prof Civil Engineer III/Tranportation Regional Engineer	23	97,697	135,217	172,738	110,738	148,224	172,738	AL	112%	2
Regional Transportation Director	5	85,536	133,662	181,788	143,784	147,972	154,716	CO	112%	4
Transportation District Engineer and Transportation Division Chief	9	113,691	134,352	155,012	132,220	144,986	155,012	CT	110%	1
Engineering Director I	10	88,414	128,402	168,390	136,948	144,339	156,121	NC	109%	2
Principal Executive/Manager G, MESN	3	102,132	126,366	150,600	143,364	143,364	143,364	OR	109%	4
(6) Senior Policy Executive 18; (3) Senior Policy Executive 19	9	95,700	121,044	146,387	130,146	140,295	146,387	MI	106%	3
District Secretary; Executive Dir, Florida's Turnpike Enterprise	8	56,780	165,005	273,231	138,586	138,586	138,586	FL	105%	2
Director (SES)	6	133,794	136,972	140,150	133,794	137,849	140,150	NJ	104%	1
Engineer 8, Engineer 9	27	94,390	129,896	165,401	115,066	135,582	157,040	LA	103%	2
District Engineer	7	53,560	137,114	220,667	133,237	135,314	135,660	GA	102%	2
Prof Engineer 4 (Civil/Transportation)	27	109,956	124,360	138,763	122,058	134,924	138,763	NY	102%	1
Engr Principal Administrative Transp	21	93,668	114,016	134,363	131,085	134,217	134,363	MN	102%	3
Assistant Chief Engineer	4	84,564	118,392	152,220	129,432	129,588	130,056	TN	98%	2
Deputy Director 6	12	54,974	103,605	152,235	128,482	128,482	128,482	OH	97%	3
Division Head, District Engineerr	18	127,494	131,740	135,986	123,396	127,494	128,440	AR	97%	2
Administrative Transp Engineer II	17	94,956	132,936	170,916	110,400	127,340	135,264	ND	96%	4
Engineering Manager	30	97,584	111,342	125,100	121,560	124,906	125,100	WA	95%	4
Highway District Engr or Engr VII	15	92,111	115,139	138,166	119,631	124,380	134,372	NE	94%	4
Director of Engineering I; Prog Mgr III	14	73,421	104,632	135,842	116,280	121,637	135,842	SC	92%	2
Engineer Manager III—Admin UDOT	10	76,838	99,326	121,814	109,933	121,462	121,814	UT	92%	4
Administrator 2, PE	13	87,320	109,881	132,441	110,267	117,335	132,441	NV	89%	4
DOT Manager	19	64,126	107,359	150,592	107,370	116,975	124,738	WI	89%	3
Highway Engineer Supervisor 2	11	90,142	108,160	126,178	101,830	113,964	126,178	IN	86%	3
Transportation Engineering Director	8	75,190	83,001	90,812	91,792	113,241	136,137	KY	86%	2
Engineer Manager 3	6	84,906	108,795	132,683	108,222	112,181	125,507	ID	85%	4
Hwy Engr Chief, Hwy District Manager	15				110,000	111,773	115,320	WV	85%	2
District Engr; State Construction & Materials Engr; State Design Engr; State Hwy Safety & Traffic Engr	10				110,292	111,170	114,684	MO	84%	3
District Engineer	6	83,922	118,375	152,827	108,151	109,232	110,314	AZ	83%	4
Engineer Manager IV	10	80,208	105,274	130,339	108,600	108,600	108,600	OK	82%	4
Civil Engineer V	15	80,122	95,087	110,053	101,774	108,557	110,053	ME	82%	1
Civil Engineer VI (Dist Div Engineer)	19	84,564	102,390	120,216	91,983	106,100	120,216	MA	80%	1
DOT—Engineer Bureau Admin	10	78,513	107,956	137,399	101,346	105,742	109,780	MS	80%	2
Asst Director Transp Engr (SMV & Blanket Starting Salary) (District Engrs)	4	89,439	119,252	149,065	105,646	105,646	105,646	DE	80%	1
Principal Engineer	6	77,126	93,527	109,928	98,824	104,832	109,928	NH	79%	1
Engineering Manager II (ENEG15)	11	98,880	125,898	152,916	104,120	104,762	107,273	WY	79%	4
Engineering Operations Manager	2	104,692	104,692	104,692	104,692	104,692	104,692	MT	79%	4
Manager/Administrator	6				99,074	101,292	106,121	KS	77%	3
N/A	0							SD		4
# Incumbents & Averages:	545	93,421	122,510	151,598	120,927	128,643	136,196			
Group Weighted Average:						132,031				
Median:						127,340				

E2(4). State Highway Transportation Engineer (4th in series)

Typically a licensed Professional Engineer.

The top administrative engineering position within a DOT that reports directly to the Department Director and directs all engineering and other transportation related activities of the division (agency). (May be classified or appointed.)

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Chief Engineer	1	180,044	242,272	304,499	294,000	294,000	294,000	TX	189%	4
Chief Engineer	1	53,560	137,114	220,667	216,240	216,240	216,240	GA	139%	2
Engineering Director IV	1	108,311	157,298	206,284	206,454	206,454	206,454	NC	133%	2
Transportation Chief Engineer	1				186,238	186,238	186,238	AL	120%	2
Deputy Secretary for Engineering	1	133,199	169,898	206,597	181,396	181,396	181,396	SC	117%	2
Highway Division Administrator	1	126,755	153,442	180,128	180,128	180,128	180,128	IA	116%	3
Career Executive Assignment (Range C)—7500	1	89,304	146,268	203,232	179,637	179,637	179,637	CA	116%	4
Deputy Commissioner 2	1	137,760	192,858	247,956	174,972	174,972	174,972	TN	113%	2
Transportation Chief of Engineering and Construction Services	1	143,649	169,900	196,150	170,902	170,902	170,902	CT	110%	1
Engr Chief Administrator—DOTD	1	115,648	159,141	202,634	166,878	166,878	166,878	LA	107%	2
Deputy Director and Chief Engineer	1	166,218	172,221	178,223	166,218	166,218	166,218	AR	107%	2
Assistant Secretary, Regions & Mega Programs	1	132,816	149,406	165,996	165,996	165,996	165,996	WA	107%	4
Deputy Commissioner Transportation	2	115,780	140,742	165,704	164,200	164,952	165,704	MN	106%	3
Chief Engineer (Program Mgr Spec XI)	1	60,722	118,626	176,529	155,095	162,703	170,310	MA	105%	1
Chief Transportation Engineer	1	113,400	158,760	204,120	158,784	158,784	158,784	ND	102%	4
Deputy Secretary for Highway Administration	1				158,456	158,456	158,456	PA	102%	1
Prof Engineer 6/6 (Civil/Transportation)	6	122,092	146,061	170,030	141,780	157,646	170,030	NY	101%	1
Chief Engineer	1	85,536	133,662	181,788	156,228	156,228	156,228	CO	100%	4
Deputy Director/Chief Engineer	1				153,852	153,852	153,852	MO	99%	3
Senior Deputy Director 20	1	121,593	137,511	153,428	153,428	153,428	153,428	MI	99%	3
Deputy Director—UDOT	2	100,767	126,053	151,338	151,338	151,338	151,338	UT	97%	4
Discretionary/Non-Classified (Appointed)	2				145,808	150,889	155,971	NE	97%	4
Principal Executive/Manager H, MESN	1	107,136	136,506	165,876	150,600	150,600	150,600	OR	97%	4
Assistant Commissioner	1	102,980	112,983	122,987	144,690	144,690	144,690	AK	93%	4
Deputy Director	1	100,000	145,000	190,000	142,000	142,000	142,000	AZ	91%	4
Chief Engineer	1	106,730	142,307	177,883	140,600	140,600	140,600	OK	90%	4
Transportation Assistant Director	1	66,851	124,062	181,272	139,672	139,672	139,672	OH	90%	3
Assistant Director, Engineer	1	139,346	139,346	139,346	139,346	139,346	139,346	NV	90%	4
Director, Project Management	1	139,150	139,150	139,150	139,150	139,150	139,150	NJ	89%	1
Executive Management 6 (EXMT06)	1	129,036	164,286	199,536	135,196	135,196	135,196	WY	87%	4
State Transportation Engineer	1	133,250	133,250	133,250	133,250	133,250	133,250	KS	86%	3
State Highway Engineer—DOT	1	47,316	143,197	239,077	131,000	131,000	131,000	FL	84%	2
Chief Engineer	1	93,101	110,687	128,274	128,274	128,274	128,274	ME	82%	1
Division Administrator	1	87,277	115,648	144,019	126,859	126,860	126,861	WI	82%	3
DOT—Deputy Exec Dir—Chief Engr	1	90,857	124,929	159,000	118,834	118,834	118,834	MS	76%	2
Broad Band Executive	1	47,476	110,136	172,796	118,611	118,611	118,611	IN	76%	3
State Highway Engineer	1	80,600	102,300	124,000	117,999	117,999	117,999	WV	76%	2
Engineering Division Administrator	1	115,974	115,974	115,974	115,974	115,974	115,974	MT	75%	4
Transp Operations Administrator	2	84,448	101,556	118,664	109,928	114,296	118,664	NH	74%	1
Same as above	0							DE		1
Chief Operations Officer/Highways	0	119,350	152,911	186,472				ID		4
State Highway Engineer	0							KY		2
N/A	0							SD		4
N/A	0							VA		2
# Incumbents & Averages:	48	108,279	142,374	176,469	155,385	156,248	157,023			
Group Weighted Average:						155,487				
Median:						153,428				

E3. Bridge/Structural Engineer - NON SUPERVISORY - Series of 4 - These are engineering non-supervisory classifications which are used in the bridge design engineering discipline.

E3(1). Bridge/Structural Engineer-in-Training Entry Level (1st in series)

Bachelor's Degree in Civil or Structural Engineering. Typically has 1 to 4 years of experience.

Performs introductory engineering work assignments under the direct supervision of a licensed Professional Engineer. Learns structure design/drafting, estimating, and or plan preparation for bridges, culverts, retaining walls, or other ancillary structures.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Engineering Specialist	199	56,084	69,489	82,894	68,152	80,680	89,533	MN	115%	3
MassDOT Bridge Insp Engineer I	16	61,927	74,401	86,875	63,623	74,368	85,114	MA	106%	1
Transp Engineer 10/P11	2	47,465	61,765	76,065	67,995	70,054	72,113	MI	99%	3
Bridge Engineer 1	7	55,524	65,064	74,604	64,332	69,813	72,756	WA	99%	4
Associate in Engineering 1, E	48	50,316	64,188	78,060	50,316	64,596	78,060	OR	92%	4
Engineer in Training I	1	61,176	75,366	89,556	61,800	61,800	61,800	CO	88%	4
Engineering Asst III	7	42,244	55,602	68,960	57,442	61,492	68,800	TX	87%	4
DOT—Engineer in Training	7	43,789	60,210	76,631	53,226	60,940	64,696	MS	87%	2
Transp Project Specialist	20	49,092	63,822	78,552	56,100	59,579	69,744	TN	85%	2
Transp Engineering Specialist	9	43,240	60,355	77,469	54,941	57,694	61,709	AZ	82%	4
Civil Engineer Trainee	32	44,303	55,824	67,345	56,489	56,685	57,741	PA	81%	1
Civil Engineering Spec band 5 level 2	2	55,408	55,408	55,408	55,408	55,408	55,408	MT	79%	4
Engineer	9	52,182	69,628	87,073	52,182	54,363	60,996	AR	77%	2
Structural Engineer—Transportation	4	38,106	62,837	87,568	50,773	52,369	54,080	WI	74%	3
Engineer I	3	50,625	59,797	68,969	50,625	52,196	52,982	NE	74%	4
Structural Designer	2	41,832	49,428	57,024	49,944	50,982	52,020	MO	72%	3
Engineering Tech Specialist	1	43,950	51,417	58,884	50,918	50,918	50,918	KS	72%	3
Engineering Associate I	7	33,494	47,735	61,975	45,049	48,281	53,999	SC	69%	2
Engineering Spec I (Working Title: Structures Designer I)	1	25,774	51,645	77,517	44,161	44,161	44,161	FL	63%	2
Engineering Assistant 4	3	28,080	43,875	59,670	28,080	34,214	36,252	IN	49%	3
Engineer I (ENEG08)	4	44,508	56,664	68,820	3,767	3,817	3,851	WY	5%	4
N/A	0							AK		4
N/A	0							AL		2
N/A	0							CA		4
N/A	0							CT		1
Included above	0							DE		1
N/A	0							GA		2
N/A	0							IA		3
N/A	0							ID		4
Previously recorded as Engr-in-Training I	0							KY		2
Engr Intern 1	0	47,986	66,030	84,074				LA		2
N/A	0							ME		1
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
Same as E1(1)	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
Engineering Intern III	0	40,124	52,663	65,202				OK		4
N/A	0							SD		4
N/A	0							UT		4
N/A	0							VA		2
N/A—Included in Hwy Engineer series	0							WV		2
# Incumbents & Averages:	384	45,966	59,705	73,443	51,682	55,448	59,368			
Group Weighted Average:						70,410				
Median:						56,685				

E3(2). Bridge/Structural Engineer-in-Training Junior (2nd in series)

Bachelor's Degree in Civil or Structural Engineering. Typically has more than four years of experience. No PE or SE license required.

Performs progressively responsible engineering work assignments under the moderate supervision of a licensed Professional Engineer. Learns structure design/drafting, estimating, and or plan preparation for bridges, culverts, retaining walls, or other ancillary structures.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
DOT—Engineering Admor Assistant	3	66,652	91,647	116,642	89,916	91,090	91,815	MS	118%	2
Engineer Specialist Senior	146	60,656	75,095	89,533	79,511	89,283	89,533	MN	115%	3
Bridge Engineer 3	23	67,560	79,224	90,888	74,604	87,439	90,888	WA	113%	4
MassDOT Bridge Insp Engineer II	12	68,116	81,999	95,882	68,116	81,999	95,882	MA	106%	1
Transportation Engineer 12	5	57,532	69,513	81,494	72,779	79,751	81,494	MI	103%	3
Associate in Engineering 2, E	71	55,500	70,794	86,088	58,272	76,292	86,088	OR	99%	4
Transp Project Specialist—Senior	13	59,676	77,568	95,460	71,604	75,409	76,332	TN	98%	2
Engineering Assistant V	1	48,278	63,616	78,953	69,552	69,552	69,552	TX	90%	4
Engineer in Training II	4	65,796	81,042	96,288	67,980	68,592	69,216	CO	89%	4
Prof Civil Engineer I	1	56,118	65,634	75,150	66,518	66,518	66,518	KS	86%	3
Civil Engineer (Bridges)	77	50,543	63,707	76,871	58,954	66,112	76,871	PA	85%	1
Engineer II	4	50,625	62,383	74,140	54,219	66,078	77,786	NE	85%	4
Civil Engineering Spec band 6 level 1	4	65,306	65,306	65,306	65,306	65,306	65,306	MT	84%	4
Engineering Spec II and IV (Working Titles: Structures Designer II and IV)	8	33,377	80,688	127,999	58,355	64,965	67,629	FL	84%	2
Engineer Intern 2	4	51,334	70,647	89,960	61,194	62,920	68,099	LA	81%	2
Senior Structural Designer	11	52,020	61,620	71,220	58,074	60,248	66,108	MO	78%	3
Structural Engineer—Transportation	2	38,106	62,837	87,568	59,571	59,572	59,573	WI	77%	3
Engineering Assistant 3	8	31,642	47,762	63,882	34,269	47,727	58,361	IN	62%	3
Engineer II (ENEG09)	5	53,148	67,668	82,188	4,540	4,739	5,364	WY	6%	4
N/A	0							AK		4
N/A	0							AL		2
N/A	0							AR		2
N/A	0							AZ		4
N/A	0							CA		4
N/A	0							CT		1
Included above	0							DE		1
N/A	0							GA		2
N/A	0							IA		3
N/A	0							ID		4
Previously recorded as Engr-in-Training II	0							KY		2
N/A	0							ME		1
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
Same as E1(2)	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
Engineering Intern IV	0	43,334	56,876	70,418				OK		4
N/A	0							SC		2
N/A	0							SD		4
N/A	0							UT		4
N/A	0							VA		2
N/A—Included in Hwy Engineer series	0							WV		2
# Incumbents & Averages:	402	53,766	69,781	85,796	61,754	67,558	71,706			
Group Weighted Average:						77,326				
Median:						66,518				

E3(3). Bridge/Structural Engineer Intermediate (3rd in series)

Bachelor’s Degree in Civil or Structural Engineering. Typically has more than six years of experience, and two of those years after earning a PE or SE license.

Works independently under supervisor, and either works on or leads a team. Performs structure design/drafting, estimating, and or plan preparation for bridges, culverts, retaining walls, or other ancillary structures. Masters the aspects of design and evaluation of bridges and structures.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Associate Bridge Engineer—3186	4	99,948	112,524	125,100	117,306	123,644	125,100	CA	137%	4
Bridge Engineer 5	25	82,344	96,552	110,760	102,816	109,342	118,656	WA	121%	4
Prof Engineer 1, E	131	70,824	90,342	109,860	70,824	99,039	109,860	OR	109%	4
DOT—Engineer Division Admor	1	72,285	99,392	126,498	95,221	95,221	95,221	MS	105%	2
Transportation Engineer IV	6	63,104	83,298	103,491	88,471	91,035	94,327	TX	101%	4
Engineer Senior	153	65,459	80,973	96,486	70,804	89,680	96,486	MN	99%	3
MassDOT Bridge Insp Engr III	29	74,086	89,477	104,867	74,086	89,477	104,867	MA	99%	1
Transp Project Special Supervisor 2	9	65,796	85,530	105,264	82,560	84,896	86,688	TN	94%	2
Transportation Engineer Licensed 12	5	58,344	70,346	82,347	79,227	81,723	82,347	MI	90%	3
Senior Engineer, Structural Evaluation	10	59,861	72,389	84,917	73,781	77,960	84,917	NJ	86%	1
Senior Civil Engineer (Bridges)	9	57,741	72,714	87,687	68,890	77,529	87,687	PA	86%	1
Prof Engineer II	7	54,588	71,647	88,706	76,015	76,015	76,015	OK	84%	4
Civil Engineering Spec band 7 level 2	5	75,780	75,780	75,780	75,780	75,780	75,780	MT	84%	4
Engineer in Training III	3	69,912	87,948	105,984	72,828	74,088	76,632	CO	82%	4
Highway Engineer 3	5	62,322	77,896	93,470	66,781	73,799	81,290	IN	82%	3
Transportation Engineer 1	22	50,891	71,191	91,491	69,821	72,243	78,000	AZ	80%	4
Engineer 3	1	54,933	75,598	96,262	69,451	69,451	69,451	LA	77%	2
Advanced Engineer	3	61,516	79,976	98,435	62,400	67,817	77,740	AR	75%	2
Project Engineer (ENEG10)	5	58,068	73,938	89,808	63,874	67,434	69,778	WY	74%	4
Prof Engr I (Working Titles: Structures Design Engr I and Structures Engr I)	4	39,656	79,462	119,267	64,023	66,986	74,047	FL	74%	2
Structural Engineer Transp Senior	9	49,608	81,869	114,130	65,208	66,292	66,747	WI	73%	3
N/A	0							AK		4
N/A	0							AL		2
N/A	0							CT		1
Included above	0							DE		1
N/A	0							GA		2
N/A	0							IA		3
N/A	0							ID		4
N/A	0							KS		3
Previously recorded as Transp Engr II	0							KY		2
N/A	0							ME		1
N/A	0							MO		3
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NE		4
N/A	0							NH		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
N/A	0							SC		2
N/A	0							SD		4
N/A	0							UT		4
N/A	0							VA		2
N/A—Included in Highway Engr series	0							WV		2
# Incumbents & Averages:	446	64,146	82,326	100,505	76,675	82,355	87,221			
Group Weighted Average:						90,529				
Median:						77,529				

E3(4). Bridge/Structural Engineer Senior (4th in series)

Bachelor’s Degree in Civil or Structural Engineering. Typically has more than ten years of experience, and six of those years after earning a PE or SE license.

Works independently under supervisor, and either works on or leads a team. Performs structure design/drafting, estimating, and or plan preparation for bridges, culverts, retaining walls, or other ancillary structures. Masters the aspects of design and evaluation of bridges and structures.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Senior Bridge Engineer—3185	226	117,192	131,934	146,676	106,615	134,786	139,005	CA	119%	4
Bridge Engineer 6	18	90,888	106,554	122,220	113,484	120,582	122,220	WA	107%	4
Professional Engineer 2, E	15	81,984	106,050	130,116	90,348	118,781	130,116	OR	105%	4
Transportation Engineer VI	8	76,356	102,747	129,137	102,000	108,395	113,760	TX	96%	4
Engineer V	1	78,778	98,472	118,165	106,194	106,194	106,194	NE	94%	4
Engineer Principal	173	70,804	89,283	107,762	82,622	105,903	118,536	MN	94%	3
Engineer III	7	60,530	84,705	108,879	105,376	105,376	105,376	NC	93%	2
MassDOT Bridge Insp Engineer IV	8	78,418	94,747	111,076	87,581	99,329	111,076	MA	88%	1
Principal Engr, Structural Evaluation	11	68,636	83,290	97,944	84,751	92,663	97,644	NJ	82%	1
Civil Engineering Manager 1	8	72,540	94,284	116,028	88,380	90,030	91,020	TN	80%	2
Professional Engineer I	15	75,864	95,430	114,996	84,024	89,100	102,840	CO	79%	4
Transp Engineer Licensed Spec 13	4	62,732	75,847	88,961	88,961	88,961	88,961	MI	79%	3
Senior Engineer	9	72,618	91,805	110,992	78,546	85,219	92,794	AR	75%	2
Transp Engineer 2	6	55,203	77,352	99,501	78,924	85,096	95,249	AZ	75%	4
Engineer 5	9	67,309	92,623	117,936	84,573	84,892	87,318	LA	75%	2
DOT—Engineer IV	7	63,765	87,677	111,589	82,361	84,822	89,499	MS	75%	2
Professional Engineer III	2	58,956	77,380	95,803	83,100	83,100	83,100	OK	74%	4
Highway Engineer 2	15	68,770	85,969	103,168	70,145	82,754	103,168	IN	73%	3
Professional Civil Engineer	1	61,838	72,353	82,867	81,870	81,870	81,870	KS	72%	3
Professional Engineer II and III	21	39,656	79,462	119,267	71,082	80,165	91,757	FL	71%	2
Structural Engr Transp Advanced	18	49,608	81,869	114,130	72,696	79,671	104,395	WI	70%	3
Civil Engineering Spec band 7 level 3	4	79,411	79,411	79,411	79,411	79,411	79,411	MT	70%	4
N/A	0							AK		4
N/A	0							AL		2
N/A	0							CT		1
Included above	0							DE		1
N/A	0							GA		2
N/A	0							IA		3
N/A	0							ID		4
Previously recorded as Transportation Engineer Specialist	0							KY		2
N/A	0							ME		1
N/A	0							MO		3
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
N/A	0							PA		1
N/A	0							SC		2
N/A	0							SD		4
N/A	0							UT		4
N/A	0							VA		2
N/A—Included in Hwy Engineer series	0							WV		2
N/A	0							WY		4
# Incumbents & Averages:	586	70,539	90,420	110,301	87,411	94,868	101,605			
Group Weighted Average:						113,025				
Median:						89,031				

E4. Bridge/Structural Engineer - SUPERVISORY - Series of 3 - These are engineering supervisory classifications which are used in the bridge engineering discipline.

E4(1). Bridge/Structural Engineer Supervisor (1st in series)
Typically a licensed Professional Engineer or Structural Engineer.
 First-line supervisor over professionals, technicians, and other staff performing various activities including bridge and structure design, rating, evaluation, fabrication, and asset management.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Supervising Bridge Engineer—3184	28	142,356	152,034	161,712	135,676	151,907	153,255	CA	161%	4
Bridge Engineer 7	12	100,308	117,600	134,892	131,592	134,067	134,892	WA	142%	4
Professional Engineer II	9	89,304	112,338	135,372	105,000	111,468	116,892	CO	118%	4
Engineering Supervisor II	5	69,949	97,885	125,821	110,646	110,646	110,646	NC	117%	2
Transportation Engineer 4	4	72,571	88,119	103,667	108,014	110,198	110,926	OH	116%	3
Transportation Engineer Superviso III	3	76,356	102,747	129,137	105,000	108,769	112,300	TX	115%	4
Bridge Design Group Leader	5	59,134	81,310	103,485	102,450	102,450	102,450	GA	108%	2
Engineer 6	7	77,064	106,049	135,034	89,669	99,778	108,846	LA	105%	2
Highway Engineer Supervisor 4	5	76,674	95,836	114,998	89,033	99,230	105,045	IN	105%	3
Civil Engineering Manager 2	5	79,968	103,950	127,932	95,568	97,375	98,544	TN	103%	2
Staff Engineer	6	86,112	105,451	124,790	93,054	96,061	100,906	AR	101%	2
Enigineer Manager Licensed 14	6	66,414	81,265	96,116	90,708	95,214	96,116	MI	101%	3
Engineer Senior	153	65,459	80,973	96,486	70,804	89,680	96,486	MN	95%	3
Engineering Section Supervisor	2	87,227	89,329	91,430	87,227	89,329	91,430	MT	94%	4
Structural Engineer Transp Supervisor	7	49,608	81,869	114,130	86,299	89,256	95,451	WI	94%	3
Prof Engr Supv III—SES (Working Title: Structures Engineer Supervisor)	2	43,226	93,960	144,694	86,000	86,596	87,192	FL	91%	2
Engineering Manager II	8	68,766	90,255	111,744	83,100	83,100	83,100	OK	88%	4
Engineer/Engineering Associate III	4	49,594	70,675	91,755	76,500	82,264	87,276	SC	87%	2
Professional Civil Engineer	4	61,838	72,353	82,867	78,976	81,702	85,700	KS	86%	3
Senior Civil Engineer Supvr (Bridges)	54	57,741	72,714	87,687	68,890	79,918	87,687	PA	84%	1
Structural Project Manager	4	66,108	78,642	91,176	71,220	75,444	78,300	MO	80%	3
Engineer III	6	60,597	75,748	90,898	67,588	75,143	95,127	NE	79%	4
Principal Engineer (ENEG12)	6	69,348	88,296	107,244	6,283	6,378	6,500	WY	7%	4
N/A	0							AK		4
N/A	0							AL		2
N/A	0							AZ		4
N/A	0							CT		1
Included above	0							DE		1
N/A	0							IA		3
N/A	0							ID		4
Previously recorded as Transportation Engineer Supervisor	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MS		2
N/A	0							ND		4
N/A	0							NH		1
Same as E1(1)	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OR		4
N/A	0							SD		4
N/A	0							UT		4
N/A	0							VA		2
N/A—Included in Hwy Engineer series	0							WV		2
# Incumbents & Averages:	345	72,857	93,017	113,177	88,665	93,738	97,612			
Group Weighted Average:						94,643				
Median:						95,214				

E4(2). Bridge/Structural Engineer Manager (2nd in series)

Typically a licensed Professional Engineer or Structural Engineer.

Manages section(s) of professionals, technicians, and other staff performing various activities including bridge and structure design, rating, evaluation, fabrication, and asset management.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Principal Bridge Engineer—3183	3	156,396	167,016	177,636	166,569	167,161	168,346	CA	159%	4
State Bridge Design Engineer, Maintenance Superintendent—Bridge, Bridge & Structures Engineer, Bridge Preservation Engineer	4	88,320	116,634	144,948	113,292	133,542	144,948	WA	127%	4
Assistant State Bridge Engr	2	85,325	117,322	149,318	129,600	129,600	129,600	GA	124%	2
Professional Engineer III	1	94,464	123,774	153,084	128,796	128,796	128,796	CO	123%	4
Transportation Engineer 5	1	80,018	97,199	114,379	120,786	120,786	120,786	OH	115%	3
Transp Engineer Supervisor IV	2	83,991	113,022	142,052	118,000	118,200	118,400	TX	113%	4
Engineer 7	6	82,451	113,464	144,477	109,429	117,007	121,701	LA	112%	2
(3) State Administrative Manager 15; (1) Engineer Manger Licensed 15; (2) State Office Admininstrator 17	6	104,379	117,263	130,146	104,379	113,886	130,146	MI	109%	3
Engineer Principal	173	70,804	89,283	107,762	82,622	105,903	118,536	MN	101%	3
Highway Engineer Supervisor 2	2	90,142	108,160	126,178	101,803	104,452	107,100	IN	100%	3
TDOT Assistant Director	1	83,952	109,140	134,328	102,480	102,480	102,480	TN	98%	2
Engineer/Engineering Associate IV	7	60,344	85,995	111,646	96,390	102,410	111,602	SC	98%	2
Prof Engr Administrator—SES (Working Title: District Structures Design Engr)	6	26,446	80,672	134,897	101,000	102,396	106,000	FL	98%	2
Assistant Division Head	1	93,652	112,425	131,198	101,348	101,348	101,348	AR	97%	2
Engineer V	6	78,778	98,472	118,165	96,649	100,561	111,197	NE	96%	4
DOT Engineering Chief	2	58,053	95,753	133,453	97,344	97,958	98,571	WI	93%	3
Engineering Manager III	2	74,267	97,476	120,684	97,438	97,438	97,438	OK	93%	4
Division/District chief	1	95,563	95,563	95,563	95,563	95,563	95,563	MT	91%	4
Engineering Manager I (ENEG14)	1	90,492	115,212	139,932	93,200	93,200	93,200	WY	89%	4
Transportation Engineer Manager	3	59,971	84,163	108,355	90,000	93,181	96,843	AZ	89%	4
Assistant State Bridge Engineer	1	78,300	93,348	108,396	92,952	92,952	92,952	MO	89%	3
Civil Engr Mgr (Bridges) Civil Engr Consultant (Bridges)	35	65,937	83,033	100,128	75,189	91,207	100,128	PA	87%	1
DOT—Engineer Admor Asst	3	66,652	91,647	116,642	89,916	91,090	91,815	MS	87%	2
Principal Executive/Manager C, MMS	2	62,844	77,766	92,688	88,356	88,356	88,356	OR	84%	4
Professional Civil Engineer	1	61,838	72,353	82,867	86,081	86,081	86,081	KS	82%	3
N/A	0							AK		4
N/A	0							AL		2
N/A	0							CT		1
Included above	0							DE		1
N/A	0							IA		3
N/A	0							ID		4
Previously recorded as Transportation Engineering Branch Manager	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
Same as E1(2)	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							SD		4
N/A	0							UT		4
N/A	0							VA		2
N/A—Included in Hwy Engineer series	0							WV		2
# Incumbents & Averages:	272	79,735	102,246	124,757	103,167	107,022	110,477			
Group Weighted Average:						104,835				
Median:						102,396				

E4(3). Director/State Bridge Engineer (3rd in series)

Typically a licensed Professional Engineer or Structural Engineer.

