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2018 AASHTO Salary Survey



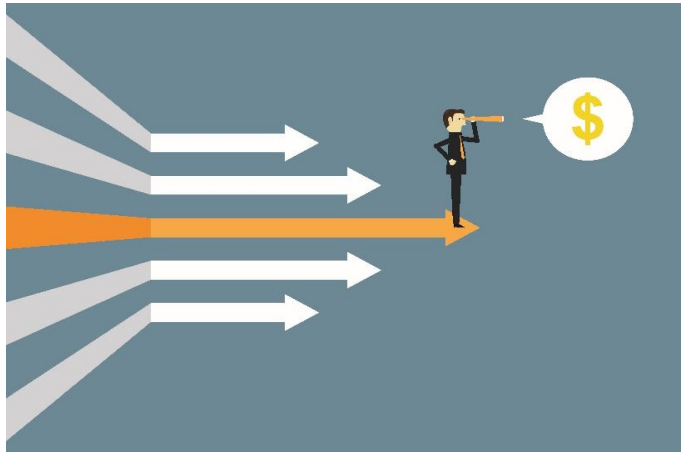
June 2019

AMERICAN ASSOCIATION
OF STATE HIGHWAY AND
TRANSPORTATION OFFICIALS
AASHTO





2018 AASHTO SALARY SURVEY



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

Jared Polis, Governor of Colorado
Shoshana Lew, Director, Colorado Department of Transportation
Herman Stockinger, Acting Director, Human Resources Division
Beverly Wyatt, Human Resources Business Partner

American Association of State Highway and Transportation Officials
444 North Capitol Street, NW, Suite 249
Washington, DC 20001



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Welcome to the 2018 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 47 states responded, resulting in a 94 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 2018 *AASHTO Salary Survey*.

Herman Stockinger, Acting Director, CDOT Division of Human Resources

The 2018 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 74 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 is 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, 2018.

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

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2018 AASHTO SALARY SURVEY GENERAL STATE INFORMATION

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	4,284	24	\$43,535	No	10/1/2018	3.50%
Alaska	2,728	24	\$70,451	Yes	7/1/2015	2.50%
Arizona	3,626	26	\$48,419	No	7/1/2007	3.58%
Arkansas	3,653	26	\$44,654	No	6/23/2018	2.75%
California	19,073	12	\$83,287	Yes	7/1/2018	
Colorado	2,929	12	\$63,605	No	7/1/2018	3.00%
Connecticut	2,849	26	\$72,126	Yes	7/1/2015	3.00%
Delaware	1,767	26		Yes	10/1/2016	1.50%
Florida	5,651	26	\$55,607	Yes	10/1/2017	\$38.46 or \$53.85
Georgia	4,042	24		No	7/1/2017	2.00%
Idaho	2,502	26	\$63,526	Yes	7/1/2018	1.00%
Indiana	3,528	26	\$46,320	No	12/1/2007	1.50%
Iowa	2,502	26	\$63,526	Yes	7/1/2018	1.00%
Hawaii	2,234	24	\$55,913	Yes	7/1/2018	
Kansas	2,171	26	\$42,763	Yes	6/17/2018	2.50%
Kentucky	4,223	24	\$44,970	No	7/1/2015	1.00%
Louisiana	4,140	26	\$48,729	No	1/1/2018	2.00%
Maine	1,669	26	\$44,567	Yes	12/31/2018	3.00%
Maryland	8,177	26	\$56,864	Yes	1/1/2017	2.00%
Massachusetts	3,567	26	\$71,983	Yes	12/24/2017	3.00%
Michigan	2,406	26	\$65,654	Yes	10/1/2017	3.00%
Minnesota	6,916	26	\$64,043	Yes	7/1/2018	2.25%
Mississippi	2,988	24		No	7/1/2007	\$1,500
Missouri	5,064	24	\$42,322	No	7/1/2016	2.00%
Montana	1,871	26	\$57,138	Yes	2/3/2018	1.00%
Nebraska	1,960	24	\$47,274	Yes	7/1/2017	1.00%
Nevada	1,844	26	\$51,500	No	7/1/2018	3.00%
New Hampshire	1,638	26	\$46,462	Yes	6/8/2018	1.50%
New Jersey	3,175	26	\$67,563	Yes	7/7/2018	1.75%
New Mexico	2,038	26	\$52,194	Yes	7/1/2014	3.00%
North Carolina	9,647	26	\$48,915	No	7/1/2018	2.00%
North Dakota	981	12	\$61,324	No	7/1/2016	2.00%
Ohio	4,844	26	\$59,811	Yes	7/1/2018	2.50%
Oklahoma	2,328	26	\$49,347	No	7/1/2018	
Oregon	4,715	12		Yes		
Pennsylvania	11,309	26	\$49,946	Yes	7/1/2018	2.50%
Rhode Island	753	26	\$66,320	Yes	12/23/2017	2.00%
South Carolina	4,184	24	\$42,454	No	6/2/2016	3.25%
South Dakota	973	24	\$49,514	No	7/1/2018	1.20%
Tennessee	3,919	24	\$45,456	No	7/1/2013	1.50%
Texas	11,773	12	\$56,384	No	9/1/2014	2.00%
Utah	1,557	26	\$55,829	No	6/30/2018	2.50%
Virginia	7,459	24			7/10/2017	3.00%
Washington	6,561	24	\$71,131	Yes	7/1/2018	2.00%
West Virginia	5,228	26	\$39,141	No	7/1/2018	5.00%
Wisconsin	3,045	26	\$60,112	Yes	6/24/2018	2.00%
Wyoming	1,859	12	\$51,126	No	7/1/2015	3.01%