The top administrative engineering position within a DOT that reports directly to the Department Director and directs bridge engineering and other transportation-related activities of the division (agency). (May be classified or appointed.)

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
State Design Engineer	1	132,816	149,406	165,996	165,996	165,996	165,996	WA	137%	4
Director Bridge Division	1	135,269	182,022	228,775	165,000	165,000	165,000	TX	137%	4
Senior Management Executive 19	1	95,700	121,044	146,387	146,387	146,387	146,387	MI	121%	3
Highway Administration Prog Mgr 3	1	97,976	123,434	148,891	145,644	145,644	145,644	PA	121%	1
Director of Bridges and Structures (Program Manager Specialist IX)	1	52,700	102,687	152,673	130,211	140,505	150,800	MA	116%	1
State Bridge Engineer	1	53,560	137,114	220,667	139,765	139,765	139,765	GA	116%	2
Engineer 8	1	94,390	129,896	165,402	134,472	134,472	134,472	LA	111%	2
Division Head	1	129,896	132,941	135,986	129,896	129,896	129,896	AR	108%	2
Engineer VII	1	92,111	115,139	138,166	127,427	127,427	127,427	NE	106%	4
Engineer Senior Administrator	55	106,279	115,759	125,238	113,900	124,340	125,238	MN	103%	3
TDOT Director	1	80,544	112,758	144,972	122,604	122,604	122,604	TN	102%	2
District Design Engineer	8	33,057	105,054	177,051	116,000	116,000	116,000	FL	96%	2
Principal Executive/Manager E, MMS	4	80,196	99,192	118,188	112,488	113,913	118,188	OR	94%	4
DOT Manager	1	64,126	107,359	150,592	110,490	110,491	110,492	WI	91%	3
State Bridge Engineer	1				110,292	110,292	110,292	MO	91%	3
Assistant State Engineer	1	65,161	91,577	117,992	110,211	110,211	110,211	AZ	91%	4
Engineering Manager IV	1	80,208	105,274	130,339	108,600	108,600	108,600	OK	90%	4
Highway Engineer Supervisor 2	1	90,142	108,160	126,178	107,100	107,100	107,100	IN	89%	3
Manager/Administrator	1				106,327	106,327	106,327	KS	88%	3
Engineering Manager II (ENEG15)	1	98,880	125,898	152,916	104,120	104,120	104,120	WY	86%	4
Principal Engineer	1	77,126	93,527	109,928	101,192	101,192	101,192	NH	84%	1
DOT—Engineer Division Admor	1	72,285	99,392	126,498	95,221	95,221	95,221	MS	79%	2
Senior Engr, Structural Bridge Design	5	59,861	72,389	84,917	76,565	79,349	84,917	NJ	66%	1
N/A	0							AK		4
N/A	0							AL		2
N/A	0							CA		4
N/A	0							CO		4
N/A	0							CT		1
N/A	0							DE		1
N/A	0							IA		3
N/A	0							ID		4
Previously recorded as State Hwy Engr	0							KY		2
N/A	0							ME		1
N/A	0							MT		4
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NV		4
N/A	0							NY		1
See E2 (4)	0							OH		3
N/A	0							SC		2
N/A	0							SD		4
N/A	0							UT		4
N/A	0							VA		2
N/A—Included in Hwy Engineer series	0							WV		2
# Incumbents & Averages:	91	85,347	115,715	146,083	120,866	121,950	122,865			
Group Weighted Average:						120,773				
Median:						116,000				

G. GENERAL CLASSIFICATIONS—USED FOR SPECIALISTS AND MANAGERS OF TECHNICAL ACTIVITIES ASSOCIATED WITH THE ENGINEERING DISCIPLINES

G1. Construction Technician Series—Series of 2—If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series—G4.

G1(1). Construction Technician Intermediate (1st in series)

Typically requires two to four years of technical experience.

Performs construction-related work under moderate supervision. Inspects small-to-moderately complex construction projects or construction survey projects.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transp Construction Inspector 2	1	63,899	75,118	86,337	86,337	86,337	86,337	CT	210%	1
Construction Technician	25	44,637	55,141	65,645	51,584	64,806	65,645	IA	158%	3
Engineering Tech, Sub-Journey III	1	42,799	46,808	50,816	54,672	54,672	54,672	AK	133%	4
Civil Engineering Tech Jr Coordinator	30	52,920	52,920	52,920	52,920	52,920	52,920	MT	129%	4
Transportation Generalist	1292	43,535	49,121	54,706	43,535	52,158	57,483	MN	127%	3
Construction Inspector	102	44,226	60,089	75,952	44,226	51,961	66,378	AR	126%	2
Highway Technician 3CM	303	40,872	44,658	48,443	44,720	50,169	52,541	OH	122%	3
Construction & Maintenance Tech 1	84	41,108	49,419	57,729	42,955	49,331	57,729	NJ	120%	1
Engineering Technician II	65	27,004	48,511	70,017	42,272	47,556	57,124	VA	116%	2
Construction Inspector I	188	36,976	47,688	58,399	37,260	46,552	58,058	TX	113%	4
Transp Construction Inspector	349	39,120	49,037	58,954	39,120	45,182	58,954	PA	110%	1
Engineering Technician 4	93	36,608	50,378	64,147	36,858	43,486	61,880	LA	106%	2
Journey Transportation Technician	59	35,266	43,002	50,738	38,336	42,526	45,059	SD	103%	4
Construction & Field Survey Spec (TNCF06)	55	37,274	47,457	57,640	39,666	42,463	49,398	WY	103%	4
Construction Project Manager 1	22	27,249	37,467	47,685	40,500	42,356	46,911	GA	103%	2
Highway Technician 1	124	37,414	48,139	58,864	37,414	40,249	49,399	IN	98%	3
Transportation Construction Tech 3	63	33,435	46,624	59,812	36,535	40,241	50,305	AZ	98%	4
Highway Construction Technician II	90	39,000	46,436	53,872	39,000	39,424	48,764	NE	96%	4
Engineering Technician II	10	19,902	39,880	59,858	31,468	35,727	45,656	FL	87%	2
Intermediate Construction Technician	29	34,008	39,846	45,684	34,008	35,298	38,364	MO	86%	3
Transportation Worker 2	2798	29,014	33,247	37,480	29,014	33,247	37,480	WV	81%	2
Engineering Technician	41	31,262	36,566	41,870	31,241	31,265	32,000	KS	76%	3
N/A	0							AL		2
N/A	0							CA		4
N/A	0							CO		4
N/A	0							DE		1
N/A	0							ID		4
Listed in G4(1)	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MS		2
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OK		4
See G4	0							OR		4
See G4	0							SC		2
N/A	0							TN		2
N/A	0							UT		4
N/A	0							WA		4
N/A	0							WI		3
# Incumbents & Averages:	5,824	38,069	47,616	57,162	42,438	46,724	53,321			
Group Weighted Average:						41,136				
Median:						44,334				

G1(2). Construction Technician Senior (2nd in series)

Typically requires four or more years of technical experience.

Performs advanced-level construction work under limited supervision. Oversees the inspection of large, complex highway construction projects. Ensures that work is done according to specification, that proper inspection staff is in place, that records are being kept, and that a safe working environment is maintained. Solves on-site problems and situations regarding construction of project and design modifications. Classification is not supervisory but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transp Construction Inspector 3	2	68,885	84,180	99,474	92,753	96,113	99,474	CT	182%	1
Construction Technician Senior	58	47,736	60,122	72,509	53,622	70,507	72,509	IA	134%	3
Construction Inspector IV	97	45,158	59,473	73,788	46,358	63,463	73,788	TX	120%	4
Construction & Maintenance Tech 2	44	44,896	54,079	63,262	48,978	60,433	63,262	NJ	114%	1
Engineering Technician III	82	35,278	61,555	87,831	49,500	60,323	69,482	VA	114%	2
Civil Engineering Tech Sr Coordinator	24	59,652	59,652	59,652	59,652	59,652	59,652	MT	113%	4
Transportation Generalist Sr	480	46,917	53,860	60,803	49,569	59,049	64,331	MN	112%	3
Highway Technician 4	95	43,139	48,069	52,998	52,624	56,722	62,795	OH	107%	3
Sr Construction & Field Survey (TNCF08)	38	48,637	61,925	75,212	52,275	56,557	61,621	WY	107%	4
Engineering Technician IV	19	42,282	56,554	70,825	42,282	54,978	69,426	UT	104%	4
Engineering Technician 5	146	41,912	57,679	73,445	42,058	52,794	70,845	LA	100%	2
Project Supervisor	132	44,486	56,459	68,432	44,486	49,618	66,512	IN	94%	3
Highway Construction Tech III	104	47,320	56,628	65,936	47,320	49,149	63,569	NE	93%	4
Construction Project Manager 2	20	29,974	41,214	52,454	45,441	48,273	51,105	GA	91%	2
Project Technician	33	36,498	49,256	62,013	45,351	48,015	49,569	SD	91%	4
Transportation Construction Tech 4	104	36,814	51,321	65,828	40,127	46,516	59,781	AZ	88%	4
Engineering Technician Senior	84	37,981	44,450	50,918	40,560	45,843	57,428	KS	87%	3
TDOT Operations Technician Sr	95	34,884	45,360	55,836	39,876	44,875	55,932	TN	85%	2
Transportation Worker 3	129	39,789	41,755	43,720	39,789	41,755	43,720	WV	79%	2
Senior Construction Technician	44	37,692	44,376	51,060	37,692	39,803	45,707	MO	75%	3
Engineering Tech III, IV (Working Titles: Inspector II, III)	120	25,774	51,645	77,517	30,694	37,634	54,268	FL	71%	2
Engineering Technician, Journey	0							AK		4
N/A	0							AL		2
N/A	0							AR		2
N/A	0							CA		4
N/A	0							CO		4
N/A	0							DE		1
N/A	0							ID		4
Listed in G4(2)	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MS		2
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OK		4
See G4	0							OR		4
N/A	0							PA		1
See G4	0							SC		2
N/A	0							WA		4
N/A	0							WI		3
# Incumbents & Averages:	1,950	42,653	54,267	65,882	47,667	54,384	62,608			
Group Weighted Average:						52,782				
Median:						52,794				

G2. Design Technician Series—Series of 2—If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series—G4.

G2(1). Design Technician Intermediate (1st of series)
Typically requires two to four years of technical experience.
 Performs engineering design work under moderate supervision. Work is generally performed to assist higher level design technicians and engineers and includes projects that normally involve computer applications, design of projects, engineering studies, or research and quality control.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Civil Engineer III—Proj Design/In-House	23	70,340	84,840	99,339	68,116	81,999	95,882	MA	144%	1
Design Engineer 2 (Electrical)	7	68,885	84,180	99,474	68,885	81,311	92,753	CT	142%	1
Design Technician	19	47,736	60,122	72,509	47,736	64,033	72,509	IA	112%	3
Structural Design Technician II—3037	3	55,080	62,016	68,952	56,760	60,645	62,588	CA	106%	4
Transportation Generalist Senior	480	46,917	53,860	60,803	49,569	59,049	64,331	MN	103%	3
Engineering Technician III	2	34,055	48,786	63,517	40,833	54,904	63,517	UT	96%	4
Designer I	2	52,920	52,920	52,920	52,920	52,920	52,920	MT	93%	4
Designer	4	48,048	64,934	81,820	48,048	52,247	57,460	AR	91%	2
Engineering Technician 4	35	36,608	50,378	64,147	43,742	51,508	64,979	LA	90%	2
Highway Designer II	7	44,059	53,934	63,808	45,072	49,069	69,911	NE	86%	4
Engineering Technician 1	21	43,754	51,280	58,805	43,754	48,861	58,805	NJ	86%	1
Engineering Technician Senior	6	37,981	44,450	50,918	48,484	48,484	48,485	KS	85%	3
Tr Traffic Studies Analyst	10	36,814	51,321	65,828	39,557	47,088	49,000	AZ	82%	4
Engineering Specialist II (Working Titles: Roadway Designer II and Traffic Designer II)	17	33,377	80,688	127,999	44,799	46,613	51,645	FL	82%	2
Highway Drafter	9	39,120	49,037	58,954	39,981	45,140	57,741	PA	79%	1
Design Specialist II (TNDE07)	8	40,729	51,858	62,986	44,573	45,018	54,228	WY	79%	4
Design Technician III	41	34,918	45,024	55,130	37,461	44,774	55,130	TX	78%	4
Engineering Assistant 4	2	28,080	43,875	59,670	33,000	43,228	53,456	IN	76%	3
CADD Technician 3*	15	34,884	45,360	55,836	34,884	42,387	51,672	TN	74%	2
Intermediate Design Technician	3	34,008	39,846	45,684	35,160	35,572	36,396	MO	62%	3
Architectural Assistant	0							AK		4
N/A	0							AL		2
N/A	0							CO		4
N/A	0							DE		1
N/A	0							GA		2
N/A	0							ID		4
Listed in G4(1)	0							KY		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MS		2
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
N/A	0							OK		4
See G4	0							OR		4
See G4	0							SC		2
N/A	0							SD		4
N/A	0							VA		2
N/A	0							WA		4
N/A	0							WI		3
N/A	0							WV		2

# Incumbents & Averages:	714	43,416	55,935	68,455	46,167	52,742	60,670
Group Weighted Average:						57,114	
Median:						48,965	

G2(2). Design Technician Senior (2nd of series)

Typically requires four or more years of technical experience.

Performs advanced level engineering design work under limited supervision. Involves all areas of multiple projects or works on major projects and checks mathematical calculations. Uses CAD and may operate a photogrammetric stereo plotter. Classification is not supervisory, but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Design Engineer 3 (Structural)	1	83,216	98,682	114,148	114,148	114,148	114,148	CT	180%	1
Civil Engineer IV—Proj Design/In-House	14	74,086	89,477	104,867	74,086	89,477	104,867	MA	141%	1
Design Technician Specialist	27	52,291	65,957	79,622	53,851	76,118	79,622	IA	120%	3
Structural Design Technician III—3036	55	60,456	68,052	75,648	54,876	67,789	68,666	CA	107%	4
Transportation Specialist	355	49,569	58,663	67,756	54,309	67,171	73,581	MN	106%	3
Advanced Designer	5	56,654	74,632	92,609	59,540	66,430	71,760	AR	105%	2
Designer III	24	65,306	65,306	65,306	65,306	65,306	65,306	MT	103%	4
Design Technician VI	38	42,244	55,602	68,960	51,151	60,878	68,960	TX	96%	4
Highway Designer III	15	50,168	61,410	72,652	52,092	60,760	71,968	NE	96%	4
Engineering Technician 2	25	45,732	55,087	64,443	45,732	59,037	64,443	NJ	93%	1
Engineering Technician III	7	35,278	61,555	87,831	50,387	58,975	74,351	VA	93%	2
Senior Design Specialist II (TNDE09)	18	53,149	67,669	82,189	54,888	57,808	59,509	WY	91%	4
Engineering Technician IV	5	42,282	56,554	70,825	54,643	56,622	59,445	UT	89%	4
Engineering Technician Specialist	60	43,950	51,418	58,885	46,155	56,473	71,365	KS	89%	3
Engineering Spec III, IV (Working Titles: Roadway Designer III, IV; Traffic Designer III, IV; Drainage Designer III, IV)	62	33,377	80,688	127,999	47,315	54,600	68,000	FL	86%	2
Engineering Technician 5	25	41,912	57,679	73,445	42,224	53,341	70,845	LA	84%	2
Highway Draftsman Designer	26	44,303	55,824	67,345	44,303	52,190	67,345	PA	82%	1
Tr Engineer Computer App Tech 2	7	39,983	55,774	71,564	42,101	51,321	55,546	AZ	81%	4
Engineering Assistant 3	2	31,642	47,762	63,882	40,639	47,581	50,522	IN	75%	3
CADD Technician 4	9	40,380	52,500	64,620	46,020	46,839	49,200	TN	74%	2
Senior Design Technician	12	37,692	44,376	51,060	39,012	40,954	49,106	MO	65%	3
N/A	0							AK		4
N/A	0							AL		2
N/A	0							CO		4
N/A	0							DE		1
N/A	0							GA		2
N/A	0							ID		4
Listed in G4(2)	0							KY		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MS		2
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
N/A	0							OK		4
See G4	0							OR		4
See G4	0							SC		2
N/A	0							SD		4
N/A	0							WA		4
N/A	0							WI		3
N/A	0							WV		2
# Incumbents & Averages:	792	48,746	63,079	77,412	53,942	62,087	69,455			
Group Weighted Average:						63,339				
Median:						58,975				

G3. Materials Technician Series—Series of 2—If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series—G4.

G3(1). Materials Technician Intermediate (1st in series)
Typically requires two to four years of technical experience.
 Performs material testing work under moderate supervision. Includes on-site field or technical laboratory work in sampling, testing, and inspecting materials used in highway construction and maintenance projects.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Materials and Research Engineering Associate (Spec)—3381	66	73,128	82,338	91,548	66,378	79,751	86,098	CA	143%	4
Transp Materials Tech 2	9	57,945	68,416	78,887	52,560	61,041	78,887	CT	110%	1
Materials Technician 3	11	40,518	50,149	59,779	59,779	59,779	59,779	IA	107%	3
Transportation Generalist Sr	480	46,917	53,860	60,803	49,569	59,049	64,331	MN	106%	3
Highway Technician 4	17	43,139	48,069	52,998	54,725	56,701	62,795	OH	102%	3
Research Analyst, Senior	4	52,125	66,779	81,432	50,586	52,452	54,974	ID	94%	4
Engineering Technician III	8	34,055	48,786	63,517	42,992	50,449	58,026	UT	91%	4
Materials Laboratory Technician	9	36,498	49,256	62,013	46,938	48,982	51,156	SD	88%	4
Engineering Technician	20	31,262	36,566	41,870	36,150	47,565	57,262	KS	85%	3
Materials & Process Inspector III	35	34,918	45,024	55,130	37,260	45,372	51,000	TX	81%	4
Engineering Technician 4	30	36,608	50,378	64,147	36,733	44,926	61,880	LA	81%	2
TDOT Technician Senior	16	34,884	45,360	55,836	39,876	44,394	49,920	TN	80%	2
Engineering Specialist II	68	33,377	80,688	127,999	37,846	44,259	67,805	FL	79%	2
Materials Inspection Technician Level II	4	43,167	43,167	43,167	43,167	43,167	43,167	MT	77%	4
Field Data Col & Lab Analyst Specialist I (TNFD06)	17	37,274	47,457	57,640	38,397	42,513	47,626	WY	76%	4
Transportation Engineer Technician 3	2	36,814	51,321	65,828	41,200	41,232	41,264	AZ	74%	4
Materials Lab Technician, Sub-Journey II	1	38,352	41,942	45,533	39,698	39,698	39,698	AK	71%	4
Highway Technician 2	9	34,320	43,914	53,508	34,320	36,477	39,754	IN	65%	3
Intermediate Materials Technician	6	34,008	39,846	45,684	34,008	35,609	37,692	MO	64%	3
Highway Materials & Test Technician II	7	34,882	42,377	49,872	34,882	35,545	37,904	NE	64%	4
Materials Technician 1	9	34,680	43,208	51,736	34,680	35,249	36,890	PA	63%	1
Geological Exploration Technician II	2	31,096	36,723	42,349	31,096	33,613	36,130	NH	60%	1
Testing Management Field Technician	12	22,520	30,402	38,283	29,065	33,295	37,524	GA	60%	2
Materials Technician	5	29,328	39,924	50,519	29,328	29,468	30,030	AR	53%	2
N/A	0							AL		2
N/A	0							CO		4
N/A	0							DE		1
Listed in G4(1)	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MS		2
N/A	0							NC		2
N/A	0							ND		4
Same as G1(1)	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OK		4
See G4	0							OR		4
See G4	0							SC		2
N/A	0							VA		2
N/A	0							WA		4
N/A	0							WI		3
N/A	0							WV		2
# Incumbents & Averages:	847	38,826	49,414	60,003	41,718	45,858	51,316			
Group Weighted Average:						55,701				
Median:						44,327				

G3(2). Materials Technician Senior (2nd in series)

Typically requires four or more years of technical experience.

Performs advanced-level material testing work under limited supervision. Includes limited advanced administrative work in the planning, organizing, and coordinating of a materials inspection and/or materials testing program related to highway construction and maintenance projects. Classification is not supervisory, but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transportation Materials Technician 3	7	68,885	84,180	99,474	71,404	80,506	99,474	CT	135%	1
Materials Technician 4	29	47,736	60,122	72,509	52,166	69,108	72,509	IA	116%	3
Engineering Specialist I	39	42,780	57,602	72,424	66,839	68,560	71,913	NC	115%	2
Transportation Specialist	355	49,569	58,663	67,756	54,309	67,171	73,581	MN	113%	3
Highway Technician 5	13	46,426	52,292	58,157	58,718	61,845	62,795	OH	104%	3
Research Analyst, Principal	1	58,906	75,494	92,082	58,906	58,906	58,906	ID	99%	4
Materials & Process Inspector V	33	39,521	51,985	64,449	50,743	58,139	63,832	TX	97%	4
TDOT Tech Supervisor	15	44,520	57,888	71,256	52,404	56,835	60,420	TN	95%	2
Engineering Technician IV	41	42,282	56,554	70,825	48,943	55,459	62,285	UT	93%	4
Engineering Technicain III	78	35,278	61,555	87,831	43,000	54,847	66,072	VA	92%	2
Materials Laboratory Tech, Spec/Lead	1	51,551	56,396	61,241	53,346	53,346	53,346	AK	89%	4
Engineering Technician 5	31	41,912	57,679	73,445	43,742	51,508	64,979	LA	86%	2
Engineering Specialist III and IV	142	33,377	80,688	127,999	40,686	50,845	68,137	FL	85%	2
Geotechnical Exploration Supervisor	1	36,130	43,004	49,878	47,819	47,819	47,819	NH	80%	1
Materials Technician 2	15	39,120	49,037	58,954	39,981	47,610	58,954	PA	80%	1
Field Data Col & Lab Analyst II (TNFD07)	7	40,731	51,854	62,976	46,257	46,949	50,978	WY	79%	4
Highway Materials & Test Technician III	17	40,306	48,967	57,628	40,306	45,586	56,106	NE	76%	4
Materials Inspection Technician Level III	1	45,167	45,167	45,167	45,167	45,167	45,167	MT	76%	4
Senior Materials Technician	5	37,518	51,471	65,424	38,584	43,103	52,182	AR	72%	2
Highway Technician 1	20	37,414	48,139	58,864	38,984	41,273	46,922	IN	69%	3
Senior Materials Technician	15	37,692	44,376	51,060	37,692	40,779	44,138	MO	68%	3
N/A	0							AL		2
N/A	0							AZ		4
N/A	0							CA		4
N/A	0							CO		4
N/A	0							DE		1
N/A	0							GA		2
See G2(1)	0							KS		3
Listed in G4(2)	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MS		2
N/A	0							ND		4
Same as G1(2)	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OK		4
See G4	0							OR		4
See G4	0							SC		2
N/A	0							SD		4
N/A	0							WA		4
N/A	0							WI		3
N/A	0							WV		2
# Incumbents & Averages:	866	43,658	56,815	69,971	49,047	54,541	60,977			
Group Weighted Average:						59,707				
Median:						53,346				

G4. Generic Engineering Technician Series—Series of 2—Use this class series if your department uses generic classes to perform engineering support functions instead of individual classes as listed in G1 through G3.

NOTE: This class series is not intended to be used for workers that **exclusively** perform highway maintenance tasks. See Group M for reporting Maintenance incumbents.

G4(1). Generic Engineering Technician Intermediate (1st in series)

Typically requires two to four years of technical experience.

Performs engineering work under moderate supervision. This class is used as a generic class to perform technical functions in the areas such as bridge design, highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials, or transportation planning.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transportation Engineering Technician (Range C)—3175	534	55,080	62,004	68,928	47,380	65,103	67,654	CA	129%	4
General Construction Inspection I	92	55,245	66,062	76,880	52,408	64,644	76,880	MA	128%	1
Transportation Technician Specialist	38	48,443	56,233	64,022	50,690	62,816	68,869	OH	125%	3
Transportation Technician 2	49	48,996	57,461	65,926	52,776	62,702	65,928	WA	124%	4
Transportation Engineer Technician	15	52,560	62,336	72,112	54,424	62,554	72,112	CT	124%	1
Engineering/Physical Sci Technician II	60	53,292	64,260	75,228	55,428	60,744	71,256	CO	120%	4
Transportation Generalist Senior	480	46,917	53,860	60,803	49,569	59,049	64,331	MN	117%	3
Engineering Specialist 2, E	47	43,476	55,476	67,476	43,080	58,892	67,476	OR	117%	4
Engineering Technician II	230	36,677	49,385	62,092	53,996	56,389	62,057	NC	112%	2
Highway Technician	110	40,518	50,149	59,779	40,518	50,952	59,779	IA	101%	3
Engineering Technician III	3	34,055	48,786	63,517	44,454	48,769	52,054	UT	97%	4
Transportation Engineering Technician	248	39,397	48,198	56,999	39,397	48,198	56,999	WV	96%	2
Senior Engineering Technician	200	42,986	48,997	55,008	32,610	47,301	55,008	NY	94%	1
Engineer Technician 3	75	41,572	51,292	61,011	36,268	46,487	61,011	NV	92%	4
Sr Transportation Tech (Engr/Const)	41	41,226	52,822	64,418	41,226	45,452	60,778	ID	90%	4
TDOT Tech Senior	39	34,884	45,360	55,836	39,876	44,986	52,596	TN	89%	2
Engineering Technician	17	31,262	36,566	41,870	40,540	44,879	49,650	KS	89%	3
Engineering Technician 4	183	36,608	50,378	64,147	36,733	44,596	61,880	LA	88%	2
General Engineer Technician I	216	34,918	45,024	55,130	36,000	43,681	52,079	TX	87%	4
Transportation Technician 8	6	34,840	39,988	45,136	34,840	43,128	45,136	MI	85%	3
Transportation Specialist III	47	25,128	35,598	46,068	40,714	42,707	42,750	OK	85%	4
Transp Engineering Technologist II	75	37,009	48,581	60,154	37,009	42,249	56,394	KY	84%	2
Engineering Assistant III	174	29,959	39,467	48,974	33,082	41,652	48,974	AL	83%	2
Engineering Technician II	6	31,337	37,226	43,115	36,543	40,056	43,115	NH	79%	1
Engineering Technician II	207	27,527	39,229	50,930	34,170	38,473	50,930	SC	76%	2
Engineering Technician II	7	32,856	45,996	59,136	35,904	38,009	40,596	ND	75%	4
Engineering Assistant 4	81	28,080	43,875	59,670	28,080	37,866	54,280	IN	75%	3
Transp Tech Senior	1	36,691	48,807	60,923	37,295	37,295	37,295	WI	74%	3
Assistant Technician	23	30,576	35,443	40,310	31,762	35,786	40,310	ME	71%	1
Engineering Technician	25	34,680	43,208	51,736	34,680	34,680	34,680	PA	69%	1
Engineer/Planning/Survey Techs I-II (Blanket Starting Salaries)	48				27,477	30,719	38,048	DE	61%	1
DOT—Engineering Tech III, IV, & V	228	26,865	41,515	56,165	26,865	30,523	42,154	MS	61%	2
Engineering Tech, Sub-Journey II	0							AK		4
N/A	0							AR		2
N/A	0							AZ		4
N/A	0							FL		2
N/A	0							GA		2
N/A	0							MO		3
N/A	0							MT		4
N/A	0							NE		4
Same as G2(1)	0							NJ		1
N/A	0							SD		4
N/A	0							VA		2
N/A	0							WY		4
# Incumbents & Averages:	3,605	38,505	48,503	58,500	40,181	47,229	54,783			
Group Weighted Average:						50,442				
Median:						44,933				

G4(2). Generic Engineering Technician Senior (2nd in series)

Typically requires four or more years of technical experience.