Note: Illinois, New York, and Vermont did not provide data and are not included on the position data sheets.

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

State	Web Site Address
Alabama	http://www.personnel.alabama.gov
Alaska	http://www.governmentjobs.com/careers/alaska/ http://doa.alaska.gov/dof/payroll/sal_sched.html
Arizona	http://hr.az.gov/az-state-jobs
Arkansas	http://www.ardot.gov/employment/class_spec_manual.aspx http://www.ardot.gov/employment/current_salary_schedule.pdf
California	http://www.calhr.ca.gov/state-hr-professionals/Pages/pay-scales.aspx
Colorado	https://www.colorado.gov/dhr/classdescriptions
Connecticut	http://www.jobapscloud.com/CT/auditor/ClassSpecs.asp
Delaware	http://www.delawarepersonnel.com
Florida	http://www.dms.myflorida.com/workforce_operations/human_resource_management
Georgia	http://jobdescriptions.doas.ga.gov/jobdescriptionsapp/jobsalaryinfo.asp
Hawaii	http://dhrd.hawaii.gov/state-hr-professionals/class-and-comp
Idaho	https://www.governmentjobs.com/careers/idaho
Illinois	Not available
Indiana	http://www.in.gov/spd/2386.htm
Iowa	http://das.iowa.gov/human-resources/classification-and-pay
Kansas	http://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	http://www.maine.gov/bhr
Maryland	Not available
Massachusetts	Not available
Michigan	http://www.michigan.gov/mdcs/0,1607,7-147-6877_8150---,00.htm
Minnesota	https://mn.gov/mmb/job-class-specs/spec-a.jsp
Mississippi	http://www.mspb.ms.gov
Missouri	https://www6.modot.mo.gov/HRIS/external/jobDescriptInternet.do
Montana	http://hr.mt.gov/newclassificationandcompensation
Nebraska	http://das.nebraska.gov/personnel/classncomp/
Nevada	http://hr.nv.gov
New Hampshire	http://das.nh.gov/hr/wage-schedules.aspx
New Jersey	https://www.nj.gov/csc
New Mexico	http://www.spo.state.nm.us/Compensation-and-Classification.aspx
New York	http://www.cs.ny.gov/tsplan/tsp.html
North Carolina	http://oshr.nc.gov/state-employee-resources/classification-compensation/classification
North Dakota	https://www.nd.gov/omb/agency/state-government-human-resource-management
Ohio	http://das.ohio.gov/Divisions/Human-Resources/Talent-Management/Classification-and-Compensation-old/Classification-Specification
Oklahoma	http://www.omes.ok.gov/services/human-capital-management
Oregon	http://apps.oregon.gov/DAS/Classification-Compensation/
Pennsylvania	http://www.hrm.pa.gov/class-comp/Pages/default.aspx
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/compensation-information/
Tennessee	http://agency.governmentjobs.com/tennessee/default.cfm?action=agency specs
Texas	Not available
Utah	https://dhrm.utah.gov
Vermont	http://humanresources.vermont.gov/compensation
Virginia	http://www.dhrm.virginia.gov
Washington	https://ofm.wa.gov/state-human-resources/compensation-job-classes
West Virginia	http://www.personnel.wv.gov/sections/classcomp/Pages/default.aspx
Wisconsin	https://dpm.wi.gov/Pages/HR_Admin/Class-and-Comp-HR-Admin.aspx
Wyoming	https://www.governmentjobs.com/careers/wyoming/classspecs

AASHTO SALARY SURVEY STATE CONTACTS

State	Contact Person	Phone Number	E-Mail
Alabama	Amanda Mercado		amanda.mercado@personnel.alabama.gov
Alaska	Kim Garrett	(907) 465-4434	kim.garrett@alaska.gov
Arizona	Brennan Atwood	(602) 712-4322	batwood@azdot.gov
Arkansas	Carla Edwards	(501) 569-2431	carla.edwards@ardot.gov
California	Michelle Tucker	(916) 227-7700	michelle.tucker@dot.ca.gov
Colorado	Beverly Wyatt	(303) 757-9677	beverly.wyatt@state.co.us
Connecticut	Morgan Roane	(860) 594-3112	morgan.roane@ct.gov
Delaware	Diane Allen	(302) 760-2013	diane.allen@state.de.us
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	Sara Stowe	(208) 334-8266	sara.stowe@itd.idaho.gov
Illinois	Kathy Burton	(217) 782-3207	kathy.burton@illinois.gov
Indiana	Jonathon Dhondt	(317) 232-4552	jdhondt1@spd.IN.gov
Iowa	Jenna Borkowski	(515) 233-7700	jenna.borkowski@iowadot.us
Kansas	Ed Leboeuf	(785) 296-0431	edmond.leboeuf@ks.gov
Kentucky	Tracy Young	(502) 564-4610	tracy.young@ky.gov
Louisiana	Susan Pellegrin	(225) 379-1259	susan.pellegrin@la.gov
Maine	Soumia Tber	(207) 624-3049	soumia.tber@maine.gov
Maryland	SaraLeta Ringenary	(410) 865-1218	sringenary@mdot.state.md.us
Massachusetts	Dennis Giglio	(857) 368-8568	Dennis.Giglio@dot.state.ma.us
Michigan	Kirsten Cole	(517) 241-2147	colek@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	Tonya Sieben	(775) 888-7076	tsieben@dot.nv.gov
New Hampshire	Alexis Martin	(603) 271-8313	alexis.martin@dot.nh.gov
New Jersey	Kelly Hutchinson	(609) 530-8250	kelly.hutchinson@dot.nj.gov
New Mexico	James Chambers	(505) 827-5138	jamesw.chambers@state.nm.us
New York	Lisa Snow	(518) 457-6460	lisa.snow@dot.ny.gov
North Carolina	Paul Boyles	(919) 707-4454	pjboyles@ncdot.gov
North Dakota	Whitney Ibach	(701) 328-2587	wibach@nd.gov
Ohio	Renee Szymanski	(614) 466-6443	renee.szymanski@dot.ohio.gov
Oklahoma	Gary Sloup	(405) 522-2534	gsloup@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	Paul Pysz, Cheryl Wilkes	(401) 222-2572	Paul.Pysz@dot.ri.gov , Cheryl.Wilkes@dot.ri.gov
South Carolina	Rose Marie Bates	(803) 737-1730	batesrm@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	Rhett Smith Joe Seifert	(512) 486-5497 (512) 486-5343	rhett.smith@txdot.gov joe.seifert@txdot.gov
Utah	Carlos Rodriguez	(801) 965-4051	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	Gordon Cook	(304) 558-9790	gordon.r.cook@wv.gov
Wisconsin	Barb Paltz	(608) 266-2974	barb.paltz@dot.wi.gov
Wyoming	Brian Foster	(307) 777-4485	brian.foster@wyo.gov