Performs advanced-level technical engineering work under limited supervision. This class is used as a generic class to perform work in areas such as bridge design, highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials, or transportation planning. Work includes providing traffic-engineering support to maintenance engineering, maintenance operations, project development, and planning staff. Monitors project progress in order to ensure compliance with Federal and state guidelines by reviewing and approving project documentation and conducting a final official examination of accounts. Classification is not supervisory but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transp Tech 2	25	58,157	71,729	85,301	79,747	90,230	91,125	OH	161%	3
General Construction Inspec II	116	61,927	74,401	86,875	57,917	72,396	86,875	MA	129%	1
Transp Tech 3	156	55,524	65,064	74,604	59,688	72,002	74,604	WA	128%	4
Engineering/Physical Sci Tech III	62	57,288	69,066	80,844	64,404	71,076	78,228	CO	127%	4
Engineering Spec 3, E	68	47,952	61,158	74,364	52,896	68,089	74,364	OR	122%	4
Transp Spec	355	49,569	58,663	67,756	54,309	67,171	73,581	MN	120%	3
Engineering Tech III	242	39,611	53,336	67,060	49,496	61,526	66,586	NC	110%	2
Hwy Tech Senior	79	44,637	55,141	65,645	44,637	59,951	65,645	IA	107%	3
Engineering Tech IV	29	42,282	56,554	70,825	45,978	59,093	68,131	UT	105%	4
Principle Engineering Tech	232	50,722	57,640	64,557	44,633	58,532	72,049	NY	104%	1
Transp Engineering Tech Senior	162	47,599	57,799	67,999	47,599	57,799	67,999	WV	103%	2
Engineering Tech 4	51	47,188	58,464	69,739	44,745	57,207	69,739	NV	102%	4
TDOT Tech Supvr	11	44,520	57,888	71,256	54,240	56,881	59,724	TN	102%	2
Transp Spec V	136	33,440	47,374	61,307	52,191	54,862	61,600	OK	98%	4
Transp Technician 9/E10	116	38,355	47,674	56,992	40,456	54,069	56,992	MI	96%	3
General Eng Tech III	56	39,521	51,985	64,449	44,400	54,060	64,440	TX	96%	4
Engineering Technician 5	225	41,912	57,679	73,445	42,058	52,781	70,845	LA	94%	2
Principal Transp Technician, Engineering	41	46,155	59,135	72,114	46,155	52,435	59,800	ID	94%	4
Transp Engineering Technologist III	324	40,709	53,439	66,169	40,709	50,340	78,027	KY	90%	2
Transportation Technologist	249	34,762	47,159	59,556	36,492	49,215	59,556	AL	88%	2
Technicians	87	37,128	43,597	50,066	37,128	47,649	50,066	ME	85%	1
Engineering Technician III	101	33,494	47,735	61,975	41,533	46,171	60,550	SC	82%	2
Transportation Technician Advanced	15	39,686	52,780	65,873	40,102	44,678	50,606	WI	80%	3
Engineering Assistant 3	11	31,642	47,762	63,882	31,642	44,651	59,432	IN	80%	3
Engineering Technician III	15	39,060	54,684	70,308	35,904	44,536	50,316	ND	79%	4
Engineering/Planning/Survey/Techs III-IV (Blanket Starting Salaries)	150				35,704	43,468	50,753	DE	78%	1
Engineering Technician III	31	35,295	41,984	48,672	35,295	42,622	48,672	NH	76%	1
DOT—Engineering Tech VI, VII, & VIII	264	35,195	53,137	71,079	35,195	40,160	49,552	MS	72%	2
N/A	0							AK		4
N/A	0							AR		2
N/A	0							AZ		4
N/A	0							CA		4
N/A	0							CT		1
N/A	0							FL		2
N/A	0							GA		2
See G2(1)	0							KS		3
N/A	0							MO		3
N/A	0							MT		4
N/A	0							NE		4
Same as G2(2)	0							NJ		1
N/A	0							PA		1
N/A	0							SD		4
N/A	0							VA		2
N/A	0							WY		4

Incumbents & Averages: 3,409 43,457 55,667 67,878 46,259 56,202 64,995

Group Weighted Average: 56,036

Median: 54,465

G5. Technical Project Manager

Typically requires four to five years of technical experience.

Performs supervision and management of technical staff working on large complex engineering projects. May include one or more projects. Work is subject to review by a licensed Professional Engineer. Classification may be lead worker or supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Engineering Supervisor III	125	72,172	104,814	137,456	117,200	120,225	128,647	NC	168%	2
Engineering Associate	25	73,047	82,658	92,269	73,047	102,562	163,352	AK	143%	4
Engineering Specialist Senior	146	60,656	75,095	89,533	79,511	89,283	89,533	MN	125%	3
Engineering Technician IV	59	46,087	78,595	111,102	71,913	83,386	103,968	VA	117%	2
Civil Engineer III—Resident Engineer	128	70,340	84,840	99,339	68,116	81,999	95,882	MA	115%	1
Senior Engineering Specialist Supervisor (Working Title: Maintenance Prog Mgr)	13	39,656	79,462	119,267	79,077	81,957	85,494	FL	115%	2
Transportation Construction Manger 2	53	57,741	72,714	87,687	60,362	77,864	87,687	PA	109%	1
Transportation Project Specialist—Senior	2	59,676	77,568	95,460	76,332	76,332	76,332	TN	107%	2
Engineering Project Managers	34	76,328	76,328	76,328	76,328	76,328	76,328	MT	107%	4
Construction Project Coordinator	27	56,654	74,632	92,609	68,796	72,206	78,650	AR	101%	2
Transportation Engineering Technologist	118	58,134	68,944	79,753	58,134	68,943	79,753	WV	96%	2
Transportation Project Manager	14	51,135	70,773	90,410	55,186	68,834	79,198	UT	96%	4
Transportation Project Manager	32	46,356	64,896	83,436	56,052	68,004	76,548	ND	95%	4
Transportation Project Designer	31	61,392	72,936	84,480	61,392	67,663	75,384	MO	95%	3
Supervisor 1, Associate Engineer	2	51,281	65,230	79,179	53,223	65,233	79,719	NV	91%	4
Transportation Technician 11/12	217	43,160	56,066	68,972	49,108	63,945	68,972	MI	89%	3
Transportation Technologist Senior	222	43,346	59,856	76,366	46,663	62,616	76,366	AL	88%	2
Project Manager	1	51,142	72,306	93,470	62,000	62,000	62,000	IN	87%	3
Transportation Specialist VI	30	36,784	52,111	67,437	61,600	61,600	61,600	OK	86%	4
Engineering Technician 7	115	47,986	66,030	84,074	47,986	61,492	81,088	LA	86%	2
Highway Construction Technician IV	17	55,120	66,508	77,896	58,688	61,269	76,970	NE	86%	4
Senior Technician	82	46,446	54,756	63,066	48,568	60,970	63,066	ME	85%	1
Staff Engineering Asst, Transportation	82	52,125	66,779	81,432	52,125	59,331	73,445	ID	83%	4
Engineering Technician V	39	44,831	54,006	63,180	44,831	58,963	63,180	NH	82%	1
Transp Engineering Technologist Supvr	20	42,647	55,440	68,234	46,894	57,810	77,971	KY	81%	2
Engineering/Planning/Survey/Techs V (Blanket Starting Salaries)	33	45,202	56,503	67,804	56,534	56,963	62,262	DE	80%	1
Engineering Technician IV	40	40,759	58,086	75,413	48,080	56,289	72,607	SC	79%	2
Engineering Technician Specialist	4	43,950	51,418	58,885	48,484	52,856	58,884	KS	74%	3
Construction Project Specialist	36	32,971	45,335	57,699	45,900	48,641	56,100	GA	68%	2
DOT—Engineering Technician IX	71	43,483	59,789	76,095	43,483	47,827	54,252	MS	67%	2
N/A	0							AZ		4
N/A	0							CA		4
N/A	0							CO		4
N/A	0							CT		1
N/A	0							IA		3
N/A	0							NJ		1
N/A	0							NY		1
N/A	0							OH		3
N/A	0							OR		4
N/A	0							SD		4
N/A	0							TX		4
N/A	0							WA		4
N/A	0							WI		3
N/A	0							WY		4
# Incumbents & Averages:	1,818	51,687	67,482	83,278	60,520	69,113	79,508			
Group Weighted Average:						71,532				
Median:						64,589				

G6. Highway Safety Program Administrator

Bachelor’s Degree or equivalent experience. Typically requires four or more years of experience.

This is generally a single incumbent position. Oversees Federal grant processes related to highway safety programs including planning, directing, and coordinating its solicitation, review, and award. Also monitors processes of contracts. Typically reports to a division/office director or assistant director. Classification may be lead worker or supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Principal Transp Engineer—3152	1	156,396	167,016	177,636	168,346	168,346	168,346	CA	189%	4
Federal Program Coordinator	1	33,057	105,054	177,051	137,000	137,000	137,000	FL	154%	2
Traffic Safety Section Director	1	83,991	113,022	142,052	133,145	133,145	133,145	TX	150%	4
Public Transp Safety Adminstrator	1	97,584	111,342	125,100	125,100	125,100	125,100	WA	141%	4
Program Director I	1	65,373	91,481	117,589	120,130	120,130	120,130	NC	135%	2
Broad Band Executive	1	47,476	110,136	172,796	117,522	117,522	117,522	IN	132%	3
Transp Engineer Administrator	1	82,202	99,570	116,938	116,938	116,938	116,938	IA	131%	3
Principal Executive Manager E, MESN	1	76,404	97,296	118,188	112,488	112,488	112,488	OR	126%	4
Transportation Safety Director	1	86,386	102,090	117,793	111,778	111,778	111,778	CT	126%	1
Project Manager 1	1	72,571	88,119	103,667	110,926	110,926	110,926	OH	125%	3
Program Administrator Specialist III	1	60,209	100,856	141,502	109,618	109,618	109,618	VA	123%	2
State Administrative Manager 15	1	78,493	93,568	108,642	108,642	108,642	108,642	MI	122%	3
Engineer/Engineering Associate IV	1	60,344	85,995	111,646	108,048	108,048	108,048	SC	121%	2
Civil Engineer VI	1	84,564	102,390	120,216	91,983	106,100	120,216	MA	119%	1
Infrastructure Safety Director	1	72,904	86,591	100,277	100,277	100,277	100,277	ME	113%	1
EM III	1	74,267	97,476	120,684	97,438	97,438	97,438	OK	109%	4
Program Management II	1	86,688	109,062	131,436	97,212	97,212	97,212	CO	109%	4
Staff Engineer—Traffic Safety	1	86,112	105,451	124,790	91,754	91,754	91,754	AR	103%	2
Program and Policy Chief	1	58,053	95,753	133,453	90,979	90,979	90,979	WI	102%	3
Engineer Senior	153	65,459	80,973	96,486	70,804	89,680	96,486	MN	101%	3
Traffic Safety Engineer	1	87,227	87,227	87,227	87,227	87,227	87,227	MT	98%	4
Transportation Manager 2	1	72,540	94,284	116,028	84,444	84,444	84,444	TN	95%	2
Transportation Management Officer II	1	55,356	77,496	99,636	77,256	77,256	77,256	ND	87%	4
Program Manager (Highway Safety)	1	65,104	83,398	101,691	65,104	76,729	92,602	ID	86%	4
Transportation Data Team Leader	2	52,331	71,955	91,579	70,890	71,684	72,477	GA	81%	2
DT Occupational Safety Administrator	1	50,891	71,191	91,490	71,190	71,190	71,190	AZ	80%	4
Highway Safety Program Manager	1	66,108	78,642	91,176	69,900	69,900	69,900	MO	79%	3
Grants & Contract Administration Manager II (BAGC11)	1	63,465	80,804	98,142	68,880	68,880	68,880	WY	77%	4
Motor Vehicle Hwy Safety Administrator	1	61,549	76,947	92,344	66,127	66,127	66,127	NE	74%	4
Transportation Planning Spec Supervisor	1	57,741	72,714	87,687	64,470	64,470	64,470	PA	72%	1
Program Manager	1	56,313	77,099	97,885	63,745	63,745	63,745	SD	72%	4
Highway Division Manager 2	1	50,050	63,525	77,000	63,140	63,140	63,140	WV	71%	2
Professional Civil Engineer II	6	61,838	72,353	82,867	49,535	54,917	61,838	KS	62%	3
Safety/loss Control Coordinator	4	34,995	48,400	61,805	50,237	52,148	55,123	UT	59%	4
Administrator, Highway Safety Planning Agency	0							AK		4
N/A	0							AL		2
N/A	0							DE		1
Previously recorded as Executive Dir	0							KY		2
Louisiana Highway Safety Commission (LHSC) Prog Coordinator 2	0	39,603	58,781	77,958				LA		2
N/A	0							MS		2
N/A	0							NH		1
N/A	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
# Incumbents & Averages:	195	68,676	90,230	111,784	93,302	94,852	96,249			
Group Weighted Average:						89,021				
Median:						94,483				

G7. Geologist Senior

Bachelor’s Degree generally in geology, physical geography, or a closely related geological science, plus typically requires four or more years of experience.

At an advanced level, performs a variety of duties associated with the study and investigation of the structure and composition of the earth. Classification is not supervisory but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Senior Engineering Geologist (Range A)—3751	8	117,192	131,934	146,676	111,691	128,992	139,005	CA	155%	4
Chief Engineering Geologist	1	97,584	111,342	125,100	110,760	110,760	110,760	WA	133%	4
Engineer III	8	60,530	84,705	108,879	105,376	105,376	105,376	NC	126%	2
Professional Geologist 1, E	6	67,428	86,016	104,604	93,984	98,684	99,624	OR	118%	4
Professional Geologist 1	3	77,187	87,318	97,448	90,505	95,134	97,448	NY	114%	1
Engineering Manager I	1	67,046	86,705	106,363	89,032	89,032	89,032	UT	107%	4
Professional Engineer I	3	75,864	95,430	114,996	85,632	88,284	90,084	CO	106%	4
Lab Geo Scientist III	1	55,184	72,789	90,393	87,178	87,178	87,178	TX	105%	4
Geologist 3	4	57,200	72,654	88,109	71,178	81,266	88,109	IA	97%	3
Geologist 12	1	53,227	65,406	77,584	77,584	77,584	77,584	MI	93%	3
District Geotechnical Manager	5	75,780	76,196	76,611	75,780	76,112	76,611	MT	91%	4
Transportation Manager II	1	45,321	64,205	83,088	75,600	75,600	75,600	OK	91%	4
Highway Geologist Senior	1	46,800	59,400	72,000	73,116	73,116	73,116	WV	88%	2
Research Geologist	1	53,177	64,156	75,134	71,916	71,916	71,916	NH	86%	1
Geologist, Engineer	3	58,906	75,494	92,082	67,829	71,573	75,130	ID	86%	4
Hydrogeologist Advanced	2	49,608	81,869	114,130	69,888	69,992	71,344	WI	84%	3
NEPA Senior Team Leader	5	46,311	63,678	81,044	68,098	68,588	69,078	GA	82%	2
Geologic Specialist	6	50,543	63,707	76,871	53,986	67,893	76,871	PA	81%	1
Geologist	5	61,392	72,936	84,480	63,720	66,706	72,564	MO	80%	3
Senior Geologist	1	46,466	54,766	63,066	63,066	63,066	63,066	ME	76%	1
Geologist II	1	45,533	60,949	76,366	62,530	62,530	62,530	AL	75%	2
Geologist	2	52,182	69,628	87,073	54,470	62,296	70,122	AR	75%	2
Geologist Registered	3	38,770	50,402	62,034	62,034	62,034	62,034	KY	74%	2
Prof Geologist II	1	53,414	64,282	75,150	60,433	60,433	60,433	KS	72%	3
Geologist II (ENGE09)	2	53,149	67,669	82,189	54,552	54,876	55,200	WY	66%	4
Geologist 1	3	47,476	65,806	84,136	48,426	51,079	53,349	IN	61%	3
Engineering Geologist III	0							AK		4
N/A	0							AZ		4
N/A	0							CT		1
N/A	0							DE		1
N/A	0							FL		2
N/A	0							LA		2
Geologist	0	66,479	80,028	93,577				MA		1
N/A	0							MN		3
N/A	0							MS		2
N/A	0							ND		4
N/A	0							NE		4
N/A	0							NJ		1
N/A	0							NV		4
Geogolist 4	0	58,157	71,729	85,301				OH		3
N/A	0							SC		2
N/A	0							SD		4
N/A	0							TN		2
N/A	0							VA		2
# Incumbents & Averages:	78	59,925	75,043	90,160	74,937	77,696	79,737			
Group Weighted Average:						83,415				
Median:						72,516				

G8. Chemist Senior

Bachelor's Degree generally in chemistry, biochemistry, or a closely related chemical science, plus typically requires four or more years of experience.

At an advanced level, prepares and completes routine and non-routine sample analyses. Routine and non-routine equipment maintenance, method implementation, and method development is also expected. Classification is not supervisory but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Associate Chemical Testing Engr (Range A)—3403	5	99,948	112,554	125,160	95,254	111,439	117,363	CA	170%	4
Chemist 4	1	65,937	83,033	100,128	100,128	100,128	100,128	PA	153%	1
Lab Manager II (SMV Salary)	1	69,883	93,177	116,471	93,177	93,177	93,177	DE	142%	1
Chemist 3	1	61,224	71,784	82,344	80,292	80,292	80,292	WA	123%	4
Chemist 5	1	53,380	70,350	87,320	76,170	76,170	76,170	NV	116%	4
Chemist/Microbiologist IV	1	57,002	71,326	85,650	72,746	72,746	72,746	UT	111%	4
Chemist IV	3	51,614	68,047	84,479	66,000	71,968	75,371	TX	110%	4
Senior Engineering Materials Chemist	2	56,604	64,292	71,980	69,761	70,871	71,980	NY	108%	1
Chemist Advanced	1	49,608	81,869	114,130	68,099	68,099	68,099	WI	104%	3
Chemist I	1	46,203	62,211	78,218	65,336	65,336	65,336	NC	100%	2
Highway Chemist Senior	2	41,600	52,800	64,000	63,999	63,999	63,999	WV	98%	2
Environmental Chem Lab Scientist III	1	36,784	52,111	67,437	63,600	63,600	63,600	OK	97%	4
Chemist	1	46,356	64,896	83,436	62,724	62,724	62,724	ND	96%	4
Scientist I	2	35,278	61,555	87,831	58,574	61,642	64,710	VA	94%	2
Chemist II	3	41,278	55,146	69,014	58,128	61,126	65,695	AL	93%	2
Laboratory Scientist 3	1	52,998	65,302	77,605	60,986	60,986	60,986	OH	93%	3
Supervising Lab Scientist	1	46,761	56,355	65,949	60,470	60,470	60,470	NH	92%	1
Chemist 2	2	45,581	55,886	66,190	51,949	59,070	66,190	MN	90%	3
Professional Chemist 3	2	44,845	61,714	78,582	56,784	58,989	61,194	LA	90%	2
Chemist	1	48,194	60,434	72,675	57,054	57,054	57,054	IA	87%	3
Chemist, Senior	2	46,155	59,135	72,114	50,357	56,326	62,296	ID	86%	4
Senior Chemist	4	49,056	58,212	67,368	51,060	53,790	58,080	MO	82%	3
Chemist II	2	44,323	54,460	64,596	46,384	51,565	56,747	NE	79%	4
Engineering Tech IV	1	40,759	58,086	75,413	48,871	48,871	48,871	SC	75%	2
Chemist	1	38,853	46,134	53,414	48,439	48,439	48,439	KS	74%	3
Transp Material Chem Analyst	1	36,814	51,321	65,828	45,900	45,900	45,900	AZ	70%	4
Chemist III	3	30,622	66,563	102,505	38,414	41,939	48,987	FL	64%	2
Chemist II	3	35,246	45,820	56,394	37,009	41,811	48,561	KY	64%	2
Chemist IV	0							AK		4
Lead Chemist	0	56,654	74,632	92,609				AR		2
N/A	0							CO		4
N/A	0							CT		1
N/A	0							GA		2
Chemist 3 (vacant as of 7-1-20)	0	35,620	48,945	62,270				IN		3
Chemist III	0	63,345	76,274	89,203				MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MS		2
Chemist	0							MT		4
N/A	0							NJ		1
N/A	0							OR		4
N/A	0							SD		4
N/A	0							TN		2
N/A	0							WY		4
# Incumbents & Averages:	50	49,307	64,659	80,010	62,417	64,590	66,613			
Group Weighted Average:						65,436				
Median:						61,384				

G9. Landscape Designer Senior

Bachelor’s Degree or equivalent experience. Typically requires four or more years of experience in some form of landscape design work.

Performs advanced highway landscape design and development on construction and maintenance projects. Professional registration is not required. Classification is not supervisory but, may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
N/A	0							AK		4
N/A	0							AL		2
Central Office Facilities Manager	0	56,654	74,632	92,609				AR		2
Landscape Architect 3	3	55,203	77,352	99,501	82,915	85,142	87,535	AZ	103%	4
Landscape Associate, Caltrans (Range D)—2971	85	99,516	112,020	124,524	90,331	108,761	118,011	CA	131%	4
Landscape Architect I	1	65,796	81,042	96,288	74,664	74,664	74,664	CO	90%	4
Transp Landscape Designer 3	3	75,612	92,317	109,022	78,146	82,854	92,060	CT	100%	1
N/A	0							DE		1
Landscape Architect	6	39,656	79,462	119,267	66,000	69,557	74,000	FL	84%	2
Landscape Architect 2	1	36,268	49,869	63,469	50,000	50,000	50,000	GA	60%	2
Roadside Development Specialist 3	0	57,491	73,258	89,024				IA		3
Roadside Program Administrator	1	52,125	66,779	81,432	58,802	58,802	58,802	ID	71%	4
N/A	0							IN		3
N/A	0							KS		3
Roadside Environmental State Administrator	4	42,647	55,440	68,234	61,351	61,351	61,351	KY	74%	2
Landscape Architect	2	44,845	61,714	78,582	70,637	73,216	75,795	LA	88%	2
Landscape Architect II	3	72,308	87,330	102,351	102,351	102,351	102,351	MA	124%	1
Transportation Landscape Architect	2	46,446	54,757	63,067	63,066	63,066	63,066	ME	76%	1
Landscape Designer 12	1	57,532	69,513	81,494	81,494	81,494	81,494	MI	98%	3
Landscape Design Spec	2	48,588	59,759	70,929	63,872	67,401	70,929	MN	81%	3
Senior Roadside Management Specialist	2	49,056	58,212	67,368	58,080	58,080	58,080	MO	70%	3
N/A	0							MS		2
N/A	0							MT		4
Engr I	1	48,051	67,241	86,431	75,005	75,005	75,005	NC	91%	2
N/A	0							ND		4
Highway Environmental Biologist	1	53,803	67,251	80,698	56,308	56,308	56,308	NE	68%	4
Supervisor III	1	46,671	56,310	65,949	46,671	46,671	46,671	NH	56%	1
Landscape Designer 1	2	52,279	63,102	73,926	57,089	58,292	59,495	NJ	70%	1
Landscape Architect	3	58,380	72,850	87,320	58,380	68,848	87,320	NV	83%	4
Landscape Architect	38	62,726	71,152	79,577	48,027	67,035	79,577	NY	81%	1
N/A	0							OH		3
N/A	0							OK		4
N/A	0							OR		4
Highway Designer	49	50,543	63,707	76,871	51,736	63,920	76,871	PA	77%	1
N/A	0							SC		2
Landscape Architect	2	39,818	53,735	67,651	39,818	42,345	44,871	SD	51%	4
Landscape Architect	0	51,552	67,008	82,464				TN		2
Transportation Landscape Architect II	6	63,104	83,298	103,491	68,982	81,723	87,462	TX	99%	4
Architect	2	45,978	59,456	72,934	60,656	63,329	66,002	UT	76%	4
Architect/Engineer I	1	46,087	78,595	111,102	78,874	78,874	78,874	VA	95%	2
Transp Planning Specialist 3	4	62,748	73,572	84,396	74,606	79,425	82,344	WA	96%	4
Landscape Architect Advanced	3	49,608	81,869	114,130	64,397	71,968	81,474	WI	87%	3
Highway Landscape Architect	1	44,200	56,100	68,000	61,299	61,299	61,299	WV	74%	2
Natural Resources Program Principal (ENNR10)	1	58,078	73,945	89,812	67,200	67,200	67,200	WY	81%	4
# Incumbents & Averages:	231	54,168	70,083	85,997	65,888	69,620	73,066			
Group Weighted Average:						82,814				
Median:						67,401				

G10. Environmental Series—Series of 2

G10(1). Environmental Analyst Senior (1st in series)

Bachelor’s Degree generally in a natural science or related field or equivalent experience. Typically requires four or more years of experience.

Performs at the advanced level gathering all social and economic data, analyzing such data, and composing reports regarding the short- and long-term environmental impact of proposed highway projects. Classification is not supervisory, but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Environmental Specialist 3	6	90,735	101,026	111,316	90,375	105,558	111,316	NY	143%	1
Environmental Prog Coordinator 3, E	36	67,428	86,016	104,604	81,984	97,411	99,624	OR	132%	4
Environmental Specialist 3	13	68,636	83,140	97,644	75,082	93,181	97,644	NJ	126%	1
Environmental Specialist Senior	10	54,454	69,222	83,990	82,326	83,824	83,990	IA	113%	3
Environmental Specialist V	52	63,104	83,298	103,491	70,011	82,831	92,424	TX	112%	4
Environmental Protection Specialist III	34	75,864	95,430	114,996	76,608	81,432	86,484	CO	110%	4
Transportation Spec 4	30	55,520	68,737	81,954	61,596	81,286	97,426	MN	110%	3
Transportation Planning Spec 3	77	62,748	73,572	84,396	65,928	80,881	84,396	WA	109%	4
Environmental Specialist II	71	46,087	78,595	111,102	64,085	78,028	102,648	VA	105%	2
Environmental Impact Analyst III	21	63,882	70,951	78,020	63,882	77,980	105,408	AK	105%	4
Resource Analyst 12	16	53,227	65,406	77,584	72,779	77,283	77,584	MI	104%	3
Environmental Specialist 2	16	52,998	65,302	77,605	55,307	75,774	82,909	OH	102%	3
Research Consultant III	7	58,548	76,985	95,422	62,932	75,537	91,789	UT	102%	4
Environmental Specialist II	11	42,780	57,602	72,424	73,176	74,814	75,005	NC	101%	2
Associate Environmental Planner (Natural Sciences)—4680	130	71,520	80,544	89,568	61,521	73,382	85,308	CA	99%	4
Environmental Analyst III	10	66,482	80,032	93,582	51,956	72,769	93,582	MA	98%	1
Senior Environmental Planner	13	58,906	75,494	92,082	65,562	71,686	79,830	ID	97%	4
Environmental Science Specialist	9	69,989	69,989	69,989	69,989	69,989	69,989	MT	95%	4
Environmental Scientist 3	5	53,599	66,660	79,720	50,926	68,523	79,720	NV	93%	4
Environmental Scientist III	3	48,086	82,319	116,552	61,366	64,951	69,948	SD	88%	4
Public Transportation Specialist III (Working Title: Environmental Spec IV)	8	36,382	79,083	121,785	60,647	64,571	68,973	FL	87%	2
ALDOT Environmental Specialist Senior—Planning Option	1	45,533	60,949	76,366	64,078	64,078	64,078	AL	87%	2
Environmental Program Manager	2	56,118	65,634	75,150	60,382	63,488	66,593	KS	86%	3
Program Manager I	13	49,594	70,675	91,755	57,034	62,264	69,498	SC	84%	2
Environmental Impact Specialist 3	14	44,845	61,714	78,582	49,504	61,895	68,869	LA	84%	2
Environmental Scientist II	3	46,356	64,896	83,436	57,996	61,708	67,104	ND	83%	4
Environmental Analysis and Review Specialist Advanced	17	49,608	81,869	114,130	54,101	61,173	68,390	WI	83%	3
Environmental Planner 2	23	50,543	63,707	76,871	50,543	59,712	76,871	PA	81%	1
Environmentalist III	4	46,671	56,310	65,949	55,556	59,290	63,180	NH	80%	1
Highway Environmental Biologist	23	53,803	67,251	80,698	53,803	58,108	75,188	NE	79%	4
TDOT Environmental Studies Spec Adv	20	49,092	63,822	78,552	51,960	56,969	71,304	TN	77%	2
Transp Environmental Planner 2	16	36,268	49,869	63,469	55,176	55,728	56,280	GA	75%	2
Natural Resource Analyst (ENNR09)	2	48,636	61,920	75,204	53,997	55,713	57,429	WY	75%	4
Hwy Enviro Resources Specialist Senior	6	41,600	52,800	64,000	46,399	55,199	63,999	WV	75%	2
Senior Environmental Specialist	3	49,056	58,212	67,368	52,020	55,088	60,276	MO	74%	3
Environmental Scientist IV	1	38,770	50,402	62,034	50,000	50,000	50,000	KY	68%	2
Environmental Programs Specialist III	3	33,440	47,374	61,307	49,250	49,250	49,250	OK	67%	4
Environmental Specialist I-IV	8				41,952	48,168	67,871	DE	65%	1
Environmental Manager 2	18	38,688	53,365	68,042	38,688	44,227	58,875	IN	60%	3
Lead Environmental Impact Analyst	0	66,794	85,678	104,561				AR		2
N/A	0							AZ		4
N/A	0							CT		1
N/A	0							ME		1
N/A	0							MS		2
# Incumbents & Averages:	755	54,010	69,893	85,777	60,525	68,558	76,694			
Group Weighted Average:						73,974				
Median:						64,951				

G10(2). Environmental Manager (2nd in series)

Bachelor’s Degree generally in a natural science or related field or equivalent experience. Typically requires five or more years of full-time professional scientific experience.

Directs the operations of the environmental sections for the DOT. Supervises staff with highly specialized environmental expertise. Classification may be lead worker or supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Public Service Executive	1	99,133	120,068	141,003	141,003	141,003	141,003	IA	147%	3
Division Head—Environmental	1	129,896	132,941	135,986	129,896	129,896	129,896	AR	136%	2
Environmental Specialist 4	2	109,956	124,360	138,763	109,956	123,690	137,423	NY	129%	1
Environmental Administrator	1	80,018	97,199	114,379	122,387	122,387	122,387	OH	128%	3
Section Chief, Environmental	2	86,443	104,954	123,464	115,237	119,351	123,464	NJ	125%	1
Engineer 8	1	94,390	129,896	165,402	118,581	118,581	118,581	LA	124%	2
Principal Executive Manager E, MMS	2	80,196	99,192	118,188	112,488	112,488	112,488	OR	118%	4
Environmental Analyst VI	2	84,154	101,893	119,633	103,249	111,441	119,633	MA	117%	1
Environmental Manager II	18	60,209	100,856	141,502	82,000	109,375	140,532	VA	114%	2
Environmental Manage	8	88,320	100,806	113,292	88,320	109,131	113,292	WA	114%	4
Engineer Principal	173	70,804	89,283	107,762	82,622	105,903	118,536	MN	111%	3
Natural Resources Section Direrctor	1	76,356	102,747	129,137	103,261	103,261	103,261	TX	108%	4
DIT Technical Services Chief	1	58,053	95,753	133,453	98,176	98,176	98,176	WI	103%	3
Environmental Protection Specialist IV	6	82,296	103,530	124,764	93,828	96,132	102,624	CO	101%	4
Environmental Program Supervisor II	6	56,046	78,430	100,814	94,087	94,087	94,087	NC	98%	2
Environmental Program Manager	1	55,203	77,352	99,501	93,600	93,600	93,600	AZ	98%	4
Environmental Services Director	1	69,701	82,846	95,992	92,331	92,331	92,331	ME	97%	1
Environmental Planning Manager	6	65,937	83,033	100,128	73,546	91,886	97,976	PA	96%	1
Environmental Manager 14	1	62,233	76,897	91,561	91,561	91,561	91,561	MI	96%	3
Senior Environmental Planner—4713	139	84,696	94,968	105,240	76,615	91,512	98,526	CA	96%	4
Administrator III	1	65,950	80,409	94,868	90,773	90,773	90,773	NH	95%	1
Environmental Impact Analysis Mgr I	8	73,047	82,658	92,269	75,231	90,326	105,872	AK	94%	4
DOT—Special Projects Admor	1	67,040	92,180	117,320	89,800	89,800	89,800	MS	94%	2
ALDOT Environmental Specialist Supervisor (Natural Science)	1	58,128	73,333	88,538	88,538	88,538	88,538	AL	93%	2
Natural Resources Prog Mgr (ENNR13)	1	82,812	105,432	128,052	87,200	87,200	87,200	WY	91%	4
Program Manager II	3	60,344	85,995	111,646	82,663	85,921	88,230	SC	90%	2
Environmental Program Manager II	3	76,838	96,121	115,404	82,664	84,362	87,070	UT	88%	4
Environmental Program Manager	2	83,624	83,624	83,624	83,624	83,624	83,624	MT	87%	4
Environmental Administrator	10	26,446	80,672	134,897	76,000	82,533	99,000	FL	86%	2
Program Manager, Transportation	1	77,147	98,842	120,536	82,160	82,160	82,160	ID	86%	4
Planner IV	1	55,356	77,496	99,636	81,960	81,960	81,960	ND	86%	4
Environmental Programs Manager II	2	50,759	71,908	93,057	76,830	76,830	76,830	OK	80%	4
Transportation Enviromental Manager 2	4	52,331	71,955	91,579	74,908	75,418	75,928	GA	79%	2
Environmental Specialist Manager	1	63,404	79,255	95,106	74,268	74,268	74,268	DE	78%	1
TDOT Environmental Manager	2	65,796	85,530	105,264	72,372	74,268	76,164	TN	78%	2
Hwy Environmental Program Manager	8	57,978	72,474	86,969	64,480	73,046	79,190	NE	76%	4
Highway Environmental Resources Program Manager 1	11	50,050	63,525	77,000	60,598	68,798	76,999	WV	72%	2
Environmental Prog Administrative Supvr	1	61,838	72,353	82,867	66,593	66,593	66,593	KS	70%	3
Environmental Compliance Manager	2	57,024	67,662	78,300	60,276	60,834	61,392	MO	64%	3
Sr Environmental Manager Supervisor 3	7	50,856	71,136	91,416	51,873	60,700	69,700	IN	63%	3
Environmental Scientist V	14	42,647	55,440	68,234	46,344	58,737	74,198	KY	61%	2
N/A	0							CT		1
N/A	0							NV		4
N/A	0							SD		4
	457	70,084	89,390	108,696	87,607	92,500	96,704			

Group Weighted Average:

Median:

95,627

90,773

G11. Archaeologist Senior

Bachelor’s Degree or equivalent experience. Typically requires four or more years of experience.

At an advanced level, coordinates archaeological projects and programs, conducts archaeological surveys and excavations, and establishes archaeological files on research and artifact collections within the state. Monitors compliance with Section 106 of the National Historic Preservation Act. Classification is not supervisory but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transportation Planning Specialist 4	3	69,264	81,198	93,132	84,396	90,220	93,132	WA	121%	4
State Program Administrative Coordinator	7	66,190	82,309	98,428	68,466	89,116	98,428	MN	119%	3
Environmental Specialist 3	16	58,157	71,729	85,301	71,843	87,381	91,125	OH	117%	3
Archaeologist IV	1	63,104	83,298	103,491	85,500	85,500	85,500	TX	115%	4
Archaeologist Spec 13	1	57,740	71,260	84,780	84,780	84,780	84,780	MI	114%	3
Archaeologist II	6	39,611	53,336	67,060	84,006	84,006	84,006	NC	113%	2
Environmental Prog Coordinator 2, E	2	58,272	74,316	90,360	77,340	81,696	86,052	OR	109%	4
Associate Environmental Planner (Archeology)—4634	52	71,520	80,544	89,568	61,521	75,613	84,301	CA	101%	4
Enviornmental Specialist Senior	3	54,454	69,222	83,990	63,107	75,324	83,990	IA	101%	3
Environmental Impact Spec DCL	1	54,933	75,598	96,262	72,238	72,238	72,238	LA	97%	2
Lead Cultural Resources Specialist	1	66,794	85,678	104,561	68,042	68,042	68,042	AR	91%	2
Cultural Natural Resource Specialist 2	5	47,189	58,464	69,739	55,958	64,711	69,739	NV	87%	4
Historic Preservation Specialist	11	50,543	63,707	76,871	51,736	63,049	75,189	PA	84%	1
Program Manager I	1	49,594	70,675	91,755	60,645	60,645	60,645	SC	81%	2
Environmentalist III	1	46,671	56,310	65,949	60,470	60,470	60,470	NH	81%	1
Senior Environmental Manager	1	43,342	60,034	76,726	59,206	59,206	59,206	IN	79%	3
ALDOT Environmental Specialist Senior—Archaeology Option	1	45,533	60,949	76,366	56,726	56,726	56,726	AL	76%	2
Senior Historic Preservation Specialist	7	49,056	58,212	67,368	51,060	54,755	59,167	MO	73%	3
UDOT Regional NEPA/NHPA Specialist	1	47,126	60,938	74,750	53,474	53,474	53,474	UT	72%	4
Historic Resources Specialist Senior	2	42,024	57,783	73,542	42,924	44,514	46,104	MS	60%	2
Archaeologist Coordinator	1	38,770	50,402	62,034	44,478	44,478	44,478	KY	60%	2
Archaeologist III	0							AK		4
N/A	0							AZ		4
N/A	0							CO		4
N/A	0							CT		1
Included in Environmental Spec 1–IV	0							DE		1
N/A	0							FL		2
N/A	0							GA		2
N/A	0							ID		4
N/A	0							KS		3
N/A	0							MA		1
N/A	0							ME		1
Archaeologist	0							MT		4
N/A	0							ND		4
N/A	0							NE		4
N/A	0							NJ		1
N/A	0							NY		1
N/A	0							OK		4
N/A	0							SD		4
TDOT Environmental Manager	0	65,796	85,530	105,264				TN		2
N/A	0							VA		2
N/A	0							WI		3
N/A—Included in our Environmental Resources Series	0							WV		2
Senior Cultural Resource Specialist (CRCR09)	0	53,148	67,668	82,188				WY		4
# Incumbents & Averages:	124	53,862	68,659	83,456	64,663	69,331	72,228			
Group Weighted Average:						74,619				
Median:						68,042				

G12. Cultural Resources Manager

Bachelor’s Degree generally in a natural science or related field or equivalent experience. Typically requires five or more years of experience.

Plans, directs, and administers a regional/statewide cultural resource program involving archaeology, architectural history, and historic engineering. Establishes project-level techniques and procedures used in the collection and analysis of cultural resource data to identify and assess the significance of resources; determines the effects of transportation projects on significant resources; and develops and implements appropriate treatments of affected resources in project design and construction. Applies advanced cultural resource management principles and techniques through the intra- and inter-agency coordination of projects involving complex historic preservation issues with Federal and state regulations. Classification may be lead worker or supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transportation Program Director	1	81,161	98,878	116,594	116,594	116,594	116,594	MN	148%	3
Environmental Manager II	1	60,209	100,856	141,502	113,224	113,224	113,224	VA	144%	2
Assistant Environmental Administrator	2	72,571	88,119	103,667	107,286	107,848	108,389	OH	137%	3
Cultural Resources Sec Director	1	76,356	102,747	129,137	105,687	105,687	105,687	TX	134%	4
Natural Resources Specialist 5, MMN	2	76,404	94,446	112,488	99,624	103,380	107,136	OR	131%	4
Transportation Planning Specialist 5	1	76,416	89,616	102,816	102,816	102,816	102,816	WA	131%	4
Transportation Planning Manager 15	1	67,080	84,146	101,212	101,212	101,212	101,212	MI	129%	3
Archaeologist Supervisor	1	46,203	62,211	78,218	94,087	94,087	94,087	NC	119%	2
Chief Cultural Resource Manager	1	61,011	76,181	91,350	91,350	91,350	91,350	NV	116%	4
Public Service Manager 1	1	60,320	83,876	107,432	89,170	89,170	89,170	IA	113%	3
Broad Band Executive	1	47,476	110,136	172,796	88,980	88,980	88,980	IN	113%	3
ALDOT Environmental Specialist Supervisor (Cultural Resources)	1	58,128	73,333	88,538	88,538	88,538	88,538	AL	112%	2
Historic Preservation Manager	1	65,937	83,033	100,128	87,687	87,687	87,687	PA	111%	1
Archeologist II	3	55,356	77,496	99,636	72,432	80,856	86,892	ND	103%	4
Section Head—Cultural Resources	1	79,014	98,374	117,734	80,522	80,522	80,522	AR	102%	2
Associate Environmental Planner (Architectural History)—4642	9	71,520	80,544	89,568	72,347	79,957	81,301	CA	102%	4
Environmentalist IV	1	55,556	67,363	79,170	71,916	71,916	71,916	NH	91%	1
Historic Preservation Manager	1	61,392	72,936	84,480	71,220	71,220	71,220	MO	90%	3
Historian	1	69,989	69,989	69,989	69,989	69,989	69,989	MT	89%	4
Environmental Impact Specialist DCL	1	54,933	75,598	96,262	66,768	66,768	66,768	LA	85%	2
Environmental Project Manager	9	39,983	55,774	71,564	60,000	60,161	62,000	AZ	76%	4
Historic Preservation Coordinator	3	38,770	50,402	62,034	57,200	58,154	60,060	KY	74%	2
Historic Resources Specialist Lead	2	46,865	64,439	82,013	50,872	53,648	56,424	MS	68%	2
Historic Preservationist	1	42,682	50,263	57,845	53,518	53,518	53,518	ME	68%	1
N/A	0							AK		4
N/A	0							CO		4
N/A	0							CT		1
Planner II—III/Archaeologist Included in Environmental Specialist I—IV	0							DE		1
N/A	0							FL		2
N/A	0							GA		2
N/A	0							ID		4
N/A	0							KS		3
Cultural Resources Specialist	0	60,439	72,613	84,787				MA		1
N/A	0							NE		4
N/A	0							NJ		1
N/A	0							NY		1
N/A	0							OK		4
N/A	0							SC		2
N/A	0							SD		4
Transportation Manager 2	0	72,540	94,284	116,028				TN		2
N/A	0							UT		4
N/A	0							WI		3
N/A—included in Our Environmental Resources Series	0							WV		2
Archeology Manager (CRAR12)	0	69,348	88,296	107,244				WY		4
# Incumbents & Averages:	47	61,765	80,220	98,675	83,877	84,887	85,645			
Group Weighted Average:						78,747				
Median:						88,113				

G13. Transportation Planner Senior

Bachelor's Degree generally in a planning discipline such as urban or regional planning or economics planning or equivalent experience. Typically requires four or more years of experience.

Provides multi-modal planning direction and assistance to regional and metropolitan planning organizations as they develop long-range transportation plans, improvement programs, and/or systems management. Ensures compliance with state or Federal standards. Coordinates the work of a planning office with other work units in the organization. Classification is not supervisory, but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Broad Band Executive	1	47,476	110,136	172,796	125,273	125,273	125,273	IN	153%	3
Transportation Supervising Planner	18	91,754	110,082	128,409	98,067	120,928	128,409	CT	147%	1
Transportation Planner 4	15	69,867	88,650	107,432	84,843	103,056	107,432	IA	126%	3
Transportation Planner I	15	73,047	81,169	89,291	75,699	95,911	119,234	AK	117%	4
Planner 4, E and MMN	35	70,824	91,656	112,488	70,824	95,851	109,860	OR	117%	4
Principal Planner, Transportation	3	68,636	83,140	97,644	87,975	94,421	97,644	NJ	115%	1
Senior Transportation Planner—4724	33	84,696	94,968	105,240	76,879	92,292	98,526	CA	112%	4
Transportation Planning Specialist 4	107	69,264	81,198	93,132	72,756	89,943	93,132	WA	110%	4
Planning Program Coordinator Transp	11	63,872	79,292	94,712	68,466	88,844	97,635	MN	108%	3
Planning Program Manager 2	9	55,203	77,352	99,501	84,500	87,825	92,000	AZ	107%	4
Planner V	38	63,104	83,298	103,491	72,000	86,436	99,802	TX	105%	4
Transportation Program Planner III	16	66,482	80,032	93,582	66,482	80,032	93,582	MA	98%	1
Planner, Transp Senior, Programming	1	58,906	75,494	92,082	79,518	79,518	79,518	ID	97%	4
Planning Specialist IV	12	63,864	78,672	93,480	74,400	77,748	88,716	CO	95%	4
Transportation Planner Senior	5	55,327	69,839	84,350	62,530	77,273	84,350	AL	94%	2
Planner IV	1	55,356	77,496	99,636	77,028	77,028	77,028	ND	94%	4
Transportation Planner II	1	48,051	67,241	86,431	75,005	75,005	75,005	NC	91%	2
Transportation Planner 12	19	55,536	67,746	79,955	62,337	74,459	79,955	MI	91%	3
Transportation Planner/Analyst 3	15	58,380	72,850	87,320	53,223	74,245	87,320	NV	90%	4
Planner 3	3	52,998	65,302	77,605	55,307	73,715	82,909	OH	90%	3
Senior Transportation Planner	1	66,794	85,678	104,561	73,398	73,398	73,398	AR	89%	2
Progra, Admin Specialist II	17	46,087	78,595	111,102	61,650	72,678	84,406	VA	89%	2
Transportation Planner Senior	8	70,188	70,188	70,188	70,188	70,188	70,188	MT	86%	4
Transportation Planning Specialist 2	23	57,741	72,714	87,687	58,954	69,503	87,687	PA	85%	1
Senior Planner	1	55,556	67,363	79,170	68,952	68,952	68,952	NH	84%	1
Transportation Manager I	1	40,829	57,841	74,853	67,700	67,700	67,700	OK	83%	4
Planner	1	56,118	65,634	75,150	65,119	65,119	65,119	KS	79%	3
Urban and Regional Planner Advanced	27	49,608	81,869	114,130	56,326	61,922	73,320	WI	75%	3
Transportation Planner III	4	50,920	62,331	73,742	53,265	60,391	77,172	NE	74%	4
Program Specialist III	2	48,421	60,594	72,767	53,641	59,445	65,250	UT	72%	4
Engineering Specialist III (Working Title: Transportation Planner)	2	33,377	80,688	127,999	59,387	59,387	59,387	FL	72%	2
Policy & Planning Analyst (BAPS09)	11	53,148	67,669	82,189	54,477	59,169	63,468	WY	72%	4
Urban Planning Specialist 3	4	40,983	56,352	71,720	51,913	59,005	66,096	GA	72%	2
TDOT Planning Spec—Advanced	7	49,092	63,822	78,552	54,576	57,562	60,180	TN	70%	2
Senior Planner	3	44,866	52,894	60,923	51,355	56,957	60,923	ME	69%	1
DOTD Program Specialist 5	2	51,917	77,044	102,170	53,997	55,078	56,160	LA	67%	2
Senior Transportation Planner	13	49,056	58,212	67,368	51,060	53,814	60,276	MO	66%	3
Planner I-IV	17				36,639	52,805	66,292	DE	64%	1
DOT—Transportation Planner Manager	1	46,165	62,602	79,039	49,328	49,328	49,328	MS	60%	2
Previously recorded as Transportation Engineer Specialist	0							KY		2
N/A	0							NY		1
Program Manager I	0	49,594	70,675	91,755				SC		2
N/A	0							SD		4
N/A	0							WV		2

Incumbents & Averages: 503 57,259 75,086 92,914 67,052 75,441 81,862

Group Weighted Average: 82,041

Median: 73,715

G14. Land Surveyor Senior

Professional Land Surveyor License plus typically requires two to five years of experience.

Performs, directs, and approves the products of professional land survey work and may coordinate the activities of other surveyors. As a professional, certifies and seals acquisition plats and legal descriptions, researches documents to verify accuracy of land perimeters, resolves survey conflicts, and directs the processing of survey project data. Classification may be lead worker or supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Senior Transportation Surveyor (Caltrans)—3031	67	117,192	131,934	146,676	109,817	133,796	139,005	CA	147%	4
Land Surveyor II	3	83,304	91,000	98,696	101,462	111,294	121,930	AK	122%	4
Prof Land Surveyor 2, E	10	74,340	94,842	115,344	94,884	107,879	115,344	OR	119%	4
Surveyor 4	13	72,571	88,119	103,667	76,648	100,568	110,926	OH	111%	3
Staff Land Surveyor	1	86,112	105,451	124,790	97,526	97,526	97,526	AR	107%	2
Professional Land Surveyor 2	3	69,739	87,320	104,901	91,517	95,978	104,901	NV	106%	4
Land Surveyor Senior	26	65,459	80,973	96,486	79,511	94,190	96,486	MN	104%	3
Senior Land Surveyor	12	77,187	87,318	97,448	77,187	92,402	97,448	NY	102%	1
Civil Engineering Manager 1	4	72,540	94,284	116,028	91,020	91,020	91,020	TN	100%	2
Land Surveyor Senior	7	60,320	76,794	93,267	81,432	90,204	93,267	IA	99%	3
Civil Engineer III—Surveyor	3	70,340	84,840	99,339	68,116	81,999	95,882	MA	90%	1
Land Surveyor III	8	55,184	72,789	90,393	72,789	81,962	89,599	TX	90%	4
Surveyor 2	11	57,741	72,714	87,687	63,042	81,314	87,687	PA	89%	1
Engineer/Engineering Associate III	8	49,594	70,675	91,755	73,723	80,221	84,022	SC	88%	2
(3) Land Surveyor Licensed 12; (1) Land Surveyor Licensed Specialist 13	4	53,518	69,545	85,571	78,935	80,189	85,571	MI	88%	3
Broad Band Executive	1	47,476	110,136	172,796	79,798	79,798	79,798	IN	88%	3
Engineer Chief Surveyor	4	50,891	71,191	91,490	77,264	78,926	81,113	AZ	87%	4
Surveyor IV	2	55,356	77,496	99,636	71,580	78,312	85,044	ND	86%	4
Land Surveyor II	2	58,885	68,911	78,936	73,544	76,078	78,613	KS	84%	3
Professional Land Surveyor I	14	61,176	75,366	89,556	67,476	75,504	82,548	CO	83%	4
Surveyor 4	3	62,899	86,559	110,219	64,792	72,877	79,685	LA	80%	2
Engineering Technician IV	15	46,087	78,595	111,102	59,783	72,852	80,433	VA	80%	2
Senior Surveyor	6	71,521	73,099	74,677	71,521	72,047	74,677	MT	79%	4
Professional Land Surveyor Supvr I and II	27	43,226	93,960	144,694	52,418	70,920	80,367	FL	78%	2
Licensed Land Surveyor	2	55,556	67,363	79,170	65,949	70,542	75,134	NH	78%	1
Supervisory Professional Land Surveyor	6	66,789	69,493	72,197	66,789	70,394	72,197	ME	77%	1
Professional Land Surveyor (LRSU10)	4	58,078	73,945	89,812	67,035	68,845	70,005	WY	76%	4
Professional Land Surveyor II	6	45,321	64,205	83,088	68,100	68,100	68,100	OK	75%	4
Surveyor Advanced	13	49,608	81,869	114,130	59,634	63,294	65,478	WI	70%	3
Land Surveyor	2	47,126	60,938	74,750	60,907	63,068	65,229	UT	69%	4
Highway Registered Land Surveyor	4	50,920	61,300	71,679	55,126	63,020	68,108	NE	69%	4
District Land Survey Manager	6	57,024	67,662	78,300	59,160	61,248	66,108	MO	67%	3
Land Surveyor	5	52,125	66,779	81,432	53,123	61,140	72,384	ID	67%	4
Land Surveyor	3	44,223	59,696	75,168	60,782	60,782	60,782	SD	67%	4
DOT—Surveyor III	6	54,733	75,258	95,783	58,676	60,173	61,919	MS	66%	2
N/A	0							AL		2
N/A	0							CT		1
N/A	0							DE		1
N/A	0							GA		2
N/A	0							KY		2
N/A	0							NC		2
Same as G2(2)	0							NJ		1
N/A	0							WA		4
N/A—included in Transportation Engineering Technician Series	0							WV		2
# Incumbents & Averages:	311	61,262	79,783	98,305	72,888	80,242	85,095			
Group Weighted Average:						90,872				
Median:						78,312				

G15. Right of Way—3 Classes (Note: Both classes 1 and 2 are senior level.)

G15(1). Right of Way Agent Senior

Bachelor's Degree or equivalent experience. Typically requires four or more years of experience.

At an advanced level, works in real property appraisal, real property rights acquisition, relocation assistance, and property management. Performs functions on complex and special client projects in negotiations, relocation assistance, and property management. Classification is not supervisory, but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Supervising Property Agent	7	83,216	101,369	119,522	83,216	99,483	119,522	CT	145%	1
Reality Spec 4, Transportation	7	75,243	91,234	107,224	78,797	97,071	107,224	NJ	141%	1
Right of Way Agent 2, E	27	64,260	81,942	99,624	74,340	91,579	99,624	OR	133%	4
Real Estate Specialist IV	7	63,864	78,672	93,480	77,868	78,588	80,520	CO	114%	4
Associate Right of Way Agent—4965, Senior Right of Way Agent (E48)—4962	311	71,520	88,380	105,240	61,521	78,541	98,526	CA	114%	4
Real Estate Representative Senior	8	51,949	64,112	76,275	76,275	76,275	76,275	MN	111%	3
Right of Way Agent III	19	58,391	71,829	85,267	61,982	75,743	89,505	MA	110%	1
Right of Way Agent 3	9	54,746	69,035	83,325	62,712	75,238	83,325	IA	109%	3
Right-of-Way Agent III	15	59,631	66,339	73,047	63,882	72,700	87,243	AK	106%	4
Right-of-Way Agent 3	6	53,599	66,660	79,720	55,603	71,719	79,720	NV	104%	4
Propery Analyst 12	11	50,627	62,327	74,027	64,730	71,490	74,027	MI	104%	3
Supervisor IV	2	50,954	61,435	71,916	68,952	70,434	71,916	NH	102%	1
Property and Acquisition Specialist 4	8	55,524	65,970	76,416	55,524	69,855	70,956	WA	102%	4
Land Acq Property Management Agent III	18	46,087	78,595	111,102	59,868	69,058	81,328	VA	100%	2
Real Property Agent II	21	42,780	57,602	72,424	66,685	67,086	69,700	NC	98%	2
Senior Right-of-Way Agent	4	58,906	75,494	92,082	61,693	66,763	71,490	ID	97%	4
ROW Agent V	20	48,278	63,616	78,953	54,119	65,667	77,395	TX	95%	4
Realty Officer III	3	55,356	77,496	99,636	60,600	65,332	69,384	ND	95%	4
Right of Way Supervisor	3	50,320	67,129	83,937	58,777	65,320	68,779	SD	95%	4
Real Estate Specialist 1	72	56,604	64,292	71,980	42,986	64,805	75,785	NY	94%	1
Right of Way Specialist	5	64,294	64,294	64,294	64,294	64,294	64,294	MT	93%	4
Realty Specialist 3	11	48,443	56,233	64,022	52,998	63,939	68,869	OH	93%	3
Right of Way Agent III	4	44,641	59,696	74,750	59,717	63,846	73,351	UT	93%	4
Senior Right of Way Specialist	17	45,533	57,274	69,014	55,327	63,390	69,014	AL	92%	2
Lands Mgmt Prog Analyst (LRLM09)	5	53,149	67,669	82,189	59,040	61,637	64,908	WY	90%	4
Right of Way Agent 3	11	36,814	51,321	65,828	60,629	61,035	61,700	AZ	89%	4
Right of Way Appraiser II	3	46,446	54,756	63,066	55,723	60,618	63,066	ME	88%	1
General Real Estate Appraiser	11	50,543	63,707	76,871	50,543	55,559	64,470	PA	81%	1
Right of Way Specialist 3	23	32,971	45,335	57,699	55,539	55,539	55,539	GA	81%	2
Transportation Specialist V	1	33,440	47,374	61,307	54,800	54,800	54,800	OK	80%	4
Right-of-Way Unit Leader	22	38,770	50,402	62,034	50,000	54,657	62,034	KY	79%	2
Right of Way Agent IV	4	51,755	64,694	77,633	51,755	54,232	57,670	DE	79%	1
Right of Way Specialist III	32	36,382	79,083	121,785	46,551	53,780	57,589	FL	78%	2
TDOT ROW Agent—Senior	7	49,092	63,822	78,552	50,676	53,673	65,808	TN	78%	2
Right of Way Agent 4	17	45,344	67,299	89,253	47,320	53,155	72,342	LA	77%	2
Senior Right of Way Specialist	17	49,056	58,212	67,368	49,056	53,064	59,167	MO	77%	3
Real Estate Specialist Senior	15	49,608	81,869	114,130	49,608	53,040	55,973	WI	77%	3
Highway Appraiser	2	41,600	52,800	64,000	49,214	51,832	54,450	WV	75%	2
Right of Way Property Appraiser I	14	37,981	44,450	50,918	37,981	51,084	66,593	KS	74%	3
Hwy Right of Way Agent II	12	44,059	53,934	63,808	44,059	46,681	53,125	NE	68%	4
Right of Way Agent II	12	33,494	47,735	61,975	36,506	41,369	57,515	SC	60%	2
DOT—Right of Way Agent Advanced	4	33,995	46,744	59,492	36,259	38,214	40,405	MS	56%	2
Prog Director 2	18	35,568	49,413	63,258	35,568	37,216	42,320	IN	54%	3
Lead Right of Way Acquisition Agent	0	56,654	74,632	92,609				AR		2
# Incumbents & Averages:	845	50,261	64,915	79,569	56,821	63,707	70,634			
Group Weighted Average:						68,789				
Median:						63,939				

G15(2). Right of Way Appraiser Senior

Bachelor's Degree or equivalent experience. Typically requires four or more years of experience. May require licensure.