GUIDELINES FOR THE 2018 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 percent 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, 2018.
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 **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, DOT/PF	1	141,156	141,156	141,156	141,156	141,156	141,156	AK	84%	4
ALDOT Director	1				172,858	172,858	172,858	AL	103%	2
Director	1	208,572	208,572	208,572	208,572	208,572	208,572	AR	124%	2
Dt Director	1	103,131	159,190	215,250	150,000	150,000	150,000	AZ	89%	4
Director/Dept of Transportation	1	166,512	182,232	197,952	197,952	197,952	197,952	CA	118%	4
Dept Executive Director	1	12	6,000,000	11,999,988	171,444	171,444	171,444	CO	102%	4
Commissioner of Transportation	1	128,582	198,335	268,088	190,749	190,749	190,749	CT	113%	1
Cabinet Secretary	1				141,572	141,572	141,572	DE	84%	1
Secretary of Transportation	1	68,136	193,232	318,328	151,000	151,000	151,000	FL	90%	2
Commissioner	1	53,560	137,114	220,667	350,000	350,000	350,000	GA	208%	2
Director of Transportation	1	147,444	147,444	147,444	147,444	147,444	147,444	HI	88%	4
DOT Director	1	100,840	127,570	154,300	151,507	151,507	151,507	IA	90%	3
Director Trans Dept	1	37,723	115,821	193,918	200,408	200,408	200,408	ID	119%	4
Agency Head	1	54,990	156,169	257,348	171,600	171,600	171,600	IN	102%	3
Cabinet Secretary	1	115,569	115,569	115,569	115,569	115,569	115,569	KS	69%	3
Cabinet Secretary	1				137,000	137,000	137,000	KY	81%	2
DOTD Secretary (Unclassified)	1				176,900	176,900	176,900	LA	105%	2
Secretary, MassDOT	1				161,522	161,522	161,522	MA	96%	1
Secretary of Transportation	1	133,069	155,523	177,977	177,908	177,908	177,908	MD	106%	1
Commissioner Department of Transp	1	85,717	112,726	139,734	139,734	139,734	139,734	ME	83%	1
Unclassified	1	165,000	165,000	165,000	165,000	165,000	165,000	MI	98%	3
Commissioner Transportation	1	68,362	121,777	175,192	154,992	154,992	154,992	MN	92%	3
Director, Department of Transportation	1				177,480	177,480	177,480	MO	105%	3
Executive Director—Dept. of Transp	1	133,638	153,684	173,729	157,000	157,000	157,999	MS	93%	2
Director	1	110,787	110,787	110,787	110,787	110,787	110,787	MT	66%	4
Secretary of Transportation	1	20,000	185,000	350,000	222,340	222,340	222,340	NC	132%	2
Department Director	1				170,000	170,000	170,000	ND	101%	4
Director—Appointed By Governor	1				149,966	149,966	149,966	NE	89%	4
Commissioner	1				130,184	130,184	130,184	NH	77%	1
NJ Department of Trans Commissioner	1				175,000	175,000	175,000	NJ	104%	1
NMDOT Cabinet Secretary	1	75,400	131,030	186,659	125,480	125,480	125,480	NM	75%	4
Director, Transportation	1	139,591	139,591	139,591	139,591	139,591	139,591	NV	83%	4
Director 4	1	73,715	132,101	190,486	151,257	151,257	151,257	OH	90%	3
Executive Director	1				185,000	185,000	185,000	OK	110%	4
Principal Executive/Manager I, MEAH	1	108,180	133,824	159,468	186,952	186,952	186,952	OR	111%	4
Department Head	1				155,452	155,452	155,452	PA	92%	1
Director of Transportation	1	155,000	155,000	155,000	155,000	155,000	155,000	RI	92%	1
Secretary of Transportation	1	168,044	214,272	260,500	187,200	187,200	187,200	SC	111%	2
Department Secretary	1				125,956	125,956	125,956	SD	75%	4
Commissioner 2	1	158,556	158,556	158,556	158,556	158,556	158,556	TN	94%	2
Executive Director	1				299,812	299,812	299,812	TX	178%	4
Executive Director, UDOT	1	69,217	116,636	164,054	164,054	164,054	164,054	UT	97%	4
Commissioner of Highways	1				212,661	212,661	212,661	VA	126%	2
Secretary of Transportation	1				190,332	190,332	190,332	WA	113%	4
Department Secretary	1	97,760	129,532	161,304	129,584	129,584	129,584	WI	77%	3
Secretary of Transportation	1	120,000	120,000	120,000	120,000	120,000	120,000	WV	71%	2
Executive Management 8 (EXMT08)	1	139,860	174,828	209,796	156,000	156,000	156,000	WY	93%	4
# Incumbents & Averages:	47	108,004	338,460	568,917	168,309	168,309	168,330			
Group Weighted Average:						168,309				
Median:						158,556				