At an advanced level, reviews residential real estate, commercial real estate, industrial real estate, personal property, and natural resource data from court house records, property owners, and real estate agencies for use in making preliminary estimates of value. Classification is not supervisory but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Real Estate Appraiser 3	1	78,797	95,585	112,373	101,181	101,181	101,181	NJ	139%	1
Property Agent 2	22	75,612	92,317	109,022	75,612	95,903	109,022	CT	132%	1
UDOT Certified General Appraiser	2	53,996	68,675	83,353	88,030	90,494	92,956	UT	125%	4
Right-of-Way Review Appraiser I	1	73,047	81,169	89,291	86,444	86,444	86,444	AK	119%	4
Property & Acquisition Specialist 6	15	64,332	75,408	86,484	80,292	84,682	86,484	WA	117%	4
Real Property Appraiser II	16	48,051	67,241	86,431	84,006	84,006	84,006	NC	116%	2
Right of Way Agent 3	2	54,746	69,035	83,325	83,325	83,325	83,325	IA	115%	3
Real Estate Specialist	8	59,466	73,832	88,197	76,275	82,768	88,197	MN	114%	3
Real Estate Specialist 2	34	73,284	82,989	92,693	73,284	82,271	92,693	NY	113%	1
Reviewing Appraiser	3	66,794	85,678	104,561	80,262	81,267	83,200	AR	112%	2
Appraiser II	7	63,864	78,672	93,480	79,440	81,048	89,784	CO	112%	4
Realty Officer IV	5	55,356	77,496	99,636	64,308	79,970	96,936	ND	110%	4
Review Appraiser	2	55,958	69,677	83,395	72,745	78,070	83,394	NV	107%	4
Review Appraiser (LRRP10)	1	58,068	73,940	89,812	77,763	77,763	77,763	WY	107%	4
Right of Way Agent III (Appraisal Division)	6	58,391	71,829	85,267	61,982	75,743	89,505	MA	104%	1
Right of Way Appraiser III	3	56,826	67,402	77,979	68,786	74,915	77,979	ME	103%	1
Property Analyst 12	4	50,627	62,327	74,027	74,027	74,027	74,027	MI	102%	3
Real Estate Appraiser Reviewer	7	57,741	72,714	87,687	65,937	73,235	80,313	PA	101%	1
Right of Way Appraisal Senior	4	40,983	56,352	71,720	71,691	71,691	71,691	GA	99%	2
Senior Real Property Valuation Analyst	8	45,533	60,949	76,366	61,025	70,819	76,366	AL	97%	2
Highway Appraiser Senior	1	44,200	56,100	68,000	67,370	67,370	67,370	WV	93%	2
Right of Way Specialist (Appraiser)	5	67,350	67,350	67,350	67,350	67,350	67,350	MT	93%	4
Right-of-Way Prog Spec II	11	42,647	55,440	68,234	60,375	65,680	77,109	KY	90%	2
Right of Way Appraiser	28	36,382	79,083	121,785	49,272	62,464	73,435	FL	86%	2
Property Appraiser 4	1	43,240	60,355	77,469	61,776	61,776	61,776	AZ	85%	4
Right of Way Supvr	2	60,470	73,584	86,697	60,470	60,470	60,470	NH	83%	1
Certified Appraiser	8	52,020	61,620	71,220	53,952	60,107	66,114	MO	83%	3
Right of Way Property Appraiser Supvr	6	46,093	53,966	61,838	52,104	58,600	66,593	KS	81%	3
State Appraiser II	4	40,759	58,086	75,413	47,631	58,260	70,238	SC	80%	2
Right of Way Appraiser 4	1	45,344	67,299	89,253	57,013	57,013	57,013	LA	78%	2
Right-of-Way Appraiser 3	6	44,520	57,888	71,256	54,396	56,232	59,436	TN	77%	2
Transp Spec V	2	33,440	47,374	61,307	54,800	54,800	54,800	OK	75%	4
Senior Right of Way Specialist	10	44,223	59,696	75,168	50,822	53,311	59,111	SD	73%	4
Program Director 1	10	37,778	54,626	71,474	37,778	49,574	64,974	IN	68%	3
Right of Way Agent III	10	42,242	52,803	63,364	44,458	46,408	49,472	DE	64%	1
Appraiser II	1	44,059	53,934	63,808	46,107	46,107	46,107	NE	63%	4
N/A	0							CA		4
N/A	0							ID		4
N/A	0							MS		2
See G15(1)	0							OH		3
N/A	0							OR		4
ROW Appraiser III	0	48,278	63,616	78,953				TX		4
N/A	0							VA		2
N/A	0							WI		3
# Incumbents & Averages:	257	53,095	67,732	82,370	66,447	70,976	75,740			
Group Weighted Average:						72,653				
Median:						72,463				

G15(3). Right of Way Director

Bachelor's Degree or equivalent experience. Typically requires a minimum of seven years of experience.

This is generally a single incumbent position. Top administrator associated in managing/supervising the activities of the Right of Way Division within the Department of Transportation. Classification is supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Director Right of Way Division	1	135,269	182,022	228,775	180,000	180,000	180,000	TX	162%	4
General Admin Manager III	1	78,659	129,942	181,224	142,758	142,758	142,758	VA	128%	2
Real Estate Officer 3	1	109,956	124,360	138,763	138,763	138,763	138,763	NY	125%	1
Director, Right-of-Way and Access Management (SES)	1	138,000	138,000	138,000	138,000	138,000	138,000	NJ	124%	1
Transportation Rights of Way Director	1	113,691	134,352	155,012	131,843	131,843	131,843	CT	119%	1
State Division Administrator 17	1	95,730	112,936	130,142	130,142	130,142	130,142	MI	117%	3
Public Service Executive	1	99,133	120,068	141,003	128,627	128,627	128,627	IA	116%	3
Right of Way Director (Administrator IX)	1	52,700	102,687	152,673	106,362	128,610	150,858	MA	116%	1
Program Manager III	1	73,421	104,632	135,842	125,873	125,873	125,873	SC	113%	2
Director, Office of Right of Way	1	47,316	143,197	239,077	125,000	125,000	125,000	FL	113%	2
Principal Executive Manager F, MESN	1	84,120	107,118	130,116	124,068	124,068	124,068	OR	112%	4
Division Head—Right of Way	1	123,396	129,691	135,986	123,396	123,396	123,396	AR	111%	2
Right of Way Bureau Chief	1	90,763	114,528	138,293	122,160	122,160	122,160	AL	110%	2
Real Property Mgr II	1	65,373	91,481	117,589	120,130	120,130	120,130	NC	108%	2
Right of Way Director	1	75,508	103,824	132,140	119,550	119,550	119,550	GA	108%	2
Broad Band Executive	1	47,476	110,136	172,796	117,522	117,522	117,522	IN	106%	3
Program Management III	1	91,704	120,162	148,620	116,580	116,580	116,580	CO	105%	4
Hwy Administration Program Manager 1	1	75,189	94,749	114,309	114,309	114,309	114,309	PA	103%	1
Engineer VII	1	92,111	115,139	138,166	114,229	114,229	114,229	NE	103%	4
TDOT Director	1	80,544	112,758	144,972	112,332	112,332	112,332	TN	101%	2
Dir, Right-of-Way and Prop Development— UDOT	1	70,825	91,559	112,292	112,292	112,293	112,293	UT	101%	4
Right-of-Way Agent VI	2	89,045	97,406	105,768	106,662	110,666	114,670	AK	100%	4
Real Estate Administrator 3	1	80,018	97,199	114,379	109,762	109,762	109,762	OH	99%	3
Real Estate Services Prog Administrator	1	102,348	116,808	131,268	109,296	109,296	109,296	WA	98%	4
SR Division Administrator	1	70,871	99,733	128,595	108,000	108,000	108,000	AZ	97%	4
Chief ROW Engineering and Real Estate (SMV Engineer)	1				105,646	105,646	105,646	DE	95%	1
Transportation Manager IV	1	57,358	81,257	105,156	105,600	105,600	105,600	OK	95%	4
Right of Way Administrator	1	72,821	108,067	143,312	100,776	100,776	100,776	LA	91%	2
Land Mgmt Prog Manager II (LRLM13)	1	82,814	105,438	128,062	98,804	98,804	98,804	WY	89%	4
Right of Way Bureau Chief	1	96,071	96,071	96,071	96,071	96,071	96,071	MT	86%	4
Real Estate Spec Supervisor	5	65,083	79,637	94,190	94,190	94,190	94,190	MN	85%	3
Transp Bureau Administrator	1	80,642	97,469	114,296	92,476	92,476	92,476	NH	83%	1
Right of Way Section Manager	1	66,516	93,120	119,724	89,508	89,508	89,508	ND	81%	4
Chief, Right-of-Way	1	76,170	95,631	115,091	87,382	87,382	87,382	NV	79%	4
DOT-Special Projects Admor	1	67,040	92,180	117,320	83,800	83,800	83,800	MS	75%	2
Assistant to the State Design Engr—Right of Way	1	78,300	93,348	108,396	81,300	81,300	81,300	MO	73%	3
Manager/Administrator	1	79,716	79,716	79,716	79,716	79,716	79,716	KS	72%	3
Program Manager, ROW	1	65,104	83,398	101,691	71,115	71,115	71,115	ID	64%	4
Career Executive Assignment (Range B)—7500	0	89,304	146,268	203,232				CA		4
Previously recorded as Executive Dir	0							KY		2
N/A	0							ME		1
N/A	0							SD		4
N/A	0							WI		3
See A2	0							WV		2
# Incumbents & Averages:	43	83,161	109,107	135,054	112,212	112,902	113,593			
Group Weighted Average:						111,110				
Median:						113,281				

G16. Outdoor Advertising Manager

Bachelor's Degree or equivalent experience. Typically requires four or more years of experience.

This is generally a single incumbent position. Supervises the department's outdoor advertising, junkyard, and logo programs. Typically reports to a division director/office director or assistant director. Classification may be lead worker or supervisory.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
DT AZ <i>Highways Magazine</i> Publisher	1	83,922	118,375	152,827	135,000	135,000	135,000	AZ	163%	4
Traffic Program Development and Performance Manager	1	97,584	111,342	125,100	125,100	125,100	125,100	WA	151%	4
Section Chief	2	86,443	104,954	123,464	123,464	123,464	123,464	NJ	149%	1
Outdoor Advertising Compl Sec Director	1	76,356	102,747	129,137	115,500	115,500	115,500	TX	139%	4
Public Service Manager 1	1	60,320	83,876	107,432	107,432	107,432	107,432	IA	129%	3
Program Manager II	1	60,344	85,995	111,646	104,930	104,930	104,930	SC	126%	2
Project Manager 1	1	72,571	88,119	103,667	104,083	104,083	104,083	OH	125%	3
Program Management II	1	86,688	109,062	131,436	99,192	99,192	99,192	CO	120%	4
Director of Outdoor Advertising (Administrator V)	1	38,067	73,620	109,174	75,000	92,087	109,174	MA	111%	1
Landscape Architect Senior	6	66,190	80,451	94,712	84,794	91,976	94,712	MN	111%	3
Staff Services Manager II—4801	1	80,664	90,444	100,224	90,973	90,973	90,973	CA	110%	4
Operations & Policy Analyst 3, E	1	64,260	81,942	99,624	90,348	90,348	90,348	OR	109%	4
Transportation Manager 2	1	72,540	94,284	116,028	87,372	87,372	87,372	TN	105%	2
Program Admin Specialist III	1	60,209	100,856	141,502	81,717	81,717	81,717	VA	98%	2
Lands Mgmt Prog Supvr (LRLM10)	1	58,078	73,945	89,812	79,681	79,681	79,681	WY	96%	4
Right-of-Way Administrator 2	1	65,937	83,033	100,128	78,612	78,612	78,612	PA	95%	1
Supervisor 2, Associate Engineer	28	58,380	72,850	87,320	53,223	77,034	87,320	NV	93%	4
Transportation Manager II	1	45,321	64,205	83,088	75,600	75,600	75,600	OK	91%	4
DOTD Program Specialist 5	1	51,917	77,044	102,170	74,339	74,339	74,339	LA	90%	2
Highway Relocation Supervisor	1	51,676	64,595	77,513	68,931	68,931	68,931	NE	83%	4
Outdoor Advertising Manager	1	46,311	63,678	81,044	68,000	68,000	68,000	GA	82%	2
Engineering Specialist II	1	46,203	62,211	78,218	65,190	65,190	65,190	NC	79%	2
Outdoor Advertising Manager	1	57,024	67,662	78,300	59,160	59,160	59,160	MO	71%	3
DOT—Administrator I	1	53,402	73,428	93,454	57,809	57,809	57,809	MS	70%	2
EPST V (Blanket Starting Salaries) (Roadside Control Supervises Investigator I's)	1	45,202	56,503	67,804	56,534	56,534	56,534	DE	68%	1
Right of Way Supvr (Working Title: Supvr, Regulatory Field Operations)	1	36,382	79,083	121,785	56,000	56,000	56,000	FL	67%	2
Supervisor II	1	43,115	51,793	60,470	50,700	50,700	50,700	NH	61%	1
N/A	0							AK		4
N/A	0							AL		2
N/A	0							AR		2
N/A	0							CT		1
N/A	0							ID		4
N/A	0							IN		3
N/A	0							KS		3
N/A	0							KY		2
N/A	0							ME		1
N/A	0							MI		3
Right of Way Outdoor Advertising	0							MT		4
N/A	0							ND		4
N/A	0							NY		1
N/A	0							SD		4
N/A	0							UT		4
N/A	0							WI		3
N/A	0							WV		2

Incumbents & Averages: 60 61,671 82,077 102,484 84,025 85,806 86,921

Group Weighted Average: 83,000

Median: 81,717

G17. Contract Specialist Senior

Bachelor's degree generally in business administration-related fields or equivalent experience. Typically requires four or more years of experience. Performs advanced (senior-level) contract management work. Work involves developing, analyzing/evaluating, and/or monitoring compliance of contracts. Incumbent may be responsible for training of less experienced staff. Classification is not supervisory, but may serve as lead worker.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Fiscal Administrative Manager 1	8	96,713	114,293	131,873	104,657	125,944	131,873	CT	174%	1
Project Manager 2	1	80,018	97,199	114,379	122,387	122,387	122,387	OH	170%	3
Consultant Coordinator	1	79,014	98,374	117,734	91,416	91,416	91,416	AR	127%	2
ASO 3	1	70,871	99,733	128,595	90,000	90,000	90,000	AZ	125%	4
State Program Admin Coordinator	55	66,190	82,309	98,428	68,466	89,116	98,428	MN	123%	3
Contract Specialist III	4	56,309	68,869	81,429	81,429	87,743	94,057	MA	122%	1
Broad Band Executive	1	47,476	110,136	172,796	84,397	84,397	84,397	IN	117%	3
Procurement and Contract Specialist 3, E, OAO	34	60,672	77,766	94,860	66,708	83,676	94,860	OR	116%	4
Contracts Specialist 3	2	59,688	69,990	80,292	78,408	79,350	80,292	WA	110%	4
Contract Administrator 1	2	59,861	72,389	84,917	73,781	79,349	84,917	NJ	110%	1
Program Admin Specialist II	19	46,087	78,595	111,102	64,072	75,839	103,080	VA	105%	2
Departmental Analyst 12	4	50,627	62,327	74,027	74,027	74,027	74,027	MI	103%	3
Contract Administration Section Supvr	1	73,665	73,665	73,665	73,665	73,665	73,665	MT	102%	4
Contract Administrator IV	14	63,864	78,672	93,480	65,508	71,364	88,992	CO	99%	4
DOT Contract Manager	1	55,375	69,219	83,063	69,956	69,956	69,956	DE	97%	1
Contract Compliance Manager	1	61,011	76,181	91,350	69,551	69,551	69,551	NV	96%	4
Admin Programs Officer IV	6	50,759	71,908	93,057	68,600	69,515	74,088	OK	96%	4
Contract Specialist VII	63	48,278	63,616	78,953	60,000	69,411	77,760	TX	96%	4
Procurement Manager II	1	49,594	70,675	91,755	66,300	66,300	66,300	SC	92%	2
Administrative Officer 3	1	57,741	72,714	87,687	65,937	65,937	65,937	PA	91%	1
Attorney II	1	56,118	65,634	75,150	65,000	65,000	65,000	KS	90%	3
DOT—Administrator II	1	60,902	83,741	106,579	64,587	64,587	64,587	MS	89%	2
Contract Management Spec	26	56,604	64,292	71,980	42,986	62,117	71,980	NY	86%	1
Contracts/Grants Reviewer 4	2	39,603	58,781	77,958	55,578	61,766	67,954	LA	86%	2
Administrative Officer II	1	39,611	53,336	67,060	60,881	60,881	60,881	NC	84%	2
Transportation Program Supervisor	1	51,552	67,008	82,464	59,172	59,172	59,172	TN	82%	2
Grants/Contracts Officer	14	52,125	66,779	81,432	52,125	54,991	61,360	ID	76%	4
Engineering Specialist IV (Working Title: Contract Support Specialist II)	19	33,377	80,688	127,999	47,963	54,419	83,000	FL	75%	2
Contracts Specialist Senior	9	38,106	62,837	87,568	45,614	50,294	55,203	WI	70%	3
Contract/Grant Specialist	11	38,771	45,656	52,541	44,408	49,790	52,541	ME	69%	1
Grants & Contract Admin Specialist II (BAGC08)	2	44,508	56,664	68,820	49,200	49,200	49,200	WY	68%	4
Contract Monitoring Specialist	1	49,056	58,212	67,368	49,056	49,056	49,056	MO	68%	3
Contract Specialist 2	11	32,971	45,335	57,699	44,476	46,350	48,223	GA	64%	2
Highway Contracts Technician II	4	39,193	47,512	55,831	39,193	45,288	50,862	NE	63%	4
N/A	0							AK		4
N/A	0							AL		2
N/A	0							CA		4
N/A	0							IA		3
N/A	0							KY		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							SD		4
N/A	0							UT		4
See Hwy Business Operations series	0							WV		2
# Incumbents & Averages:	323	54,891	72,503	90,114	66,456	70,937	75,735			
Group Weighted Average:						72,176				
Median:						69,463				

G18. CADD Specialist Senior

Typically requires an Associate's degree or two years of post-secondary education in CADD, engineering, mathematics, or related field. Typically requires five or more years of experience.

Performs advanced-level CADD tasks, as well as providing support and guidance to other professional and/or technical design staff.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transportation Tech 3	1	64,022	78,988	93,954	100,360	100,360	100,360	OH	144%	3
Civil Engineering Specialist 3, E	1	64,260	81,942	99,624	94,884	94,884	94,884	OR	136%	4
Principal Engr, Structural Bridge Design	5	68,636	83,140	97,644	91,198	93,776	97,644	NJ	134%	1
Drafter 2 (Highway)	1	63,899	73,036	82,173	82,173	82,173	82,173	CT	118%	1
Engineering Specialist	199	56,084	69,489	82,894	68,152	80,680	89,533	MN	116%	3
Senior Highway Designer	3	57,741	72,714	87,687	65,937	77,295	83,932	PA	111%	1
IT Consultant II	1	49,594	70,675	91,755	76,621	76,621	76,621	SC	110%	2
Prof Engineer II (Working Title: CADD Applications Engineer)	2	39,656	79,462	119,267	67,959	71,836	75,713	FL	103%	2
Computer Systems Analyst CADD Spec	1	69,720	69,720	69,720	69,720	69,720	69,720	MT	100%	4
Operations Analyst	1	46,561	61,313	76,065	68,633	68,633	68,633	NC	98%	2
Engineering Technician DCL	9	47,986	66,030	84,074	50,107	65,125	79,851	LA	93%	2
Technical Support Specialist II	2	52,534	66,827	81,119	61,262	62,014	62,765	UT	89%	4
Transp Engr Specialist	4	43,240	60,355	77,469	57,689	59,586	61,801	AZ	85%	4
Drafting Technician III	12	48,185	53,908	59,631	48,185	58,806	73,535	AK	84%	4
CADD Specialist V	31	33,440	47,374	61,307	57,300	57,300	57,300	OK	82%	4
Design Technician V	34	39,521	51,985	64,449	43,714	53,941	64,449	TX	77%	4
Senior CADD Support Specialist	1	49,056	58,212	67,368	52,020	52,020	52,020	MO	75%	3
CADD Supervisor 1	6	44,520	57,888	71,256	49,980	51,840	57,012	TN	74%	2
Senior Drafting Technician	12	42,986	48,997	55,008	42,986	50,548	55,008	NY	72%	1
Engineering Drafter 3	2	43,347	53,547	63,747	43,346	47,136	50,926	NV	68%	4
CAD Tech	15	35,266	43,002	50,738	40,653	43,110	44,850	SD	62%	4
Highway Design Tech III	4	38,124	46,670	55,216	38,124	41,546	46,270	NE	60%	4
Design Specialist I (TNDE06)	1	37,272	47,454	57,636	40,296	40,296	40,296	WY	58%	4
Engineering Assistant 4	9	28,080	43,875	59,670	28,080	36,572	52,225	IN	52%	3
N/A	0							AL		2
N/A	0							AR		2
N/A	0							CA		4
N/A	0							CO		4
N/A	0							DE		1
N/A	0							GA		2
N/A	0							IA		3
N/A	0							ID		4
Engineering Tech Senior	0	37,981	44,450	50,918				KS		3
Previously recorded as Transportation Engineering Technologist III	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MS		2
N/A	0							ND		4
N/A	0							NH		1
N/A	0							VA		2
N/A	0							WA		4
CADD Specialist Senior	0	38,106	62,837	87,568				WI		3
N/A	0							WV		2
# Incumbents & Averages:	357	47,685	61,303	74,921	59,974	63,992	68,230			
Group Weighted Average:						69,756				
Median:						60,800				

M. MAINTENANCE CLASSIFICATIONS

M1. Highway Maintenance Series—Series of 5

M1(1). Highway Maintenance Worker Entry (1st in series)

Typically requires graduation from high school or G.E.D. or equivalent experience. Must possess a valid driver license and a Class A Commercial Driver License.

Under close supervision, performs routine equipment operations and physical labor activities in order to maintain primary and/or secondary highways. Operates equipment such as dump trucks, front-end loaders, tractors, motor graders, high-reach excavators, and other support equipment such as air compressors, oil distributors, and pneumatic tools.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Equipment Operator, Sub-Journey II	9	40,392	44,186	47,981	46,736	51,385	57,691	AK	146%	4
Highway Maintenance Worker I	6	41,982	48,833	55,683	44,193	49,085	53,978	MA	140%	1
Highway Tech Associate	553	37,149	45,770	54,392	37,149	47,534	54,392	IA	135%	3
Maintenance Technician II	85	46,481	46,481	46,481	46,481	46,481	46,481	MT	132%	4
Transp Maintenance Spec 1, OAO	22	35,340	43,992	52,644	35,880	46,028	52,644	OR	131%	4
Hwy Maintenance Worker 1	60	39,528	43,686	47,844	39,528	45,889	47,844	WA	131%	4
Transportation Technician I	29	27,816	38,940	50,064	41,016	44,401	47,940	ND	126%	4
Transportation Maintainer 1	145	42,778	49,389	56,000	41,331	42,929	56,000	CT	122%	1
Caltrans Highway Maintenance Worker—6287, Caltrans Highway Landscape Maintenance Wkr—6297	1042	40,752	43,602	46,452	36,991	42,123	42,165	CA	120%	4
Transportation Maintenance Wkr 6	26	36,192	41,101	46,009	36,920	41,596	46,009	MI	118%	3
Transportation Associate	81	40,674	41,311	41,948	40,674	41,092	41,948	MN	117%	3
Highway Technician 1	639	37,544	39,510	41,475	37,544	40,310	45,240	OH	115%	3
Transportation Worker I	1363	25,486	32,968	40,450	36,204	39,242	45,740	NC	112%	2
Highway Maintenance Worker	258	35,266	43,002	50,738	35,266	37,971	45,852	SD	108%	4
Highway Maintenance Tech (TNHM05)	293	34,110	43,429	52,748	36,005	37,897	43,575	WY	108%	4
Highway Operations Trainee (HOT)	43	34,491	35,285	36,080	34,491	36,266	47,285	NJ	103%	1
Highway Operations Tech 1	93	29,008	40,524	52,040	35,999	36,021	37,248	AZ	103%	4
LTC Trainee V	1	28,788	34,860	40,932	35,508	35,628	35,628	CO	101%	4
Highway Technician Assistant II	222	30,000	33,677	37,355	30,062	35,205	57,645	KY	100%	2
Highway Maintenance Worker	63	33,904	40,456	47,008	33,904	34,489	47,484	NE	98%	4
Transportation Technician I	131	27,374	35,423	43,472	32,343	34,210	43,472	UT	97%	4
Highway Maintainer II	260	31,096	36,723	42,349	31,096	34,171	42,349	NH	97%	1
TDOT Operations Technician	978	27,324	35,532	43,740	31,236	33,715	43,152	TN	96%	2
Transportation Equipment Operator A	459	30,787	38,025	45,262	29,888	33,145	45,262	PA	94%	1
Transportation Worker I	368	27,872	31,897	35,922	29,890	32,726	35,922	ME	93%	1
General Transportation Technician I	192	26,332	33,844	41,355	28,200	32,718	36,760	TX	93%	4
Mobile Equipment Operator 2	96	25,896	36,171	46,446	28,350	32,080	46,446	LA	91%	2
Maintenance Worker	604	30,684	35,538	40,392	30,684	31,480	32,856	MO	90%	3
Transportation Operator II	5	22,597	41,562	60,526	31,000	31,458	32,144	VA	90%	2
Transportation Worker 1 Laborer	207	24,771	26,092	27,413	24,771	30,976	37,480	WV	88%	2
Equipment Operator	487	26,998	31,585	36,171	28,350	30,736	42,931	KS	87%	3
Transp Equipment Operator I	48	21,720	28,166	34,611	28,667	30,637	33,109	OK	87%	4
Transportation Technician Apprentice	32	27,186	34,820	42,453	30,368	30,508	34,840	ID	87%	4
Highway Technician 3	700	31,200	39,247	47,294	21,944	30,409	47,294	IN	87%	3
Equipment Operator I (SMV & Blanket Starting Salary)	32	23,693	31,591	39,488	28,531	28,531	28,531	DE	81%	1
Highway Maintenance Technician II	55	18,259	36,587	54,915	24,329	27,521	35,740	FL	78%	2
Maintenance Aide I	289	27,040	36,694	46,348	27,040	27,166	34,892	AR	77%	2
Transportation Maintenance Tech I	258	25,207	31,771	38,335	25,207	26,697	38,335	AL	76%	2
Hwy Mtce Wkr I (General Laborer)	323	18,593	26,498	34,402	25,459	26,474	31,741	SC	75%	2
Equipment Operator 1	348	16,919	22,418	27,917	20,782	20,990	21,198	GA	60%	2
DOT—Maintenance Tech I	177	19,686	27,068	34,450	19,686	19,937	27,051	MS	57%	2
N/A	0							NV		4
N/A	0							NY		1
N/A	0							WI		3

Incumbents & Averages: 11,082 30,461 37,274 44,087 32,676 35,558 42,056

Group Weighted Average: 35,142

Median: 34,210

M1(2). Highway Maintenance Worker Intermediate (2nd in series)

Typically requires graduation from high school or G.E.D. or equivalent experience, plus one to two years of full-time experience in operating heavy equipment and performing roadway maintenance. Must possess a valid driver license and a Class A Commercial Driver License.

Under moderate supervision, operates multiple gasoline- and diesel-powered construction equipment, such as heavy bulldozers, power shovels, draglines, heavy motor patrol graders, steamrollers, overhead cranes, pay loaders, heavy diesel tractors, and related heavy construction equipment exceeding four tons.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Highway Maintenance Worker II	208	50,790	59,750	68,710	55,211	63,323	71,436	MA	151%	1
Equipment Operator, Journey II	238	48,144	52,683	57,222	48,144	61,987	82,681	AK	148%	4
Highway Maintenance Worker 2	650	47,844	53,052	58,260	47,844	56,532	58,260	WA	135%	4
Transp Maintenance Spec 2, OAO	705	38,364	48,156	57,948	37,404	52,958	57,948	OR	126%	4
Transportation Generalist	1292	43,535	49,121	54,706	43,535	52,158	57,483	MN	124%	3
Caltrans Equipment Operator II—6286 (Requires Class A Commercial Driver's License w/endorsement)	1742	48,504	53,508	58,512	44,027	50,843	53,111	CA	121%	4
Transportation Technician II	190	32,856	45,996	59,136	43,848	50,796	55,476	ND	121%	4
Transportation Maintainer 2	498	44,731	51,574	58,416	42,778	50,684	58,416	CT	121%	1
Transp Maintenance Worker 7/E8	269	37,336	44,106	50,876	39,083	49,401	50,876	MI	118%	3
Maintenance Technician III	24	47,521	47,521	47,521	47,521	47,521	47,521	MT	113%	4
Highway Maintenance Worker 3	197	39,943	49,162	58,380	34,848	46,302	58,380	NV	110%	4
Transportation Worker II	589	27,780	35,936	44,091	43,780	45,735	47,413	NC	109%	2
Highway Technician 2	691	39,208	41,964	44,720	39,832	45,635	48,651	OH	109%	3
Transportation Maintenance I	814	35,760	43,302	50,844	38,748	43,788	50,844	CO	104%	4
Highway Mtce Spec I (TNHM06)	85	37,274	47,457	57,640	39,354	42,432	46,891	WY	101%	4
Transp Equipment Operator B and Equipment Operator B	3386	34,680	43,208	51,736	34,680	42,128	53,913	PA	100%	1
Hwy Operations Technician (HOT) 1	311	34,559	41,393	48,226	34,559	41,908	48,226	NJ	100%	1
Highway Maintainer III	145	34,798	40,394	45,989	34,798	40,435	45,989	NH	96%	1
Transportation Technician II	157	30,547	39,484	48,421	36,289	39,995	48,420	UT	95%	4
General Transportation Technician III	1085	31,144	40,139	49,134	31,800	39,872	49,134	TX	95%	4
Highway Mtce Worker 1	1813	34,831	38,863	42,895	25,763	39,651	54,633	NY	94%	1
Highway Operations Technician 2	81	31,110	43,437	55,763	39,499	39,596	40,220	AZ	94%	4
Highway Technician I	702	32,400	36,742	41,084	32,400	39,396	51,954	KY	94%	2
Transportation Operator II	1998	22,597	41,562	60,526	29,784	39,087	54,269	VA	93%	2
Mobile Equipment Operator 1/Heavy	430	31,720	44,304	56,888	31,720	38,586	56,888	LA	92%	2
Transportation Worker II	229	30,139	34,632	39,125	34,965	38,535	39,125	ME	92%	1
Highway Mtce Worker, Senior	462	36,504	43,680	50,856	36,504	37,978	51,438	NE	90%	4
Equipment Operator Senior	172	29,744	34,799	39,853	32,802	37,491	47,320	KS	89%	3
Transportation Technician	110	31,304	40,123	48,942	34,840	37,040	47,507	ID	88%	4
Equipment Operator II, III (SMV & Blanket Starting Salary)	233				32,525	36,378	43,957	DE	87%	1
Highway Technician 2	195	34,320	43,914	53,508	34,320	35,834	53,508	IN	85%	3
Senior Heavy Equipment Operator	94	19,902	39,880	59,858	30,131	35,186	44,613	FL	84%	2
Transp Equipment Operator II	146	21,720	29,896	38,072	31,524	35,086	36,410	OK	84%	4
Transp Maintenance Technician II	519	27,130	35,238	43,346	27,130	34,611	43,346	AL	82%	2
Intermediate Maintenance Worker	306	32,856	37,728	42,600	32,856	33,988	36,396	MO	81%	3
Transp Wkr 2 Equipment Operator	2511	29,015	33,248	37,480	29,015	33,247	37,480	WV	79%	2
Maintenance Aide II	643	31,824	43,445	55,066	31,824	32,763	45,396	AR	78%	2
Highway Mtce Worker II	645	22,625	32,246	41,866	28,851	31,810	41,866	SC	76%	2
DOT—Maintenance Tech II	264	26,652	36,647	46,642	26,644	26,954	34,707	MS	64%	2
Equipment Operator 2	79	18,611	25,125	31,639	23,860	24,179	24,498	GA	58%	2
N/A	0							IA		3
N/A	0							SD		4
N/A	0							TN		2
N/A	0							WI		3

Incumbents & Averages: 24,908 34,111 42,139 50,167 36,126 41,796 49,415

Group Weighted Average: 41,990

Median: 39,762

M1(3). Highway Maintenance Worker Senior (3rd in series)

Typically requires graduation from high school or G.E.D. or equivalent experience, plus four or more years of experience in roadway maintenance. Must possess a valid driver license and a Class A Commercial Driver License.

Under limited supervision, functions as a crew leader for staff specializing in highway maintenance services and assists in the coordination of planning work schedules, providing leadership and guidance to crews, coordinating maintenance operations in the field, monitoring work performed, compiling crew work statistics, and documenting crew activities.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Equipment Opr, Lead/Journey III	101	51,551	56,396	61,241	53,468	69,569	85,048	AK	145%	4
Highway Maintenance Worker 3	186	54,108	60,018	65,928	59,688	64,378	65,928	WA	135%	4
Highway Maintenance Worker III	40	53,227	62,834	72,440	54,746	63,243	71,740	MA	132%	1
Transp Maintenance Coordinator 2	33	43,704	55,206	66,708	49,224	63,185	66,708	OR	132%	4
Transp Mtce Crew Leader (Highway)	10	59,305	67,624	75,943	59,305	62,664	74,134	CT	131%	1
Highway Foreman 3	91	44,303	55,824	67,345	45,262	59,302	68,768	PA	124%	1
Transportation Generalist Senior	480	46,917	53,860	60,803	49,569	59,049	64,331	MN	123%	3
Equipment Operator Senior	116	40,518	50,149	59,779	40,518	57,184	59,779	IA	119%	3
Caltrans Hwy Mtce Leadworker—6285, Caltrans Landscape Mtce Leadworker—6296 (Requires Class B Commerical Driver's License w/Endorsement)	506	50,844	57,396	63,948	46,151	57,008	58,046	CA	119%	4
Transp Maintenance Worker 9	77	44,241	50,554	56,867	48,859	56,290	56,867	MI	118%	3
Transportation Maintenance II	259	47,736	57,804	67,872	51,720	55,764	60,384	CO	117%	4
Transportation Technician III	54	39,060	54,684	70,308	51,576	55,549	61,116	ND	116%	4
Highway Maintenance Worker 4	73	43,347	53,547	63,747	39,379	54,441	63,747	NV	114%	4
Maintenance Crew Leader	19	50,641	50,641	50,641	50,641	50,641	50,641	MT	106%	4
Highway Technician 3M	346	40,872	44,658	48,443	43,410	50,315	52,541	OH	105%	3
Transportation Worker III	279	30,280	39,169	48,058	50,044	50,310	50,314	NC	105%	2
Highway Operations Tech (HOT) 2	155	37,671	45,217	52,762	44,378	50,177	52,762	NJ	105%	1
Crew Leader	140	44,226	60,089	75,952	44,226	49,544	60,866	AR	104%	2
Highway Mtce Specialist II (TNHM07)	69	44,508	56,664	68,820	47,653	49,449	51,713	WY	103%	4
Highway Operations Technician 4	89	36,814	51,321	65,828	47,999	48,586	48,960	AZ	102%	4
Transportation Technician III	193	34,995	45,237	55,478	40,841	47,375	55,478	UT	99%	4
Highway Maintenance Worker 2	361	38,875	43,292	47,709	38,875	46,892	55,008	NY	98%	1
Transp Equipment Operator III	93	25,128	35,598	46,068	42,005	46,160	46,206	OK	96%	4
Transp Tech, Operations (TTO)	324	41,226	52,822	64,418	43,763	45,797	59,779	ID	96%	4
Transportation Operator III	245	27,004	48,511	70,017	35,290	45,488	57,770	VA	95%	2
General Transportation Technician IV	86	34,918	45,024	55,130	37,860	45,076	52,800	TX	94%	4
Highway Mtce Crew Chief	121	42,120	50,180	58,240	42,120	44,518	54,011	NE	93%	4
Highway Technician II	171	34,800	42,257	49,714	34,800	44,150	50,717	KY	92%	2
TDOT Operations Technician Senior	159	34,884	45,360	55,836	39,876	43,995	50,124	TN	92%	2
Assistant Patrol Foreman	104	36,130	43,004	49,878	36,120	43,761	49,878	NH	91%	1
Lead Hwy Mtce Worker	80	36,498	49,256	62,013	38,336	43,565	50,425	SD	91%	4
Equipment Operator Specialist	108	32,760	38,355	43,950	36,088	41,761	52,042	KS	87%	3
Transportation Worker III	118	32,011	36,982	41,954	38,792	41,638	41,954	ME	87%	1
Transportation Mtce Technician III	237	29,959	39,467	48,974	31,469	41,574	48,974	AL	87%	2
Maintenance Crew Leader	401	37,692	44,376	51,060	39,012	40,848	49,984	MO	85%	3
Equipment Operator IV (SMV & Blanket Starting Salary)	80	32,933	43,911	54,888	37,638	39,721	42,813	DE	83%	1
Transportation Worker 3 Crew Chief	362	39,789	43,076	46,362	34,506	39,113	43,720	WV	82%	2
Highway Mtce Wkr III (Crew Foreman)	292	27,527	39,229	50,930	34,116	39,094	50,930	SC	82%	2
Highway Maintenance Foreman 1	96	27,249	37,467	47,685	34,934	38,348	41,762	GA	80%	2
Highway Technician 1	398	37,414	48,139	58,864	32,760	38,269	52,281	IN	80%	3
Highway Mtce Tech Coordinator	79	21,693	45,425	69,157	29,195	35,405	48,776	FL	74%	2
DOT—Maintenance Technician IV	150	30,059	42,120	54,181	30,961	32,201	40,218	MS	67%	2
N/A	0							LA		2
N/A	0							WI		3

Incumbents & Averages: 7,381

Group Weighted Average:

Median:

47,854

47,134

M1(4). Highway Maintenance Supervisor (4th in series)

Typically requires graduation from high school or G.E.D. plus experience equal to 5 or more years of full-time highway/roadway maintenance work, highway construction work, or highway materials inspection work. Must possess a valid driver license and a Class A Commercial Driver License.

Supervises maintenance functions for a single maintenance facility. Supervises crews engaged in highway and bridge maintenance, repairs and reconstruction. Often assisted by Highway Maintenance Worker Senior.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transportation Operations Supvr 3	17	60,573	75,816	91,058	72,976	85,274	91,058	MN	150%	3
Equipment Operator Foreman II	6	57,406	62,781	68,156	78,968	82,538	90,107	AK	145%	4
Highway Maintenance Supervisor	49	57,491	73,258	89,024	57,491	79,827	89,024	IA	141%	3
Transportation General Supvr (Mtce)	48	69,940	80,630	91,320	69,940	79,185	91,320	CT	139%	1
Maintenance Section Supervisor III	95	55,184	72,789	90,393	63,000	75,586	88,308	TX	133%	4
Assistant Highway Maintenance Mgr	159	57,741	72,714	87,687	58,954	72,585	87,687	PA	128%	1
Highway Maintenance Supervisor	74	59,688	66,222	72,756	64,332	71,436	72,756	WA	126%	4
Highway Maintenance Foreman IV	81	57,938	69,748	81,558	57,232	69,395	81,558	MA	122%	1
Crew Supervisor, Hwy Operations	64	49,990	60,288	70,586	61,432	68,941	70,586	NJ	121%	1
Transportation Maintenance Supvr 11	36	50,024	59,446	68,868	55,972	66,979	68,868	MI	118%	3
Highway Maintenance Supervisor 2	17	51,281	63,726	76,170	55,603	66,518	76,170	NV	117%	4
Transp Services Supervisor II	72	55,356	77,496	99,636	57,480	65,683	74,580	ND	116%	4
Transportation Maintenance Supervr	6	47,148	58,200	69,252	62,844	65,454	65,976	OR	115%	4
Transportation Maintenance III	98	51,324	62,142	72,960	62,136	65,148	72,072	CO	115%	4
Transportation Operations Manager II	208	35,278	61,555	87,831	53,250	64,327	78,909	VA	113%	2
Area Maintenance Supervisor	83	56,654	74,632	92,609	56,654	63,892	73,866	AR	113%	2
Maintenance Section Person C	14	62,609	62,609	62,609	62,609	62,609	62,609	MT	110%	4
Caltrans Mtce Supvr—6301/ Caltrans Bridge Mtce Supvr—6310	554	51,528	62,562	73,596	50,841	62,527	69,323	CA	110%	4
Transportation Supervisor I	516	36,677	49,385	62,092	60,352	60,878	60,881	NC	107%	2
Highway Mtce Supvr I (TNHM09)	8	53,149	67,669	82,189	58,502	59,420	59,994	WY	105%	4
Highway Operations Tech Supvr	62	43,240	60,355	77,469	58,826	58,868	61,424	AZ	104%	4
TDOT Operations Tech Supervisor	55	44,520	57,888	71,256	52,404	57,195	63,624	TN	101%	2
Transportation Superintendent II	104	33,440	47,374	61,307	53,771	56,434	56,460	OK	99%	4
Highway Maintenance Supervisor	25	44,223	59,696	75,168	50,237	55,782	66,649	SD	98%	4
Roadway Operations Manager I	91	40,048	53,547	67,046	47,126	55,523	67,046	UT	98%	4
Transportation Manager 1	37	45,365	50,763	56,160	47,861	55,494	60,694	OH	98%	3
Principal Transp Tech, Maintenance	5	46,155	59,135	72,114	46,800	55,117	69,680	ID	97%	4
Transportation Mtce Superintendent	67	35,618	47,587	59,556	39,281	53,446	59,556	AL	94%	2
Highway Maintenance Supervisor 1	352	46,062	51,085	56,107	42,985	52,936	58,920	NY	93%	1
Highway Maintenance Supervisor	94	47,320	59,124	70,928	49,687	51,890	65,713	NE	91%	4
Highway Patrol Foreman	94	39,166	46,623	54,080	39,166	49,821	54,080	NH	88%	1
Maintenance Supervisor	167	46,500	55,110	63,720	46,500	49,769	58,092	MO	88%	3
Highway Maintenance Worker IV/Engineering Associate I (RMF)	41	33,494	47,735	61,975	41,481	49,305	61,829	SC	87%	2
Maintenance Area Supervisor I & II (SMV & Blanket Starting Salary)	22				48,307	48,909	51,621	DE	86%	1
Transportation Crew Leader	122	39,000	45,573	52,146	39,000	48,509	52,146	ME	85%	1
Highway Maintenance Supervisor	131	36,171	42,328	48,485	42,762	48,469	60,070	KS	85%	3
Transportation Worker 3 Crew Chief	446				46,362	47,620	48,878	WV	84%	2
Hwy Technican Superintendent I	113	37,200	45,944	54,687	37,201	47,237	62,600	KY	83%	2
Highway Foreman 1	127	36,317	50,721	65,125	37,357	45,032	65,125	LA	79%	2
Highway Maintenance Foreman 2	132	29,974	41,214	52,454	38,428	43,584	48,740	GA	77%	2
Maintenance Operations Supervisor 3	126	41,158	53,729	66,300	36,730	43,539	57,838	IN	77%	3
DOT—Maintenance Superintendent II	124	40,581	55,799	71,017	40,581	43,458	49,998	MS	77%	2
Hwy Mtce Supvr I, II, and III	98	25,774	51,645	77,517	36,436	42,329	54,207	FL	75%	2
N/A	0							WI		3
# Incumbents & Averages:	4,840	46,544	58,942	71,341	52,090	59,267	66,992			
Group Weighted Average:						56,777				
Median:						57,195				

M1(5). Highway Maintenance Superintendent (5th in series)

Typically requires graduation from high school or G.E.D. plus experience equal to 6 or more years of full-time highway/roadway maintenance work, highway construction work, or highway materials inspection work. Must possess a valid driver license and a Class A Commercial Driver License.

Top level supervisor of maintenance functions that supervises **multiple locations** within an assigned area of operations. Supervises Highway Maintenance Supervisors and oversees highway and bridge maintenance, repairs, and reconstruction for one or more counties.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Transportation Chief of Maintenance and Highway Operations	1	133,001	157,177	181,353	125,225	125,225	125,225	CT	176%	1
Program Management III	8	86,688	109,062	131,436	122,364	122,988	124,488	CO	173%	4
Principal Executive/Mgr F, MMS	11	88,356	109,236	130,116	102,132	120,487	124,068	OR	170%	4
Area Engineer II	50	83,991	113,022	142,052	104,400	116,400	128,076	TX	164%	4
Mtce and Operations Superintendent	14	78,000	85,134	92,269	83,304	105,536	126,402	AK	148%	4
Maintenance Superintendent	28	82,428	94,062	105,696	82,428	104,695	113,292	WA	147%	4
Transportation Operations Supvr 4	20	65,083	81,359	97,635	84,564	95,630	97,635	MN	135%	3
Transportation Administrator	85	66,061	80,184	94,307	69,035	93,267	100,922	OH	131%	3
Highway Maintenance Supervisor	23	69,321	83,794	98,268	85,335	91,801	98,268	MA	129%	1
Highway Maintenance Superintendent	8	66,516	93,120	119,724	77,652	87,800	94,284	ND	124%	4
Transportation Maintenance Supvr 13	6	59,779	72,394	85,009	80,392	84,239	85,009	MI	119%	3
Highway Maintenance Manager	36	65,937	83,033	100,128	67,345	83,396	100,128	PA	117%	1
Highway Maintenance Manager	9	58,380	72,850	87,320	69,551	78,000	87,320	NV	110%	4
Area, Supvr, Hwy Operations	14	54,684	66,051	77,419	74,893	76,878	77,419	NJ	108%	1
Maintenance Superintendent	21	76,328	76,328	76,328	76,328	76,328	76,328	MT	107%	4
Transportation Manager II	8	45,321	64,205	83,088	75,600	75,600	75,600	OK	106%	4
Transportation Supervisor II	226	42,780	57,602	72,424	75,005	75,005	75,005	NC	106%	2
Caltrans Maintenance Area Superintendent—6282	229	68,076	76,284	84,492	61,793	72,153	76,693	CA	102%	4
Highway Operations Superintendent	14	46,932	65,545	84,157	70,591	71,777	79,000	AZ	101%	4
Highway Mtce Supvr II (TNHM11)	21	63,465	80,804	98,142	67,650	70,314	72,000	WY	99%	4
Highway Mtce Superintendent	28	55,120	68,900	82,680	62,098	65,828	70,441	NE	93%	4
Maintenance Job Superintendent	10	56,654	74,632	92,609	56,654	64,051	67,912	AR	90%	2
Transportation Operations Manager	33	47,278	56,004	64,730	47,278	62,463	64,730	ME	88%	1
Maintenance Supervisor	14	49,878	60,112	70,345	49,878	62,268	67,392	NH	88%	1
Transp Operations Team Leader	38	52,125	66,779	81,432	60,320	61,769	66,102	ID	87%	4
Hwy Maintenanc Supvr 2	166	51,558	57,008	62,457	51,558	60,809	63,863	NY	86%	1
Maintenance Mgr/Field Operations	23	33,377	80,688	127,999	53,879	60,262	65,695	FL	85%	2
District Operations Manager	33	47,476	65,949	84,422	47,476	59,041	83,473	IN	83%	3
Highway Maintenanc Superintendent	31	41,870	48,994	56,118	46,176	57,239	64,959	KS	81%	3
Maintenance Superintendent	43	52,020	61,620	71,220	52,020	55,702	61,392	MO	78%	3
Transportation Worker 4 Crew Chief	63				53,413	53,413	53,413	WV	75%	2
DOT—Maintenance Operations Mgr	36	48,325	66,447	84,569	48,325	52,750	59,401	MS	74%	2
Parish Highway Mtce Superintendent	63	41,579	58,074	74,568	42,744	52,076	68,162	LA	73%	2
Highway Tech Superintendent II	92	37,126	48,640	60,154	46,948	51,835	68,134	KY	73%	2
Hwy Equipment Superintendent (SMV & Blanket Starting Salary)	4	42,934	57,245	71,556	51,261	51,261	51,261	DE	72%	1
Highway Mtce Superintendent	18	32,971	45,335	57,699	47,000	48,777	50,553	GA	69%	2
Transp Mtce Superintendent, Senior	0	43,346	59,856	76,366				AL		2
N/A	0							IA		3
N/A	0							SC		2
N/A	0							SD		4
N/A	0							TN		2
N/A	0							UT		4
N/A	0							VA		2
N/A	0							WI		3
# Incumbents & Averages:	1,527	59,299	74,931	90,563	68,684	76,307	82,335			
Group Weighted Average:						71,071				
Median:						71,965				

M2. Equipment Mechanic Series—Series of 3

M2(1). Equipment Mechanic Intermediate (1st in series)

Typically requires graduation from high school or G.E.D. plus experience or education equal to one or more years of full-time work in automobile or heavy equipment mechanic work. Must possess a valid driver license and a Class A Commercial Driver License.

Under moderate supervision, performs skilled mechanical work in the maintenance and repair of all motorized and non-motorized equipment. Equipment would include such items as hydraulic pumps or diesel and gasoline powered automotive equipment.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Heavy Equipment Tech 1, OAO	36	45,804	59,052	72,300	58,776	68,510	73,992	OR	143%	4
Highway Equipment Mechanic 1	50	47,189	58,464	69,739	47,188	63,146	69,739	NV	132%	4
Heavy Equipment Mechanic	117	54,706	59,028	63,350	56,272	62,577	65,125	MN	131%	3
Caltrans Heavy Equipment Mechanic—3713 (Class C License Required, Commerical Class A or B desired)	317	58,488	62,952	67,416	53,090	62,078	65,838	CA	130%	4
Qualified Craft Worker (Auto and Mechanical Equipment)	56	53,912	61,714	69,515	49,023	60,271	69,515	CT	126%	1
Equipment Tech 3	100	52,776	57,000	61,224	55,524	59,772	61,224	WA	125%	4
Heavy Equipment Mechanic 9/E10	49	44,241	52,645	61,048	44,241	59,053	61,048	MI	123%	3
Automotive Mechanic	93	44,896	54,079	63,262	44,896	59,027	63,262	NJ	123%	1
Motor Equipment Mechanic II	2	50,406	60,271	70,135	51,292	58,107	64,922	MA	121%	1
Mechanic	116	45,989	52,884	59,779	45,989	55,650	59,779	IA	116%	3
Mechanic/Machinist	63	50,641	50,641	50,641	50,641	50,641	50,641	MT	106%	4
Service & Repair Mech Motor Equip	183	43,484	48,283	53,081	42,631	49,779	62,638	NY	104%	1
Field Heavy Vehicle & Equip Tech	39	36,858	43,066	49,275	41,746	47,510	49,275	ME	99%	1
Equipment Serv Repair Tech I	152	27,004	48,511	70,017	38,079	47,483	64,693	VA	99%	2
Mechanic, Automotive, Sub-Journey	2	40,392	44,186	47,981	45,084	47,063	49,042	AK	98%	4
Diesel and Construction Equip Mech	370	38,120	48,537	58,954	39,120	44,925	58,954	PA	94%	1
Automotive Mechanic 2	94	37,274	40,280	43,285	39,208	44,866	48,651	OH	94%	3
Equipment Mechanic I	1	38,424	46,518	54,612	44,196	44,196	44,196	CO	92%	4
Automotive Technician	2	37,648	44,783	51,917	44,075	44,075	44,075	NH	92%	1
Fleet Specialist III	36	25,128	35,598	46,068	43,750	43,750	43,750	OK	91%	4
Fleet & Equipment Technician I	2	32,856	45,996	59,136	42,996	43,164	43,332	ND	90%	4
Heavy Mechanic (TDHM06)	47	37,272	47,454	57,636	39,520	43,066	50,545	WY	90%	4
Mechanic	40	36,566	46,842	57,117	37,898	42,881	55,453	ID	89%	4
Equipment Mechanic III	16	31,144	40,139	49,134	36,684	42,762	49,109	TX	89%	4
Vehicle & Equipment Repair Tech I	75	30,280	39,169	48,058	41,319	42,357	43,779	NC	88%	2
Automotive Diesel Mechanic	94	38,690	46,160	53,629	38,690	41,222	52,173	NE	86%	4
Journey Auto Worker	44	34,055	41,906	49,757	35,099	40,617	47,648	UT	85%	4
Mechanic	98	37,518	51,471	65,424	37,518	40,604	47,138	AR	85%	2
Equipment Repair Technician	66	29,008	40,524	52,040	39,125	39,956	44,478	AZ	83%	4
Equipment Mechanic	4	31,716	41,227	50,738	35,392	39,724	43,869	SD	83%	4
Intermediate Equipment Technician	24	37,692	44,376	51,060	37,692	39,090	41,832	MO	82%	3
Equipment Mechanic 2	130	35,126	45,344	55,562	35,126	37,620	50,392	IN	78%	3
Equipment Mechanic	60	29,215	37,374	45,533	29,215	37,005	45,533	AL	77%	2
TDOT Mechanic*	115	30,156	39,186	48,216	34,464	36,623	47,880	TN	76%	2
Mechanic 2	6	29,640	41,403	53,165	30,950	35,994	48,568	LA	75%	2
Transp Auto/Truck Technician I	44	30,000	33,677	37,355	30,002	35,832	41,723	KY	75%	2
Equipment Mechanic	40	31,262	36,566	41,870	31,990	35,636	40,955	KS	74%	3
Equipment Mechanic I, II (SMV & Blanket Starting Salary)	11				32,525	33,825	34,729	DE	71%	1
Mechanic II	19	22,625	32,246	41,866	28,069	31,547	38,663	SC	66%	2
Automotive Equipment Mechanic I	1	17,805	34,093	50,381	31,211	31,211	31,211	FL	65%	2
Transp Wkr 1 Equipment Operator	138				24,771	31,126	37,480	WV	65%	2
Mechanic 1	18	22,520	30,402	38,283	28,000	29,003	30,005	GA	61%	2
DOT—Equipment Repairer I	16	26,586	36,556	46,525	26,586	27,767	30,762	MS	58%	2
N/A	0							WI		3
# Incumbents & Averages:	2,986	37,198	45,868	54,539	39,992	44,910	50,410			
Group Weighted Average:						47,936				
Median:						43,066				

M2(2). Equipment Mechanic Senior (2nd in series)

Typically requires graduation from high school or G.E.D. plus experience or education equal to three or more years of full-time work in automobile or heavy equipment mechanic work. Must possess a valid driver license and a Class A Commercial Driver License.

Under limited supervision, functions as a lead worker. Assists in the planning of work schedules and provides leadership and guidance in the performance of equipment repair.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Heavy Equipment Tech 2, OAO	39	52,644	66,714	80,784	66,708	76,725	80,664	OR	153%	4
Highway Equipment Mechanic 2	17	49,152	61,012	72,871	55,958	68,837	72,871	NV	137%	4
Caltrans Heavy Equipment Mechanic Leadworker—6831(Class C License Required, Commerical Class A or B desired)	43	64,212	69,096	73,980	58,525	68,382	69,564	CA	136%	4
Assistant Crew Supervisor, Mechanics	9	47,811	57,619	67,426	65,247	67,184	67,426	NJ	134%	1
Equipment Technician Lead	41	56,856	61,392	65,928	62,748	65,150	65,928	WA	130%	4
Heavy Equipment Field Mechanic	39	56,272	60,699	65,125	57,963	64,853	65,125	MN	129%	3
Heavy Equipment Mechanic 11	11	48,235	57,595	66,955	48,235	64,362	66,955	MI	128%	3
Mechanic, Automotive, Advanced Journey/Lead	107	48,144	52,683	57,222	48,144	61,459	80,009	AK	122%	4
Transportation Maintenance Crew Leader (Automotive Maintenance)	2	59,305	67,624	75,943	61,180	61,180	61,180	CT	122%	1
Motor Equipment Mechanic III	42	55,172	66,497	77,821	51,122	60,652	70,182	MA	121%	1
Equipment Mechanic III	35	51,324	62,142	72,960	56,412	58,584	62,736	CO	117%	4
Maintenance Supvr 1 Motor Eqpmnt	98	48,728	53,957	59,186	44,855	56,629	62,395	NY	113%	1
Vehicle & Equipment Repair Tech III	81	39,611	53,336	67,060	55,223	55,806	69,342	NC	111%	2
Automotive Technician	170	42,058	46,624	51,189	43,139	53,976	57,304	OH	107%	3
Senior Heavy Mechanic (TDHM07)	21	40,728	51,852	62,976	49,185	53,467	59,311	WY	106%	4
Heavy Equipment Mechanic/Working Shop Foreman	14	53,254	53,254	53,254	53,254	53,254	53,254	MT	106%	4
Fleet & Equipment Technician III	29	39,060	54,684	70,308	43,464	52,958	61,236	ND	105%	4
Equipment Serv Repair Technician II	61	35,278	61,555	87,831	45,160	52,653	59,908	VA	105%	2
Fleet Specialist IV	8	27,827	39,422	51,017	50,800	50,800	50,800	OK	101%	4
Equipment Mechanic IV	142	34,918	45,024	55,130	39,818	49,548	55,130	TX	99%	4
Heavy Equipment Mechanic	28	39,166	46,623	54,080	39,166	47,547	54,080	NH	95%	1
Equipment Technician	29	36,498	49,256	62,013	44,788	47,368	48,087	SD	94%	4
Mechanic 4	19	33,946	47,404	60,861	41,434	46,252	60,861	LA	92%	2
Equipment Mechanic, Senior	42	31,469	40,822	50,174	33,082	45,925	50,174	AL	91%	2
Senior Equipment Technician	139	41,832	49,428	57,024	41,832	45,689	54,965	MO	91%	3
Lead Auto Worker	11	35,955	44,245	52,534	39,150	45,594	51,240	UT	91%	4
Automotive Diesel Mechanic, Lead	8	41,594	49,623	57,651	42,551	45,561	53,290	NE	91%	4
Transp Auto/Truck Technician IV	23	37,200	43,457	49,714	43,331	45,536	51,112	KY	91%	2
TDOT Mechanic Senior	26	36,636	47,628	58,620	41,880	44,501	47,376	TN	89%	2
Heavy Vehicle & Equipment Tech	22	35,526	41,486	47,445	40,186	44,251	47,445	ME	88%	1
Equipment Repair Lead Technician	18	31,110	43,437	55,763	40,476	43,768	48,498	AZ	87%	4
Equipment Mechanic Senior	20	34,445	40,269	46,093	37,918	42,696	532,272	KS	85%	3
Equip Mechanic 2 Working Leader	26	35,126	45,344	55,562	35,126	40,445	46,945	IN	81%	3
Equipment Mechanic III, IV (SMV & Blanket Starting Salary)	51				35,234	38,963	45,117	DE	78%	1
Mechanic III	144	27,527	39,229	50,930	32,492	37,562	49,851	SC	75%	2
Automotive Equipment Mechanic II; Master Equipment Mechanic	60	21,693	45,425	69,157	33,613	37,259	43,642	FL	74%	2
Mechanic Foreman	6	27,249	37,467	47,685	35,248	36,619	39,246	GA	73%	2
Transportation Worker 2 Mechanic	130				29,014	36,367	43,720	WV	72%	2
DOT—Equipment Repairer II	24	30,478	41,908	53,337	30,478	31,657	34,192	MS	63%	2
N/A	0							AR		2
N/A	0							IA		3
N/A	0							ID		4
N/A	0							PA		1
N/A	0							WI		3

Incumbents & Averages: 1,835 41,298 51,239 61,179 45,491 51,283 69,062

Group Weighted Average: 50,221

Median: 49,548

M2(3). Equipment Mechanic Supervisor (3rd in series)

Typically requires graduation from high school or G.E.D. plus experience equal to five years of full-time automotive or diesel mechanic work which includes some heavy equipment. Must possess a valid driver license and a Class A Commercial Driver License.