A2. Major Division Director

Bachelor's Degree or equivalent experience. Typically requires eight+A103 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			Actual			State	% Inc.	Region
		Minimum	Midpoint	Maximum	Low	Average	High			
Division Director—PX	9	102,972	112,980	122,988	118,524	131,481	158,868	AK	102%	4
Transportation Senior Administrator	0	86,390	109,012	131,633				AL		2
Asst. Chief Engineer—Planning; Asst. Chief Engineer—Operations; Asst. Chief Engineer—Design, Asst Chief—Admin.	4	136,396	139,048	141,700	136,396	137,722	141,700	AR	107%	2
Dt Deputy Director	4	90,050	130,122	170,195	135,135	140,409	145,000	AZ	109%	4
Career Executive Assignment	93	86,280	143,214	200,148	106,764	151,208	191,208	CA	118%	4
Managemt, Senior Executive Service	3	83,856	113,214	142,572	133,308	142,404	160,584	CO	111%	4
Deputy Commissioner	1	109,673	167,805	225,937	159,024	159,024	159,024	CT	124%	1
Director/Appointed Official	7	80,499	99,900	119,300				DE		1
Assistant Secretary	2	56,780	161,027	265,273	138,586	138,586	138,586	FL	108%	2
Division Director; District Engineer	12	53,560	137,114	220,667	130,000	146,384	175,000	GA	114%	2
Deputy Director	4	128,268	131,952	135,636	128,268	133,790	135,631	HI	104%	4
Transportation Division Director	4	82,555	115,534	148,512	137,322	145,715	148,512	IA	113%	3
Aero Div Admin, Chief Admin Officer, Motor Div Admin, and Deputy Director	4	70,604	120,624	170,643	96,678	122,548	161,221	ID	95%	4
Broad Band Executive	7	47,476	102,271	157,066	80,000	115,628	133,599	IN	90%	3
Division Director	3				89,303	92,630	99,284	KS	72%	3
Executive Director	26				77,308	99,933	115,000	KY	78%	2
Deputy Secretary (Unclassified)	1				150,010	150,010	150,010	LA	117%	2
Highway Administrator—Manager XII	1	64,365	121,215	178,065	156,622	156,622	156,622	MA	122%	1
Deputy Secretary, Dept of Transp	2	114,874	134,203	153,532	153,000	153,000	153,000	MD	119%	1
No match								ME		1
Senior Deputy Director 20	1	116,872	132,172	147,471	147,471	147,471	147,471	MI	115%	3
Deputy Commissioner Transportation	1	110,476	134,290	158,103	152,737	152,737	152,737	MN	119%	3
Audits & Investigations Director; Motor Carrier Services Director; Risk & Benefits Management Director	3				101,052	102,708	106,020	MO	80%	3
DOT—Special Projects Administrator	11	62,508	85,949	109,389	77,152	79,830	85,886	MS	62%	2
District Admin, Trans Planning Admin, MCS Admin, Maint. Administrator	8	113,796	113,796	113,796	113,796	113,796	113,796	MT	88%	4
Chief Deputy II	1	101,225	141,715	182,205	148,409	148,409	148,409	NC	115%	2
Deputy Director	1				136,572	136,572	136,572	ND	106%	4
Highway Operations Division Manager	1	72,311	90,391	108,470	104,341	104,341	104,341	NE	81%	4
Division Director	5				94,039	107,580	116,953	NH	84%	1
Assistant Commissioner	4				127,000	128,500	132,000	NJ	100%	1
Deputy Cabinet Secretary—Exempt	1	61,984	107,713	153,442	115,445	115,445	115,445	NM	90%	4
Assistant Director	3	117,453	126,370	135,287	117,453	117,453	135,287	NV		4
Deputy Director 6	10	54,974	101,566	148,158	99,590	116,455	143,936	OH	91%	3
Assistant Director	3	72,000	108,000	144,000	130,000	130,000	130,000	OK	101%	4
Principal Executive/ Manager H, MESN Exec Deputy for Transp, Deputy Secretary for Admin; Deputy Secretary for Transp Planning; Deputy Secretary for Multimodal Transp; Deputy Secretary for Driver & Vehicle Services; Deputy Secretary for Hwy Admin	3	98,064	121,374	144,684	144,684	144,684	144,684	OR	112%	4
Chief Operating Officer (DOT)	1	144,084	151,380	158,675	158,675	158,675	158,675	RI	123%	1
Deputy Secretary	2	85,953	119,136	152,319	135,944	136,796	137,647	SC	106%	2
Director	2	98,072	127,213	156,353	105,998	108,553	111,109	SD	84%	4
Deputy Commissioner 2	1	131,196	183,672	236,148	164,112	164,112	164,112	TN	128%	2
Deputy Executive Director	1	163,676	220,247	276,817	264,000	264,000	264,000	TX	205%	4
Region Director UDOT, Director of Program Develpmt, Director of Project Develpmt, Engineering Mgr IV, UDOT	7	90,619	113,368	136,117	136,117	136,117	136,117	UT	106%	4
General Administration Manager IV	2	97,863	159,938	222,012	177,442	177,779	178,115	VA	138%	2
Assistant Secretary	4	126,420	146,292	166,164	158,004	160,004	166,164	WA	124%	4
Division Administrator	4	77,605	107,931	138,257	109,324	112,112	113,443	WI	87%	3
Div of Motor Vehicles Commissioner	1				75,000	75,000	75,000	WV	58%	2
Exec Mgmt 2, 3,A43 & 5 (EXMT02, 03 &05)	0							WY		4
# Incumbents & Averages:	273	94,215	128,659	163,104	129,505	135,402	141,602			
Group Weighted Average:						128,632				
Median:						137,259				