Supervises staff engaged in the repair of heavy equipment and mechanical equipment, and related equipment fabrication and modification work.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Auto/Heavy Equipment Repair Supvr	4	62,844	77,766	92,688	88,356	91,017	99,000	OR	165%	4
Transportation Program Supervisor 3	17	60,573	75,816	91,058	72,976	85,274	91,058	MN	155%	3
Equipment Supervisor II	26	55,184	72,789	90,393	69,316	79,627	89,900	TX	145%	4
Highway Equipment Mechanic Supvr 1	11	55,958	69,677	83,395	72,745	76,618	83,395	NV	139%	4
Shop Superintendents	12	76,328	76,328	76,328	76,328	76,328	76,328	MT	139%	4
Crew Supervisor Mechanics	14	52,279	63,102	73,926	71,521	73,754	73,926	NJ	134%	1
Transportation Garage Supervisor	11	63,832	73,656	83,479	66,119	73,640	83,479	CT	134%	1
Heavy Equipment Mechanic Supvr 12	4	52,686	63,544	74,401	66,955	72,539	74,401	MI	132%	3
Caltrans Hwy Mechanic Supvr—6828 (Class C License Required, Commerical Class A or B desired)	51	65,640	71,670	77,700	63,855	72,404	75,568	CA	131%	4
Equipment Tech Supervisor	14	56,856	61,392	65,928	70,956	72,113	72,756	WA	131%	4
Motor Equipment Mechanic IV	9	57,938	69,748	81,558	62,825	70,398	77,971	MA	128%	1
Maintenance Supvr 2+3 Motor Equip	40	57,511	67,406	77,301	59,232	68,101	75,785	NY	124%	1
Equipment Mechanic IV	7	55,164	66,804	78,444	67,308	67,668	69,336	CO	123%	4
Fleet & Equipment Services Supvr	8	46,356	64,896	83,436	57,432	66,341	72,744	ND	120%	4
Heavy Mechanic Supvr II (TDHM09)	15	68,484	75,336	82,188	61,808	64,260	66,156	WY	117%	4
Transportation Manager 2	101	49,421	55,578	61,734	51,397	63,939	81,910	OH	116%	3
Mechanic, Automotive, Foreman I	2	51,551	56,396	61,241	59,078	63,740	68,401	AK	116%	4
Equipment Service Repair Manager I	36	35,278	61,555	87,831	54,867	62,589	72,440	VA	114%	2
Vehicle & Equipment Repair Supvr I	93	42,780	57,602	72,424	60,881	61,057	69,342	NC	111%	2
Fleet Spec V	9	33,440	47,374	61,307	60,600	60,600	60,600	OK	110%	4
Highway Mechanic District Supervisor	8	48,312	60,392	72,471	53,088	59,194	63,577	NE	108%	4
Shop Supervisor	10	52,182	69,628	87,073	52,182	57,962	62,738	AR	105%	2
Shop Superintendent	6	46,155	59,135	72,114	54,392	57,834	63,502	ID	105%	4
Equipment Mechanic Foreman II	8	44,075	52,947	61,818	44,075	57,598	61,818	NH	105%	1
Equipment Shop Foreman	4	44,223	59,696	75,168	53,787	57,143	61,095	SD	104%	4
Mechanic Supervisor	86	44,303	55,824	67,345	45,262	54,463	67,345	PA	99%	1
Transportation Crew Supervisor	73	42,370	50,034	57,699	42,370	54,462	57,699	ME	99%	1
TDOT Regional Garage Supervisor	4	44,520	57,888	71,256	52,656	53,844	54,240	TN	98%	2
Equipment Tech Supervisor	15	46,500	55,110	63,720	48,204	51,670	54,960	MO	94%	3
Equipment Shop Supervisor	15	33,435	46,624	59,812	49,574	51,645	56,129	AZ	94%	4
Equipment Repair Supervisor	12	34,762	45,744	56,726	38,335	51,409	56,726	AL	93%	2
Shop Supervisor	9	37,918	46,698	55,478	44,328	50,931	55,478	UT	93%	4
DOT—Equipment Operations Supt	8	36,860	50,683	64,506	45,299	48,446	52,276	MS	88%	2
Shop Supervisor	20	25,774	51,645	77,517	43,730	47,988	54,503	FL	87%	2
Transp Auto/Truck Tech V	8	39,600	47,144	54,687	45,024	47,277	50,392	KY	86%	2
Mechanic IV (Shop Foreman)	48	33,494	47,735	61,975	41,481	47,245	53,323	SC	86%	2
Equipment Mechanic Specialist	21	36,171	42,328	48,485	42,494	47,140	55,910	KS	86%	3
Mechanic Supervisor A	10	36,317	50,721	65,125	42,557	47,025	52,915	LA	85%	2
Highway Mechanic Supervisor 4	31	42,744	54,522	66,300	42,744	46,722	56,728	IN	85%	3
Master Mechanic (SMV & Blanket Starting Salary)	7	35,185	46,913	58,641	42,322	42,322	42,322	DE	77%	1
Mechanic Shop Supervisor	5	29,974	29,974	29,974	38,427	42,016	46,476	GA	76%	2
Transportation Worker 3 Mechanic	357				39,789	41,755	43,720	WV	76%	2
N/A	0							IA		3
N/A	0							WI		3
# Incumbents & Averages:	1,249	47,195	58,776	70,357	55,159	60,431	65,675			
Group Weighted Average:						55,060				
Median:						58,578				

O. Other Classifications

O1. Movable Bridge Operator Intermediate

Typically requires two to four years of experience in the operation and/or maintenance of mechanical equipment.

Under moderate supervision, performs a variety of duties related to the operation of bridge controls to open and close draw bridges (swing bridge) to highway and water traffic. Work involves light preventive maintenance of bridge machinery and auxiliary equipment. Monitors and operates radios to communicate with water traffic and maintains information on all vessels on waterways.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Senior Certified Bridge Inspector	9	33,377	80,688	127,999	56,285	57,549	59,599	FL	146%	2
Transportation Maintenance Spec 2, OAO	11	38,364	48,156	57,948	45,804	53,336	55,332	OR	135%	4
Bridge Operator II	3	41,982	48,833	55,683	51,807	51,807	51,807	MA	132%	1
DOT Drawbridge Attendant	26	42,104	47,710	53,316	43,259	51,561	53,316	CT	131%	1
Bridge Operator	58	39,348	47,267	55,186	41,108	49,694	55,186	NJ	126%	1
Highway Maintenance Worker 1	15	39,528	43,686	47,844	44,412	46,986	47,844	WA	119%	4
Bridge Operator E8	1	40,352	45,614	50,876	46,009	46,009	46,009	MI	117%	3
Drawbridge Operator—6358	15	43,284	46,494	49,704	43,308	44,995	45,116	CA	114%	4
Bridge Operator	12	25,486	32,968	40,450	39,214	39,214	39,214	NC	100%	2
Bridge Tender	4	31,144	40,139	49,134	33,600	36,767	39,951	TX	93%	4
Equipment Operators/Bridge Operators	5				27,256	35,808	39,618	DE	91%	1
Bridge and Lock Operator 2	155	25,896	36,171	46,446	25,896	31,414	46,446	LA	80%	2
Bridge Operator	9	26,312	30,160	34,008	27,248	31,170	34,008	ME	79%	1
DOT—Bridge Tender Senior	7	19,542	26,871	34,199	19,542	20,328	22,043	MS	52%	2
N/A	0							AK		4
N/A	0							AL		2
N/A	0							AR		2
N/A	0							AZ		4
N/A	0							CO		4
N/A	0							GA		2
N/A	0							IA		3
N/A	0							ID		4
N/A	0							IN		3
N/A	0							KS		3
N/A	0							KY		2
N/A	0							MN		3
N/A	0							MO		3
N/A	0							MT		4
N/A	0							ND		4
N/A	0							NE		4
Lift Bridge Worker III	0							NH		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
N/A	0							OK		4
N/A	0							PA		1
N/A	0							SC		2
N/A	0							SD		4
N/A	0							TN		2
N/A	0							UT		4
N/A	0							VA		2
N/A	0							WI		3
N/A	0							WV		2
N/A	0							WY		4
# Incumbents & Averages:	330	34,363	44,212	54,061	38,911	42,617	45,392			
Group Weighted Average:						39,386				
Median:						45,502				

O2. Weight Enforcement Officer

Typically requires graduation from high school or G.E.D.

Inspects, weighs, and measures commercial vehicles to ensure they are within size and weight limits. Checks driver's logs and may check the contents of cargo for authorized and legal goods. Takes appropriate enforcement action for violations of statutes and laws, including calculating and collecting fines. May issue permits for registration, oversize transportation, and special fuels. **(Please note in comment space whether they are authorized as a peace officer, which may require incumbents to successfully complete law enforcement training and pass periodic physical and weapons tests.)**

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
State Patrol Inspector	87	49,358	60,476	71,594	49,358	63,690	71,594	WI	132%	3
Motor Vehicle Officer	57	55,078	61,974	68,869	55,078	61,465	68,869	IA	127%	3
ECD Full Authority	82	36,814	51,321	65,828	45,101	54,414	55,748	AZ	113%	4
Commercial Veh Enforcement Officer II	12	48,185	53,908	59,631	48,185	54,392	72,852	AK	113%	4
Motor Carrier Enforcement Officer 1, OAO	59	41,784	52,698	63,612	40,872	51,340	60,672	OR	106%	4
Law Enforcement Officer	99	40,742	55,619	70,496	40,742	49,080	56,472	AR	102%	2
Motor Vehicle Safety Inspector Officer II	10	46,078	46,078	46,078	46,078	46,078	46,078	MT	95%	4
Highway Hauling Permit Specialist	3	33,150	42,075	51,000	41,080	45,148	49,215	WV	94%	2
Port-of-Entry Inspector	55	36,566	46,842	57,117	36,566	39,784	53,269	ID	82%	4
DOT—Enforcement Officer I	13	36,080	49,610	63,140	36,080	38,225	39,380	MS	79%	2
Motor Carrier Inspector	31	35,266	43,002	50,738	35,266	37,876	42,595	SD	78%	4
Port of Entry Assistant I (PSPE04)	37	31,212	39,738	48,264	32,011	32,619	34,851	WY	68%	4
Motor Carrier Spec II	4	32,280	41,019	49,757	32,615	32,615	32,615	UT	68%	4
Weight Inspector I	62	19,902	39,880	59,858	26,283	26,807	31,464	FL	56%	2
N/A	0							AL		2
N/A	0							CA		4
N/A	0							CO		4
N/A	0							CT		1
N/A	0							DE		1
N/A	0							GA		2
N/A	0							IN		3
N/A	0							KS		3
N/A	0							KY		2
N/A	0							LA		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							MO		3
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NE		4
N/A	0							NH		1
N/A	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
N/A	0							OK		4
N/A	0							PA		1
N/A	0							SC		2
N/A	0							TN		2
N/A	0							TX		4
N/A	0							VA		2
N/A	0							WA		4
# Incumbents & Averages:	611	38,750	48,874	58,999	40,380	45,252	51,120			
Group Weighted Average:						48,285				
Median:						45,613				

O3. Motor Carrier Agent Senior

Typically requires graduation from high school or G.E.D. plus four years of experience in motor carrier registration and permit-related responsibilities.

Performs advanced-level responsibilities under limited supervision related to the evaluation and issuance of motor carrier/commercial motor vehicle registration, licensure, and special permits (e.g., overweight and over-dimension).

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Program Manager II	1	60,344	85,995	111,646	77,683	77,683	77,683	SC	137%	2
License and Application Analyst	5	62,818	71,200	79,582	64,848	74,852	79,582	CT	132%	1
Office Manager—AHP Permit	1	56,654	74,632	92,609	67,548	67,548	67,548	AR	119%	2
Customer Service Rep III, RMV	76	50,743	61,132	71,522	50,743	64,023	77,304	MA	113%	1
Motor Carrier Enforcement Officer 2, OAO	13	48,024	60,744	73,464	50,208	61,941	72,853	OR	109%	4
Transportation Generalist Senior	480	46,917	53,860	60,803	49,569	59,049	64,331	MN	104%	3
Permit Technician 2	15	44,720	51,439	58,157	47,174	58,552	62,629	OH	103%	3
Transp Planning Technician 2	13	45,504	53,364	61,224	50,256	58,476	61,224	WA	103%	4
Motor Carrier Specialist IV	1	40,048	50,927	61,805	56,439	56,439	56,439	UT	99%	4
Program Coordinator II	7	33,960	45,727	57,493	50,314	50,314	50,314	NC	89%	2
Motor Vehicle Safety Inspector Corporal	20	48,224	48,224	48,224	48,224	48,224	48,224	MT	85%	4
Transportation Technician Advanced	5	39,686	52,780	65,873	44,075	45,490	48,173	WI	80%	3
Port of Entry Spec (PSPE06)	11	37,272	47,454	57,636	43,456	45,422	49,744	WY	80%	4
TDOT Permits Supervisor	1	36,636	47,628	58,620	45,348	45,348	45,348	TN	80%	2
Licensing Spec II (Motor Carrier Section)	1	32,856	45,996	59,136	44,892	44,892	44,892	ND	79%	4
Transportation Permits Specialist 3	7	24,211	35,880	47,549	39,416	42,117	47,549	LA	74%	2
DOT—Enforcement Officer III	10	39,778	54,695	69,612	39,778	40,424	42,779	MS	71%	2
Technical Records Specialist 2	17	36,566	46,842	57,117	36,566	39,614	52,832	ID	70%	4
Senior Motor Carrier Agent	13	35,772	41,988	48,204	35,772	39,184	45,707	MO	69%	3
Administrative Weight Inspector	25	25,774	51,645	77,517	30,016	32,450	34,665	FL	57%	2
Staff Assistant I	3	30,992	37,734	44,475	30,992	31,954	32,436	NE	56%	4
Motor Vehicle Customer Services Rep II	0							AK		4
N/A	0							AL		2
N/A	0							AZ		4
N/A	0							CA		4
N/A	0							CO		4
N/A	0							DE		1
N/A	0							GA		2
N/A	0							IA		3
N/A	0							IN		3
N/A	0							KS		3
N/A	0							KY		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							NH		1
N/A	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OK		4
N/A	0							PA		1
N/A	0							SD		4
N/A	0							TX		4
N/A	0							VA		2
N/A	0							WV		2
# Incumbents & Averages:	725	41,786	53,328	64,870	47,777	51,619	55,345			
Group Weighted Average:						56,761				
Median:						48,224				

O4. Signal and Lighting Electrician Entry

Typically requires graduation from high school or G.E.D. plus two years of experience in signal, lighting, and/or radio maintenance. Must possess a valid driver license and a Class B Commercial Driver License.

Installs, maintains, and repairs traffic signals, roadway lighting, communications equipment, and related electronic devices.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Electrician II	14	57,938	69,748	81,558	70,793	76,176	81,558	MA	152%	1
Maintenance Specialist, Traffic Control & Electronic System, Journey II/LD	2	54,529	59,650	64,770	66,443	67,534	68,626	AK	135%	4
ITS Master Electrician	3	49,984	58,615	67,247	67,246	67,246	67,246	ME	134%	1
Electrician Master Licensed 11	6	48,235	57,595	66,955	66,955	66,955	66,955	MI	134%	3
Electrical Trades II	21	55,164	66,804	78,444	62,604	66,396	70,164	CO	133%	4
Electronic System Specialist	11	48,379	58,068	67,756	52,701	66,378	67,756	MN	133%	3
Electronic Repair Technician	10	65,712	65,712	65,712	65,712	65,712	65,712	MT	131%	4
Micro-Electronic Systems Technician	10	46,937	56,564	66,192	57,634	64,266	66,192	NJ	128%	1
Qualified Craft Worker (Electrical)	28	53,912	61,714	69,515	53,012	61,985	69,515	CT	124%	1
Caltrans Electrician I—6938 (Class C Driver License required, Class A or B	53	57,012	61,350	65,688	51,750	57,371	61,869	CA	115%	4
Transp Systems Technician A	4	48,996	54,342	59,688	54,108	56,871	58,260	WA	114%	4
Highway Traffic Control Specialist II (Trade Services IV)	8	39,060	54,684	70,308	53,052	53,258	54,060	ND	106%	4
Traffic Specialist II and III	23	33,377	80,688	127,999	34,777	52,694	67,461	FL	105%	2
Traffic Signal Electrician	9	41,226	52,822	64,418	46,842	52,693	62,483	ID	105%	4
Electronics Technician I	46	32,703	42,304	51,904	49,087	50,288	50,679	NC	101%	2
Network Service Technician	10	43,950	51,418	58,885	43,950	50,043	59,071	KS	100%	3
Electronic Technician I	14	27,004	48,511	70,017	43,887	49,042	56,414	VA	98%	2
Traffic Signal Technician 1	19	40,872	44,658	48,443	41,933	47,424	52,541	OH	95%	3
Traffic Systems Specialist I	51	36,976	47,688	58,399	41,131	47,380	56,129	TX	95%	4
Technical Ops Specialist II (TNT007)	17	40,728	51,852	62,976	41,746	45,000	49,615	WY	90%	4
Signal/Light/Electrical Technician 1	13	3,110	29,437	55,763	44,739	44,739	44,739	AZ	89%	4
Electrician	10	29,640	41,403	53,165	37,586	41,448	51,418	LA	83%	2
Intelligent Transportation System Technicians I-IV (Career Ladder)	16				27,935	39,756	45,344	DE	79%	1
Traffic Signal Tech	17	29,215	39,095	48,974	30,703	39,636	48,974	AL	79%	2
Electronics Tech II	25	27,527	39,229	50,930	34,116	38,253	45,953	SC	76%	2
Hwy Traffic Tech I	9	30,000	33,677	37,355	30,002	35,348	49,771	KY	71%	2
Traffic Signal and Lighting Tech	26	34,008	39,846	45,684	34,008	35,256	37,692	MO	70%	3
Transportation Technician Journey	1	33,904	45,136	56,368	34,341	34,341	34,341	WI	69%	3
Traffic Signal Technician 2	21	32,552	42,432	52,312	28,678	31,710	38,356	IN	63%	3
Traffic Signal Technician 1	9	22,520	30,402	38,283	29,768	29,919	30,069	GA	60%	2
DOT—Traffic Signal Technician	4	27,382	37,650	47,918	27,382	28,047	30,041	MS	56%	2
N/A	0							AR		2
N/A	0							IA		3
N/A	0							NE		4
Traffic Signal Technician II	0							NH		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OK		4
N/A	0							OR		4
N/A	0							PA		1
N/A	0							SD		4
N/A	0							TN		2
N/A	0							UT		4
N/A—Transp Engineering Tech Series	0							WV		2
# Incumbents & Averages:	510	39,752	50,770	61,788	45,956	50,425	55,129			
Group Weighted Average:						50,013				
Median:						50,043				

O5. Motorist Assistance Operator

Graduation from high school or G.E.D. plus two to four years of experience in emergency response work, highway or bridge maintenance, automotive maintenance and/or repair, or public safety. Must possess a valid driver license and a Class A Commercial Driver License.

Promotes highway safety and expedites the flow of highway traffic by assisting disabled motorists, clearing roadways of stalled vehicles and debris, and assisting emergency personnel at accident locations.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
MassDOT ESP Person II	4	53,227	62,834	72,440	68,202	68,202	68,202	MA	158%	1
Incident Response Ops Specialist, OAO	27	40,008	50,340	60,672	49,224	57,053	60,672	OR	132%	4
Highway Maintenance Worker 2	32	47,844	53,052	58,260	52,776	56,999	58,260	WA	132%	4
Safety Service Patrol Operator	42	39,348	47,267	55,186	41,108	52,085	55,186	NJ	121%	1
Transportation Worker II	32	27,780	35,936	44,091	45,581	45,785	47,413	NC	106%	2
Incident Response Technician	2	36,566	46,842	57,117	41,600	41,600	41,600	ID	96%	4
Roadway Safety Specialist I	1	32,280	41,708	51,135	32,280	40,652	57,023	UT	94%	4
Highway Response Operator 2*	64	30,156	39,186	48,216	37,626	40,327	52,714	TN	93%	2
Motorist Assistance Operator	40	35,772	41,988	48,204	35,772	37,635	44,929	MO	87%	3
Highway Incident Tech Worker	16	35,126	45,344	55,562	35,126	36,560	37,275	IN	85%	3
Incident Responder I	32	27,527	39,229	50,930	30,417	33,373	38,475	SC	77%	2
Hero Operator 1	25	22,520	30,402	38,283	32,340	32,664	32,987	GA	76%	2
Service Patrol Operator	27	26,474	33,876	41,277.6	26,474.4	32,616.24	43,346	AL	76%	2
N/A	0							AK		4
N/A	0							AR		2
N/A	0							AZ		4
N/A	0							CA		4
N/A	0							CO		4
N/A	0							CT		1
N/A	0							DE		1
N/A	0							FL		2
N/A	0							IA		3
N/A	0							KS		3
N/A	0							KY		2
N/A	0							LA		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							MS		2
N/A	0							MT		4
N/A	0							ND		4
N/A	0							NE		4
N/A	0							NH		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
N/A	0							OK		4
N/A	0							PA		1
N/A	0							SD		4
N/A	0							TX		4
N/A	0							VA		2
N/A	0							WI		3
N/A—Transportation Worker Series	0							WV		2
N/A	0							WY		4
# Incumbents & Averages:	344	34,971	43,692	52,413	40,656	44,273	49,083			
Group Weighted Average:						43,169				
Median:						40,652				

O6. Traffic Operations Center (TOC) Highway Operations Technician

Typically requires a two-year degree and experience with communications technician (e.g., Dispatch, emergency response center).

Utilizes radio, telecommunications, Intelligent Transportation Systems (ITS) equipment, and computers to provide emergency and non-emergency communications services to law enforcement, emergency response, departmental personnel and the general public.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
MassDOT HOC Operator II	17	63,781	78,919	94,057	64,770	79,414	94,057	MA	176%	1
Liaison III	6	51,408	60,348	69,288	54,300	61,392	69,276	CO	136%	4
Transp Telecommunications Specialist 1, OAO	29	40,008	50,340	60,672	40,008	54,886	60,672	OR	122%	4
Transportation Specialist V	1	33,440	47,374	61,307	54,800	54,800	54,800	OK	122%	4
Traffic Safety Systems Operator 3	16	40,440	47,274	54,108	42,420	52,961	54,108	WA	118%	4
Emergency Coordinator I	5	27,004	48,511	70,017	50,669	51,752	56,084	VA	115%	2
ITS Operations Tech III	14	42,244	55,602	68,960	42,244	51,271	65,034	TX	114%	4
Traffic Management Center Operator 2	11	41,933	47,466	52,998	44,720	49,338	54,891	OH	110%	3
Engineering Technician 1	5	41,872	50,339	58,805	43,754	47,893	53,161	NJ	106%	1
Law Enforcement Dispatcher	42	39,458	63,513	87,568	41,600	47,840	58,843	WI	106%	3
Transp Wkr II	33	27,780	35,936	44,091	45,740	45,740	45,740	NC	102%	2
Dispatcher Clerk, Caltrans (3710)	67	40,080	45,120	50,160	36,381	43,860	48,530	CA	97%	4
Dispatcher	10	31,110	43,437	55,763	43,437	43,593	44,999	AZ	97%	4
Engineering Specialist II (Working Title: FMS/AMS Specialist II)	1	25,774	51,645	77,517	43,551	43,551	43,551	FL	97%	2
TMC Operator	6	37,518	51,471	65,424	38,922	42,224	47,814	AR	94%	2
Regional Traffic Mgmt Centr Operator	28	39,120	49,037	58,954	39,120	41,100	48,391	PA	91%	1
Senior Traffic Systems Operator	2	35,772	41,988	48,204	40,392	40,740	41,088	MO	90%	3
Hero Operator 2	38	24,772	34,061	43,350	36,505	39,142	41,778	GA	87%	2
Transp Mgmt Communications Spec I	4	32,240	38,158	44,075	34,674	37,508	40,228	NH	83%	1
ATS Operator	29	31,469	39,637	47,805.6	31,468.8	37,255.2	47,806	AL	83%	2
TDOT TMC Technician	53	30,156	39,186	48,216	34,460	37,108	45,896	TN	82%	2
Information Specialist I	6	33,157	41,457	49,757.04	33,157.44	35,402.04	44,433	UT	79%	4
Communications Specialist III	6	27,527	39,229	50,930	28,905	34,995	43,334	SC	78%	2
Highway Traffic Ops Center Operator	6	28,184	34,009	39,834	29,496	34,044	43,769	NE	76%	4
Transp Mgmt Center Asst (TNTM04)	5	28,565	36,369	44,173.2	31,199.994	31,830.2339	31,990	WY	71%	4
Transp Operations Center Specialist I	4	28,248	36,723	45,198	28,248	31,363	39,291	KY	70%	2
N/A	0							AK		4
N/A	0							CT		1
NA—Included on General Tab	0							DE		1
N/A	0							IA		3
N/A	0							ID		4
N/A	0							IN		3
N/A	0							KS		3
N/A	0							LA		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							MS		2
N/A	0							MT		4
N/A	0							ND		4
N/A	0							NV		4
N/A	0							NY		1
N/A	0							SD		4
N/A—Transp Worker Series	0							WV		2
# Incumbents & Averages:	444	35,502	46,429	57,355	40,575	45,038	50,752			
Group Weighted Average:						45,021				
Median:						43,572				

07. Traffic Operations Center (TOC) Highway Operations Technician Supervisor

Bachelor's Degree or equivalent experience. Typically requires three or more years of experience.

Utilizes radio, telecommunications, Intelligent Transportation Systems (ITS) equipment, and computers to provide emergency and non-emergency communications services to law enforcement, emergency response, departmental personnel, and the general public.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Manager of Planning	1				96197	96197	96,197	DE	156%	1
Liaison V	1	79,908	100,518	121,128	95,544	95,544	95,544	CO	155%	4
MassDOT HOC Supervisor I	3	72,308	87,330	102,351	82,987	82,987	82,987	MA	135%	1
Principal Executive/Manager B, MMS	2	57,192	70,656	84,120	80,196	80,196	80,196	OR	130%	4
Traffic Systems Administrator II	4	51,614	68,047	84,479	73,431	76,911	81,500	TX	125%	4
Transportation Manager II	1	45,312	64,200	83,088	75,600	75,600	75,600	OK	123%	4
Traffic Management Center Supervisor	2	54,496	66,071	77,646	72,218	72,623	73,029	OH	118%	3
TMC Manager	1	61,516	79,976	98,435	68,874	68,874	68,874	AR	112%	2
Engineering Specialist IV; Engineering Specialist Supervisor III (Working Title: FMS/AMS Specialist IV)	27	33,377	80,688	127,999	57,737	64,394	73,460	FL	105%	2
Law Enforcement Dispatch Supervisor	7	49,608	81,869	114,130	61,838	63,315	66,248	WI	103%	3
Transportation Supervisor I	20	36,677	49,385	62,092	60,881	60,881	60,881	NC	99%	2
Traffic Safety Systems Operator 4	4	46,644	54,696	62,748	59,688	60,840	61,224	WA	99%	4
Transportation Management Center Quality Analyst (TNTM09)	3	53,149	67,669	82,188.72	58,939.777	60,287.682	62,983	WY	98%	4
Engineering Technician 2	9	45,732	55,087	64,443	45,732	60,054	64,443	NJ	98%	1
Highway Operations Technical Supervisor	62	43,420	60,445	77,469	58,827	58,868	61,424	AZ	96%	4
ATS Operations Supervisor	2	41,278	51,904	62,529.6	53,976	58,252.8	62,530	AL	95%	2
Hwy District Operations Center Manager	2	52,726	65,908	79,090	56,636	57,723	58,810	NE	94%	4
Communications Mgr	4	40,759	58,086	75,413	47,686	49,935	56,683	SC	81%	2
Regional Traffic Mgmt Center Supervisor	17	44,303	55,824	67,345	45,262	49,327	61,731	PA	80%	1
Information Specialist II	6	36,916	46,197	55,478.16	39,588.48	48,141	53,160	UT	78%	4
Dispatcher Clerk Supvr, Caltrans (3711)	12	43,344	48,810	54,276	43,363	47,955	49,266	CA	78%	4
Hero Supervisor	10	27,249	37,467	47,685	45,054	45,505	45,956	GA	74%	2
Transp Mgmt Communications Spec I	4	37,649	44,783	51,917	39,166	44,798	49,379	NH	73%	1
Traffic Systems Supervisor	5	41,832	49,428	57,024	41,832	43,179	44,100	MO	70%	3
TDOT TMC Technician Senior	18	33,228	43,194	53,160	39,125	41,470	44,316	TN	67%	2
Transportation Operations Specialist II	7	31,071	40,393	49,714	31,527	37,429	45,223	KY	61%	2
N/A	0							AK		4
N/A	0							CT		1
N/A	0							IA		3
N/A	0							ID		4
N/A	0							IN		3
N/A	0							KS		3
N/A	0							LA		2
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							MS		2
N/A	0							MT		4
N/A	0							ND		4
N/A	0							NV		4
N/A	0							NY		1
N/A	0							SD		4
N/A	0							VA		2
N/A—Transportation Worker Series	0							WV		2
# Incumbents & Averages:	234	46,452	61,145	75,838	58,919	61,588	64,452			
Group Weighted Average:						56,434				
Median:						60,171				

O8. Bridge Inspector I

Typically requires a two-year degree or experience with civil engineering.