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			
Special Asst to the Commissioner II	1	83,880	91,770	99,660	111,564	111,564	111,564	AK	104%	4
Government Relations Manager	1	55,327	69,802	84,276	84,276	84,276	84,276	AL	79%	2
Governmental Relations Officer	1	92,976	109,540	126,103	93,886	93,886	93,886	AR	88%	2
DT Deputy Director	1	90,050	130,122	170,195	139,500	139,500	139,500	AZ	130%	4
Asst Deputy Dir, Legislative Affairs	1	111,600	117,948	124,296	119,604	119,604	119,604	CA	112%	4
Management	1	89,904	117,804	145,704	133,380	133,380	133,380	CO	125%	4
No match	0							CT		1
No match	0							DE		1
Chief of Staff	1	56,780	161,027	265,273	138,586	138,586	138,586	FL	129%	2
Special Advisor to Commissioner	1	53,560	137,114	220,667	133,000	133,000	133,000	GA	124%	2
No match	0							HI		4
No match	0							IA		3
Govt Affairs Program Mgr	1	70,604	90,464	110,323	96,491	96,491	96,491	ID	90%	4
Broad Band Executive	1	47,476	102,271	157,066	109,321	109,321	109,321	IN	102%	3
Director of Policy	1	89,303	89,303	89,303	89,303	89,303	89,303	KS	83%	3
General Counsel	1				88,597	88,597	88,597	KY	83%	2
Legislative Liaison (Unclassified)	1				82,493	82,493	82,493	LA	77%	2
Legislative Affairs Manager—Mgr IV	1	35,247	65,638	96,028	90,943	90,943	90,943	MA	85%	1
DOT Executive V	1	73,612	95,905	118,197	101,463	101,463	101,463	MD	95%	1
Public Service Executive III—Deputy Commissioner	1	86,341	108,576	130,811	120,848	120,848	120,848	ME	113%	1
No match	0							MI		3
No match	0							MS		2
Governmental Relations Director	1				94,632	94,632	94,632	MO	88%	3
No match	0							MS		2
Deputy Director	1	118,978	118,978	118,978	118,978	118,978	118,978	MT	111%	4
Legislative Affairs Director	1	88,253	99,693	111,133	101,589	101,589	101,589	NC	95%	2
No match	0							ND		4
Legislative Coordinator	1	48,069	60,085	72,101	55,386	55,386	55,386	NE	52%	4
No match	0							NH		1
Executive Dir, Govt and Community Rel	1				105,000	105,000	105,000	NJ	98%	1
No match	0							NM		4
Communications Director	1	95,931	95,931	95,931	95,931	95,931	95,931	NV	90%	4
Deputy Dir/Chief Legislative Officer	1	54,974	101,566	148,158	91,624	91,624	91,624	OH	86%	3
Attorney	1	57,600	86,400	115,200	104,000	104,000	104,000	OK	97%	4
Principal Executive/ Manager F, MESN	1	76,992	95,274	113,556	108,180	108,180	108,180	OR	101%	4
Executive Policy Manager 3	1	95,120	119,834	144,548	108,538	108,538	108,538	PA	101%	1
Legislative Director (DOT)	1	84,223	89,835	95,447	90,574	90,574	90,574	RI	85%	1
Executive Assistant II	1	48,622	69,289	89,956	88,464	88,464	88,464	SC	83%	2
No Match	0							SD		4
TDOT Director	1	76,704	107,388	138,072	104,868	104,868	104,868	TN	98%	2
Gov Affairs Division Dir	1	122,972	165,475	207,977	180,000	180,000	180,000	TX	168%	4
Dir Legislative & Government Affairs	1	72,934	91,246	109,557	109,557	109,557	109,557	UT	102%	4
Policy Planning Manager III	1	74,913	123,754	172,594	135,979	135,979	135,979	VA	127%	2
Director of Governmental Relations	1	110,376	124,170	137,964	137,964	137,964	137,964	WA	129%	4
Assistant Deputy Secretary	1	83,782	111,020	138,257	113,588	113,588	113,588	WI	106%	3
Executive Asst to the Agency Head	1	39,372	56,106	72,840	71,115	71,115	71,115	WV	66%	2
No match	0							WY		4
# Incumbents & Averages:	35	76,983	103,333	129,683	107,121	107,121	107,121			
Group Weighted Average:					107,121					
Median:					104,868					