Performs technical safety inspections in accordance with national bridge inspection standards.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Professional Engineer 1, E	8	70,824	90,342	109,860	86,052	101,681	104,628	OR	212%	4
Bridge Inspection Engineer	4	59,971	84,163	108,355	82,000	82,819	83,639	AZ	172%	4
MassDOT Bridge Inspector I	17	61,927	74,401	86,875	63,623	74,368	85,114	MA	155%	1
Bridge Inspector 1	1	42,307	52,499	62,691	59,821	59,821	59,821	IA	124%	3
Bridge Specialist 1	12	48,443	56,233	64,022	48,443	58,864	68,869	OH	123%	3
Bridge Engineer	2				50,918	58,718	66,518	KS	122%	3
Transportation Specialist Advanced	40	49,608	81,869	114,130	54,662	58,635	65,208	WI	122%	3
Bridge Inspector	3	52,020	61,620	71,220	55,968	57,032	59,160	MO	119%	3
Bridge Inspector I	4	55,408	55,408	55,408	55,408	55,408	55,408	MT	115%	4
Transportation Specialist V	1	33,440	47,374	61,307	54,800	54,800	54,800	OK	114%	4
Transportation Bridge Inspector II	12	38,770	50,402	62,034	46,132	53,981	68,078	KY	112%	2
Bridge Inspector I	11	33,960	45,727	57,493	50,314	53,606	57,087	NC	112%	2
Bridge Inspector	8	40,747	48,558	56,368	40,747	53,318	56,368	NH	111%	1
Engineering/Physical Sci Technician I	1	49,572	59,778	69,984	53,244	53,244	53,244	CO	111%	4
Bridge Inspection Specialist II	8	39,521	51,985	64,449	40,717	52,480	58,680	TX	109%	4
Engineering Assistant 3	7	31,642	47,762	63,882	34,269	50,534	60,890	IN	105%	3
Assistant Bridge Inspector	26	44,226	60,089	75,952	44,226	49,497	59,696	AR	103%	2
Engineering Technician II	20	27,004	48,511	70,017	43,613	48,692	53,604	VA	101%	2
Inspector I	2	34,995	47,586	60,176.16	39,191.76	45,351	51,511	UT	94%	4
Highway Bridge Inspector	4	41,642	52,725	63,808	42,474	45,197	48,743	NE	94%	4
Transportation Construction Inspector	349	39,120	49,037	58,954	39,120	45,182	58,954	PA	94%	1
Bridge Inspector	17	33,494	47,735	61,975	41,533	44,883	60,855	SC	93%	2
Bridge Inspector 3	9	36,608	50,378	64,147	38,210	44,188	58,573	LA	92%	2
Field Data Collection & Lab Analysis Spec (TNFD06)	1	37,274	47,457	57,640.08	41,820	41,820	41,820	WY	87%	4
EPS Tech II-IV (Bridge Mgmt Section)	3				31,309	38,122	50,750	DE	79%	1
DOT—Bridge Inspector II	7	35,975	49,475	62,975	35,975	37,022	38,803	MS	77%	2
Engineering Specialist I	8	25,774	51,645	77,517	35,512	36,832	37,492	FL	77%	2
Bridge Inspection Technician 1	10	22,520	30,402	38,283	32,962	34,596	36,230	GA	72%	2
Highway Bridge Safety Inspector 1	28	26,650	33,825	41,000	26,999	30,052.5	33,106	WV	63%	2
N/A	0							AK		4
N/A	0							AL		2
N/A	0							CA		4
N/A	0							CT		1
N/A	0							ID		4
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							ND		4
N/A	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							SD		4
N/A	0							TN		2
See E3(1)	0							WA		4
# Incumbents & Averages:	623	41,239	54,703	68,167	47,244	52,439	58,195			
Group Weighted Average:						48,050				
Median:						52,480				

O9. Bridge Inspector Supervisor

Typically requires a two-year degree or experience with civil engineering.

Plans, coordinates, and participates in the work of a crew engaged in performing technical safety inspections of bridges and related structures in accordance with pertinent national bridge inspection standards.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Principal Executive/Manager G, MMS	1	97,356	123,978	150,600	143,364	143,364	143,364	OR	245%	4
Bridge Inspector TL	2	65,161	91,586	118,011	90,000	90,899	91,799	AZ	155%	4
Engineer Program Manager I	1				86,111	86111	86,111	DE	147%	1
Bridge Inspector Supervisor	7				78,976	84,051	93,600	KS	144%	3
MassDOT Bridge Inspector II	9	68,116	81,999	95,882	68,116	81,999	95,882	MA	140%	1
Supervising Bridge Inspection Engineer	1	71,220	84,822	98,424	81,300	81,300	81,300	MO	139%	3
Highway Engineer 2	5	68,770	85,969	103,168	76,549	79868	87,204	IN	136%	3
Bridge Inspection Supervisor I	3	42,780	57,602	72,424	66,969	69,423	71,475	NC	119%	2
Transportation Bridge Inspector III	1	42,647	55,440	68,234	68,946	68,946	68,946	KY	118%	2
District Bridge Inspector	24	61,516	79,976	98,435	61,880	68925	79,014	AR	118%	2
Engineering Technician III	26	35,278	61,555	87,831	59,528	68185	78,514	VA	116%	2
Bridge Inspector Supervisor	4	65,306	70,817	76,328	65,306	68,062	76,328	MT	116%	4
Bridge Inspector 5	9	54,933	75,598	96,262	58,510	64,411	75,691	LA	110%	2
Chief Bridge Inspector	1	49,878	60,112	70,346	63,180	63180	63,180	NH	108%	1
Engineering Unit Supervisor	2	44,106	55,134	66,161	58,440	63104	67,768	NE	108%	4
Senior Bridge Inspector	7	40,759	58,086	75,413	59,185	62,908	68,994	SC	107%	2
Inspector III, UDOT	2	47,126	60,938	74,750	56,334	62358.12	68,382	UT	107%	4
Transportation Specialist VI	2	36,784	52,111	67,437	61,600	61,600	61,600	OK	105%	4
Senior Field Data Collection & Lab Analysis Spec (TNFD09)	1	53,149	67,669	82,189	57,441	57441	57,441	WY	98%	4
Transp Construction Inspector Supervisor	230	44,303	55,824	67,345	44,303	55,228	67,345	PA	94%	1
Bridge Inspection Supervisor I	15	36,268	49,869	63,469	52,507	53,100	54,407	GA	91%	2
DOT—Bridge Inspector IV	9	47,487	65,295	83,103	47,487	52,505	58,396	MS	90%	2
Engineering Specialist II, III, and IV	16	33,377	80,688	127,999	40,036	51,494	59,599	FL	88%	2
Highway Bridge Safety Inspector 3	34	37,050	47,025	57,000	39,899	47382.5	54,866	WV	81%	2
N/A	0							AK		4
N/A	0							AL		2
N/A	0							CA		4
N/A	0							CO		4
N/A	0							CT		1
N/A	0							IA		3
N/A	0							ID		4
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							ND		4
N/A	0							NJ		1
N/A	0							NV		4
N/A	0							NY		1
N/A	0							OH		3
N/A	0							SD		4
N/A	0							TN		2
N/A	0							TX		4
See E3(2)	0							WA		4
N/A	0							WI		3
# Incumbents & Averages:	412	51,971	69,186	86,401	66,082	70,244	75,467			
Group Weighted Average:						58,534				
Median:						66,236				

O10. Project Manager I

Typically requires four years experience managing large and complex construction projects involving the planning, execution, and closure of assigned projects; or considerable employment in the public or private sector involving supervisory experience in construction or construction management.

Responsible for the oversight and delivery of assigned projects from initiation to closeout within scope, on schedule, on budget and to the highest quality.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Asst Prog Mgr/Transp Technical Engineer	7	78,420	94,590	110760	100572	108944	113,292	WA	160%	4
TE Manager/Project Manager I	3	77,112	108,646	140,180	105,000	106,050	107,100	AZ	156%	4
Engineer III	13	60,530	84,705	108,879	105,376	105,376	105,376	NC	155%	2
Project Management Specialist 1	19	68,636	83,140	97,644	84,751	91,367	97,644	NJ	135%	1
Project Manager 1	2	58,380	72,850	87,320	87,320	87,320	87,320	NV	129%	4
Project Manager Senior	10	63,284	89,141	114998	63284	82085	100,013	IN	121%	3
Project Manager	4	51,334	70,647	89,960	71,157	79,612	86,778	LA	117%	2
Civil Engineer Project Manager I	35	65,832	81,060	96,288	70,260	77,988	91,080	CO	115%	4
Project Manager 1	14	65,104	83,398	101,691	65,104	75,950	96,470	ID	112%	4
Highway Project Manager	56	60,320	75,400	90480	63336	67977	84,779	NE	100%	4
Transportation Construction Manager 1, Civil Engineer Supervisor	130	50,543	63,707	76,871	50,543	67,039	76,871	PA	99%	1
Project Manager 1	27	40,983	56,352	71,720	60,000	64,708	69,415	GA	95%	2
Senior Project Management (BAPM10)	1	58,078	73,945	89811.96	62779	62779	62,779	WY	92%	4
Highway County Administrator	103	44,200	56,100	68000	52169	60711.5	69,254	WV	89%	2
Construction Proj Administrator I and II	77	33,377	80,688	127,999	47,700	59,501	66,728	FL	88%	2
Project Manager	3				53,300	53,300	53,300	KS	78%	3
Transportation Project Manager	9	44,223	59,696	75168	49569	52900	59,675	SD	78%	4
Transportation Specialist Senior	17	38,106	62,837	87,568	49,650	52,645	58,531	WI	78%	3
N/A	0							AK		4
N/A	0							AL		2
N/A	0							AR		2
N/A	0							CA		4
N/A	0							CT		1
N/A	0							DE		1
N/A	0							IA		3
Previously recorded as Transportation Engineer Supervisor	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							MO		3
N/A	0							MS		2
N/A	0							MT		4
N/A	0							ND		4
N/A	0							NH		1
Project Manager 1	0	73,285	82,989	92,693				NY		1
N/A	0							OH		3
N/A	0							OK		4
N/A	0							OR		4
N/A Reported Elsewhere	0							SC		2
N/A	0							TN		2
N/A	0							TX		4
N/A	0							UT		4
N/A	0							VA		2
# Incumbents & Averages:	530	57,319	76,660	96,002	68,993	75,347	82,578			
Group Weighted Average:						67,907				
Median:						71,964				

O11. Project Manager II

Typically requires four years experience managing large and complex construction projects involving the planning, execution, and closure of assigned projects; or considerable employment in the public or private sector involving supervisory experience in construction or construction management.

Responsible for a sub-state region or corridor, to be responsible for overseeing the administration and operation of various projects.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Program Manager	5	97,584	111,342	125,100	124,668	125,014	125,100	WA	158%	4
Project Management Specialist 2	15	78,797	95,585	112,373	104,911	107,647	112,373	NJ	136%	1
TE Manager/Project Manager II	3	77,112	108,646	140,180	106,050	106,575	107,100	AZ	135%	4
Project Manager 2	2	69,739	87,320	104,901	104,901	104,901	104,901	NV	133%	4
Project Manager 2	2	70,554	90,397	110,240	87,963	89,991	92,019	ID	114%	4
Construction Project Manager 2	39	64,260	81,942	99,624	67,428	88,220	99,624	OR	112%	4
Project Manager	1	51,334	70,647	89,960	85,072	85,072	85,072	LA	108%	2
Program Manager	7	55,834	74,446	93,057	82,100	83,458	86,175	OK	106%	4
Transp Construction Mgr 2, Senior Civil Engr Supervisor (all parentheticals)	320	57,741	72,714	87,687	60,362	79,176	87,687	PA	100%	1
Policy & Planning Supervisor (BAPS12)	1	69,352	88,298	107,245.1	76,321.5	76,322	76,322	WY	97%	4
Project Manager 2	1	46,311	63,678	81,044	74,186	74,186	74,186	GA	94%	2
Transportation Project Manager	32	66,108	78,642	91,176	66,108	74,029	87,792	MO	94%	3
Construction Project Manager	52	33,377	80,688	127,999	68,331	72,754	77,873	FL	92%	2
Project Manager	11	51,142	72,306	93,470	51,142	60,144	80,207	IN	76%	3
Transportation Specialist Advanced	21	49,608	81,869	114,130	54,662	59,904	72,613	WI	76%	3
Engineering Associate III	6	56,546	58,220	59,893	56,546	57,811	59,893	KS	73%	3
N/A	0							AK		4
N/A	0							AL		2
N/A	0							AR		2
N/A	0							CA		4
N/A	0							CO		4
N/A	0							CT		1
N/A	0							DE		1
N/A	0							IA		3
Previously recorded as Transportation Engineering Branch Manager	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							MS		2
N/A	0							MT		4
N/A	0							NC		2
N/A	0							ND		4
N/A	0							NE		4
N/A	0							NH		1
N/A	0							NY		1
N/A	0							OH		3
N/A Reported Elsewhere	0							SC		2
N/A	0							SD		4
N/A	0							TN		2
N/A	0							TX		4
N/A	0							UT		4
N/A	0							VA		2
N/A—within Hwy County Administrator	0							WV		2
# Incumbents & Averages:	518	62,212	82,296	102,380	79,422	84,075	89,309			
Group Weighted Average:						79,082				
Median:						81,317				

O12. Manager Project Management

Typically requires four years experience managing large and complex construction projects involving the planning, execution, and closure of assigned projects; or considerable employment in the public or private sector involving supervisory experience in construction or construction management.

Responsible for overseeing the administration and operation of the Project Management Program of the Transportation Capital program.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Director, Project Management (SES)	1	139,150	139,150	139,150	139,150	139,150	139,150	NJ	145%	1
Engineering Manager II	1	82,630	120,002	157,373	136,948	136,948	136,948	NC	142%	2
Engineer 8	1	94,390	129,896	165,402	135,949	135,949	135,949	LA	141%	2
Assistant Regional Administrator	6	102,348	116,808	131,268	126,000	130,544	131,268	WA	136%	4
TE Manager Sr/Manager Project Mgmt	1	83,922	118,375	152,827	125,500	125,500	125,500	AZ	130%	4
Principal Executive/Mgr F, MMS	33	88,356	109,236	130,116	102,132	121,659	130,116	OR	126%	4
Administrative Coordinator	1	71,296	95,062	118,827	114,600	114,600	114,600	OK	119%	4
Program Manager, Transportation	1	77,147	98,842	120,536	111,426	111,426	111,426	ID	116%	4
Maintenance and Operations Manager	1	89,045	97,406	105,768	109,200	109,200	109,200	AK	113%	4
Project Manager	1	106,327	106,327	106,327	106,327	106,327	106,327	KS	110%	3
Project Manager 3	1	76,170	95,630	115,090	95,672	95,672	95,672	NV	99%	4
Transportation Construction Manager 3, Civil Engineering Mgr (all parentheticals)	160	65,937	83,033	100,128	75,189	91,120	100,128	PA	95%	1
Construction Manager	24	33,377	80,688	127,999	75,313	86,000	90,250	FL	89%	2
Broad Band Executive	6	47,476	110,136	172,796	59,425	84,223	104,228	IN	88%	3
Senior Program Manager	7	52,331	71,955	91,579	81,600	82,547	83,494	GA	86%	2
Facilities Engineering Manager	1	60,711	75,889	91,067	78,416	78,416	78,416	NE	81%	4
N/A	0							AL		2
N/A	0							AR		2
N/A	0							CA		4
N/A	0							CO		4
N/A	0							CT		1
N/A	0							DE		1
N/A	0							IA		3
Previously recorded as Executive Director OR Transp Engr Director	0							KY		2
N/A	0							MA		1
N/A	0							ME		1
N/A	0							MI		3
N/A	0							MN		3
N/A	0							MO		3
N/A	0							MS		2
N/A	0							MT		4
N/A	0							ND		4
N/A	0							NH		1
N/A	0							NY		1
N/A	0							OH		3
Reported Elsewhere	0							SC		2
N/A	0							SD		4
N/A	0							TN		2
N/A	0							TX		4
N/A	0							UT		4
N/A	0							VA		2
N/A	0							WI		3
N/A—within the Hwy Engineering Series	0							WV		2
N/A	0							WY		4
# Incumbents & Averages:	246	79,413	103,027	126,641	104,553	109,330	112,042			
Group Weighted Average:						96,250				
Median:						110,313				

BENEFITS SUMMARY

If respondents had multiple applicable plans/groups under each section, they were instructed to report the data for the single largest group of covered employees. This may mean there are significant numbers of employees in each DOT with benefits that differ from those reported in the survey. The first page of this tab contains a summary of all benefits data, while the following pages detail the information by state.

MEDICAL INSURANCE

Indicate the monthly percent and/or dollar amount the employer contributes toward each employee's medical insurance premiums. Do not include data on separate dental or vision coverage. Please complete both columns, if possible.

Insurance	Average Monthly Dollar	Average Percentage of
Employee Only	\$690	85%
Employee + Child	\$935	79%
Employee + Children	\$1,036	76%
Employee + Spouse	\$1,078	78%
Employee + Family	\$1,313	78%

PAID TIME OFF

Indicate the annual number of days of paid leave accrued by years of service, including all paid absence time except holidays (e.g., include vacation, sick, and personal leave).

	Employee Full Years of Service						
	1	3	5	10	15	20	25+
Average Number of Days Accrued	25	26	29	31	34	36	37

Average number of paid holidays provided: 11

RETIREMENT PLANS

Indicate the retirement plan(s) offered. Select only one option.

Percentage of	Type of Retirement Plan(s) Offered
14%	Defined Benefit Plan Only (i.e., pension)
0%	Defined Contribution Plan Only (e.g., 457, 401(k) plan)
86%	Both a Defined Benefit and Defined Contribution Plan

Note: Percentages may not add to 100 because of rounding.

Percentage of defined benefit plans requiring employee contributions to the plan: 93.2%

Average employee contribution of *all* defined benefit plans, including non-contributory plans: 7.2%

Average employee contribution of contributory defined benefit plans only: 7.7%

Percentage of defined contribution plans that are non-matching: 39.5%

BENEFITS DETAIL

MEDICAL INSURANCE

Indicate the monthly percent and/or dollar amount the employer contributes toward each employees' medical insurance premiums. Do not include data on separate dental or vision coverage. Please complete both columns, if possible.

State	Employee Only		Employee + Child		Employee + Children		Employee + Spouse		Family	
	\$ Amount	Percent	\$ Amount	Percent	\$ Amount	Percent	\$ Amount	Percent	\$ Amount	Percent
Alabama	\$930	89%							\$930	68%
Alaska	\$1,530									
Arizona	\$592	84%	\$838	84%	\$1,461	84%	\$1,252	84%	\$1,461	84%
Arkansas	\$414	78%	\$658	74%	\$658	74%	\$776	65%	\$1,020	66%
California	\$653		\$1,291		\$1,671		\$1,291		\$1,671	
Colorado	\$634	95%	\$1,168	95%	\$1,168	95%	\$1,172	87%	\$1,662	87%
Connecticut	\$1,012	79%	\$2,103	75%	\$2,605	75%	\$2,103	75%	\$2,605	75%
Delaware	\$668	96%	\$1,015	96%	\$1,015	96%	\$1,381	96%	\$1,727	96%
Florida	\$714	93%							\$1,539	89%
Georgia	\$1,022	29%	\$951	29%	\$951	29%	\$878	29%	\$807	29%
Idaho	\$955	94%	\$955	90%	\$955	87%	\$955	87%	\$955	81%
Indiana	\$469	76%							\$1,411	82%
Iowa	\$716	94%	\$1,628	91%	\$1,628	91%	\$1,628	91%	\$1,628	91%
Kansas	\$585	81%	\$857	65%	\$857	65%	\$857	65%	\$857	65%
Kentucky	\$660	93%	\$852	87%	\$852	87%	\$1,029	77%	\$1,132	75%
Louisiana	\$561	75%	\$644	75%	\$644	75%	\$982	75%	\$1,025	75%
Maine		85%		60%		60%		60%		60%
Massachusetts		75%								75%
Michigan	\$470	80%	\$823	80%	\$823	80%	\$1,058	80%	\$1,411	80%
Minnesota	\$666		\$1,156	90%	\$1,156	90%	\$1,156	90%	\$1,822	90%
Mississippi	\$378	95%	\$378	67%	\$378	52%	\$378	44%	\$378	35%
Missouri	\$417	82%	\$583	82%	\$749	82%	\$916	82%	\$1,267	82%
Montana	\$1,054		\$1,054		\$1,054		\$1,054		\$1,054	
Nebraska	\$609	79%	\$1,247	79%	\$1,247	79%	\$1,613	79%	\$2,160	79%
Nevada	\$595		\$765		\$765		\$1,001		\$1,171	
New Hampshire	\$320	94%	\$640	94%	\$1,028	94%	\$1,028	94%	\$1,028	94%
New Jersey	\$338	96%	\$629	94%	\$968	93%	\$677	94%	\$968	93%
New York		84%		69%		69%		69%		69%
North Carolina	\$532		\$532		\$532		\$532		\$532	
North Dakota	\$1,427	100%							\$1,427	100%
Ohio	\$116	85%	\$317	85%	\$317	85%	\$337	84%	\$337	84%
Oklahoma	\$660		\$892		\$1,054	0%	\$1,313		\$1,678	
Oregon	\$813	95%	\$1,382	95%	\$1,382	95%	\$1,626	95%	\$2,195	95%
Pennsylvania	\$1,091	88%	\$1,091	88%	\$1,091	88%	\$1,091	88%	\$1,091	88%
South Carolina	\$403	80%	\$618	81%	\$618	81%	\$798	76%	\$999	77%
South Dakota	\$901	100%	\$901	99%	\$901	96%	\$901	93%	\$901	91%
Tennessee	\$558		\$837		\$837		\$1,172		\$1,451	
Texas	\$623	100%	\$862	50%	\$862	50%	\$980	50%	\$1,220	50%
Utah	\$554	91%	\$1,143	91%	\$1,527	91%	\$1,143	91%	\$1,527	91%
Virginia	\$703		\$1,259		\$1,845		\$1,259		\$1,845	
Washington	\$976		\$976		\$976		\$976		\$976	
West Virginia	\$288	52%	\$402	55%	\$402	55%	\$769	65%	\$769	65%
Wisconsin	\$846	88%							\$2,003	88%
Wyoming	\$833	85%	\$1,267	85%	\$1,267	85%	\$1,660	85%	\$1,900	85%
Average	\$690	85%	\$935	79%	\$1,036	76%	\$1,078	78%	\$1,313	78%

Paid Time Off

Indicate the annual number of days of paid time off leave accrued by years of service, including all paid absence time except holidays (e.g., include vacation, sick, and personal leave).

Indicate the number of paid holidays provided to employees.

State	Employee Full Years of Service							Holidays
	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	25+ Years	
Alabama	26	26	29	33	36	39	42	13
Alaska	21	24	27	30	36	36	36	11
Arizona	13	18	18	21	21	21	21	10
Arkansas	24	27	30	30	33	33	35	12
California	25	25	31	31	34	36	37	11
Colorado	22	22	25	28	31	31	31	10
Connecticut	28	28	33	33	33	38	38	12
Delaware	30	30	30	33	36	36	36	12
Florida	27	27	30	34	34	34	34	9
Georgia	30	30	33	36	36	36	36	12
Idaho	24	24	27	30	33	33	33	10
Indiana	24	24	27	32	32	37	37	14
Iowa	30	30	35	35	40	42	45	9
Kansas	25	25	28	31	34	34	34	9
Kentucky	24	24	27	30	33	36	36	12
Louisiana	24	30	36	42	48	48	48	9
Maine	30	30	30	30	33	36	36	12
Massachusetts	28	28	33	33	38	43	43	11
Michigan	28	30	32	34	36	38	40	13
Minnesota	13	13	16	23	24	26	29	11
Mississippi	30	30	32	33	33	35	35	10
Missouri	30	30	30	33	36	36	36	12
Montana	27	27	27	30	33	36	36	11
Nebraska	24	24	24	33	38	43	43	12
Nevada	30	30	30	33	36	36	36	11
New Hampshire	27	30	30	33	33	36	39	13
New Jersey	30	30	33	33	38	43	43	13
New York	14	16	18	20	20	20	20	12
North Carolina	26	26	29	32	35	38	38	12
North Dakota	24	27	27	30	33	36	36	10
Ohio	24	24	29	34	37	39	44	10
Oklahoma	30	30	30	33	35	40	40	11
Oregon	27	27	31	34	38	42	45	10
Pennsylvania	22	30	30	30	35	35	41	11
South Carolina	30	30	30	30	36	43	45	13
South Dakota	15	15	15	15	20	20	20	10
Tennessee	24	24	30	33	33	36	36	13
Texas	16	17	18	19	21	23	25	17
Utah	26	26	29	33	33	36	36	11
Virginia	24	24	28	33	36	39	42	12
Washington	27	28	30	33	35	37	38	10
West Virginia	33	33	36	39	42	42	42	13
Wisconsin	36	36	41	43	46	48	48	9
Wyoming	24	24	27	30	33	36	36	9
Average	25	26	29	31	34	36	37	11

Retirement Plans

Indicate the retirement plan(s) offered. Select only one option.

State	Retirement Plan Type(s)	Defined Benefit Plan Contribution Rate (Employee Contribution)	Defined Contribution Plan Match (Employer Match)
Alabama	Defined Benefit	7.50%	
Alaska	Both	6.75%	Yes
Arizona	Both	12.00%	Yes
Arkansas	Defined Benefit	7.00%	
California	Defined Benefit	0.00%	
Colorado	Both	10.00%	No
Connecticut	Both	4.00%	Yes
Delaware	Both	5.00%	No
Florida	Both	3.00%	Yes
Georgia	Both	1.00%	Yes
Idaho	Both	7.16%	No
Indiana	Both	0.00%	Yes
Iowa	Both	6.29%	Yes
Kansas	Both	6.00%	Yes
Kentucky	Both	5.00%	Yes
Louisiana	Both	8.00%	No
Maine	Both	7.65%	No
Massachusetts	Defined Benefit	11.00%	
Michigan	Both	4.00%	Yes
Minnesota	Both	5.00%	Yes
Mississippi	Defined Benefit	9.00%	
Missouri	Both	4.00%	No
Montana	Both	8.00%	Yes
Nebraska	Both	4.80%	Yes
Nevada	Defined Benefit	28.00%	
New Hampshire	Both	7.00%	Yes
New Jersey	Both	7.50%	No
New York	Both	38.00%	No
North Carolina	Both	6.00%	No
North Dakota	Both	3.00%	No
Ohio	Both	10.00%	No
Oklahoma	Both	3.50%	Yes
Oregon	Both	6.00%	Yes
Pennsylvania	Both	8.25%	Yes
South Carolina	Both	9.00%	Yes
South Dakota	Both	6.00%	No
Tennessee	Both	5.00%	Yes
Texas	Both	9.50%	No
Utah	Both	0.00%	Yes
Virginia	Both	5.00%	Yes
Washington	Both	8.00%	Yes
West Virginia	Both	4.50%	No
Wisconsin	Both	6.75%	No
Wyoming	Both	3.43%	Yes
Average		7.20%	



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555 12th Street NW, Suite 1000, Washington, DC 20004
transportation.org Pub Code: SS-20 ISBN: 978-1-56051-773-3