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			
Department Communications Manager	0							AK		4
Public Information Manager	1	47,758	60,222	72,686	72,686	72,686	72,686	AL	73%	2
Section Head—Public Information	1	78,078	95,620	113,162	81,510	81,510	81,510	AR	82%	2
Sr Division Administrator	1	70,871	99,733	128,595	115,000	115,000	115,000	AZ	116%	4
Asst Deputy Director for Public Affairs	1	122,796	129,798	136,800	130,296	130,296	130,296	CA	131%	4
Public Info Officer	1	53,808	71,298	88,788	142,692	142,692	142,692	CO	144%	4
Director of Communications	1	86,813	102,588	118,362	105,171	105,171	105,171	CT	106%	1
Director/Administrative Management	1	67,168	83,960	100,752	96,000	96,000	96,000	DE	97%	1
Communications Director	0	41,321	122,012	202,702				FL		2
Director of Communications	1	53,560	137,114	220,667	131,000	131,000	131,000	GA	132%	2
Community Development Specialist	1	106,152	106,152	106,152	106,152	106,152	106,152	HI	107%	4
Public Service Manager 2	1	82,555	100,017	117,478	113,069	113,069	113,069	IA	114%	3
Public Affairs Manager	1	70,604	85,464	100,323	94,515	94,515	94,515	ID	95%	4
Broad Band Executive	1	47,476	102,271	157,066	77,826	77,826	77,826	IN	78%	3
Director of Communications	1	59,450	59,450	59,450	59,450	59,450	59,450	KS	60%	3
No match	0							KY		2
Public Relations Director (Unclassified)	1				97,864	97,864	97,864	LA	98%	2
Asst. Sec. of Marketing & Communications—Manager IX	1	52,700	98,996	145,291	129,280	129,280	129,280	MA	130%	1
DOT Executive VI	1	78,595	102,391	126,186	123,792	123,792	123,792	MD	124%	1
Public Service Manager I—Business & Communication Relations Liaison	1	52,998	62,951	72,904	72,904	72,904	72,904	ME	73%	1
State Office Administrator 17	1	92,013	108,553	125,092	110,386	110,386	110,386	MI	111%	3
Transportation Dir Communications + Media Relations	1	83,311	101,404	119,496	114,569	114,569	114,569	MN	115%	3
Communications Director	1				99,072	99,072	99,072	MO	100%	3
DOT-Special Projects Administrator	0	62,508	85,949	109,389				MS		2
Public Relations Specialist Supervisor	1	73,166	73,166	73,166	73,166	73,166	73,166	MT	74%	4
Deputy Secretary/Commissioner II	1	82,630	115,682	148,733	134,130	134,130	134,130	NC	135%	2
Communications Division Director	1	68,244	90,996	113,748	99,588	99,588	99,588	ND	100%	4
Highway Communications Division Mgr	1	69,008	86,263	103,517	87,911	87,911	87,911	NE	88%	4
Administrator I	1	54,717	64,370	74,022	74,022	74,022	74,022	NH	74%	1
Director, Communications	1				101,500	101,500	101,500	NJ	102%	1
Public Information Officer II	1	40,664	70,668	100,672	70,269	70,269	70,269	NM	71%	4
Public Information Officer 2	2	54,330	67,652	80,973	80,973	80,973	80,973	NV	81%	4
Deputy Director/Chief Comm Officer	1	54,974	101,566	148,158	97,947	97,947	97,947	OH	99%	3
Division Manager II	1	57,358	81,257	105,156	102,000	102,000	102,000	OK	103%	4
Principal Executive/ Manager F, MESN	1	76,992	95,274	113,556	113,556	113,556	113,556	OR	114%	4
Press Secretary	1	64,020	80,617	97,213	71,394	71,394	71,394	PA	72%	1
Communications Director (DOT)	1	100,307	107,602	114,896	114,896	114,896	114,896	RI	116%	1
Director of Information Services	1	59,161	84,309	109,457	102,517	102,517	102,517	SC	103%	2
Information Officer	1	38,001	51,937	65,873	48,380	48,380	48,380	SD	49%	4
TDOT Director	1	76,704	107,388	138,072	105,372	105,372	105,372	TN	106%	2
Communications Division Dir	1	111,793	150,431	189,069	147,748	147,748	147,748	TX	149%	4
Director, Comm Division—UDOT	1	79,135	98,992	118,849	102,730	102,730	102,730	UT	103%	4
Public Rel & Marketing Manager IV	1	74,913	123,754	172,594	120,819	120,819	120,819	VA	122%	2
Communications Director	1	110,376	745,170	1,379,964	137,964	137,964	137,964	WA	139%	4
Communications Director	1	66,518	88,140	109,761	93,308	93,308	93,308	WI	94%	3
Administrative Services Manager 3	1	41,736	59,478	77,220	56,652	56,652	56,652	WV	57%	2
Public Relations Program Mgr (PIPR13)	1	77,448	96,804	116,160	84,000	84,000	84,000	WY	84%	4
# Incumbents & Averages:	44	70,065	108,511	146,956	99,862	99,862	99,862			
Group Weighted Average:						99,433				
Median:						101,500				

A5. Attorney Series—Series of 2

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

Bachelor's Degree and graduation from law school plus 2 to 3 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			
Attorney IV	3	89,748	98,100	106,452	106,452	114,151	124,222	AK	134%	4
Attorney III	3	69,098	87,251	105,403	88,543	95,646	105,403	AL	112%	2
Staff Attorney	8	78,078	95,620	113,162	78,078	82,456	84,708	AR	97%	2
Hearing Officer 4	9	50,891	71,191	91,490	55,912	72,164	74,550	AZ	85%	4
Deputy Attorney, Caltrans, Range D	16	91,308	104,214	117,120	91,308	104,583	117,120	CA	123%	4
No match	0							CO		4
Legislative & Administrative Advisor 2	2	80,261	94,845	109,428	85,150	87,525	89,900	CT	103%	1
No match	0							DE		1
Senior Attorney	58	51,355	100,656	149,956	65,000	81,369	107,296	FL	96%	2
No match	0							GA		2
No match	0							HI		4
Assistant Attorney General 3	5	86,570	104,905	123,240	118,498	122,292	123,240	IA	144%	3
No match	0							ID		4
Attorney E7	9	41,574	57,018	72,462	57,222	63,959	72,462	IN	75%	3
Attorney II	3	56,118	65,634	75,150	63,038	65,913	69,700	KS	77%	3
Staff Attorney III	9	46,907			59,322	66,043	72,499	KY	78%	2
Attorney 3	10	55,557	82,441	109,325	62,234	68,756	89,149	LA	81%	2
Counsel II	7	68,817	84,928	101,038	83,434	96,707	101,038	MA	114%	1
Assistant Attorney General VI	35	64,608	84,176	103,743	64,608	94,199	103,743	MD	111%	1
Legal Administrator	1	44,574	52,790	61,006	44,574	44,574	44,574	ME	52%	1
No match	0							MI		3
Stat Program Admin Coordinator	7	63,162	78,540	93,918	65,334	85,128	93,918	MN	100%	3
Senior Assistant Counsel	3	59,256	72,846	86,436	59,256	70,752	80,124	MO	83%	3
Attorney, Staff	1	50,000	85,000	120,000	60,000	60,000	60,000	MS	70%	2
Attorney	6	93,140	93,140	93,140	93,140	93,140	93,140	MT	109%	4
Attorney III	31	84,728	110,147	135,565	89,838	91,240	106,828	NC	107%	2
Attorney II	2	68,244	90,996	113,748	74,868	79,206	83,544	ND	93%	4
No match	0							NE		4
No match	0							NH		1
No match	0							NJ		1
Attorney III	6	44,782	61,350	77,917	70,595	77,948	82,510	NM	92%	4
Deputy Attorney General	4	104,540	104,540	104,540	104,540		104,540	NV		4
Attorney 3	1	58,468	70,824	83,179	64,313	64,313	64,313	OH	76%	3
Attorney	6	50,400	75,600	100,800	65,000	80,083	90,000	OK	94%	4
No match	0							OR		4
Attorney 4 Non-Supervisory (OGC)	17	83,365	105,028	126,690	76,304	103,446	126,690	PA	121%	1
Senior Legal Counsel	3	70,458	75,165	79,871	79,871	79,871	79,871	RI	94%	1
Attorney IV	4	59,161	84,309	109,457	82,935	90,942	96,536	SC	107%	2
Attorney III	2	62,400	108,919	155,438	82,972	83,341	83,710	SD	98%	4
Attorney 3	5	54,504	76,308	98,112	67,248	77,107	82,080	TN	91%	2
TxDOT Attorney III	3	55,184	72,789	90,393	78,804	80,854	83,758	TX	95%	4
No match	0							UT		4
No match	0							VA		2
No match	0							WA		4
Attorney	7	51,251	87,547	123,843	80,620	89,502	114,254	WI	105%	3
Attorney 3	5	47,352	67,482	87,612	65,616	75,895	88,171	WV	89%	2
No match	0							WY		4
# Incumbents & Averages:	291	64,723	84,509	103,739	75,292	82,597	90,715			
Group Weighted Average:						85,157				
Median:						81,112				

* 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 high level 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			
Attorney VI (Chief Asst Attorney General, Section Supervisor)	1	99,660	109,092	118,524	147,107	147,107	147,107	AK	125%	4
Attorney IV	1	92,993	117,389	141,785	110,755	110,755	110,775	AL	94%	2
Chief Legal Counsel	1	133,068	133,068	133,068	133,068	133,068	133,068	AR	113%	2
EHO Chief Hearing Officer	1	70,871	99,733	128,595	105,000	105,000	105,000	AZ	89%	4
Chief Counsel	1	147,780	164,802	181,824	176,268	176,268	176,268	CA	150%	4
No match	0							CO		4
No match	0							CT		1
Deputy Attorney General V	1	97,569	130,092	162,615	105,587	105,587	105,587	DE	90%	1
District Chief Counsel	8	61,016	119,590	178,163	97,000	105,533	110,000	FL	90%	2
Chief Legal Officer	1	53,560	137,114	220,667	175,000	175,000	175,000	GA	149%	2
No match	0							HI		4
Attorney Supervisor	1	99,653	120,703	141,752	141,752	141,752	141,752	IA	121%	3
No match	0							ID		4
Broad Band Executive	1	47,476	102,271	157,066	112,200	112,200	112,200	IN	96%	3
Chief Counsel	1	101,806	101,806	101,806	101,806	101,806	101,806	KS	87%	3
Staff Attorney Manager/Assistant General Counsel	6	51,600			69,169	76,947	95,294	KY	66%	2
Attorney General Counsel 3	1	83,366	123,718	164,070	138,174	138,174	138,174	LA	118%	2
General Counsel—Manager XI Employee of DOT	1	60,722	114,358	167,994	163,696	163,696	163,696	MA	139%	1
Division Director OFC, Attorney General	1	83,836	109,293	134,749	124,789	124,789	124,789	MD	106%	1
Public Service Executive II—Chief Counsel	1	78,562	78,562	78,562	103,750	103,750	103,750	ME	88%	1
Attorney Administrator 20	1	111,942	128,175	144,407	144,407	144,407	144,407	MI	123%	3
Sr Admin Officer	1	94,027	115,813	137,599	131,210	131,210	131,210	MN	112%	3
Chief Counsel	1				129,600	129,600	129,600	MO	110%	3
Assistant Attorney General	0	73,900	101,613	129,325				MS		2
Chief Legal Counsel	1	113,796	113,796	113,796	113,796	113,796	113,796	MT	97%	4
Agency General Counsel II	1	113,385	147,401	181,416	135,660	135,660	135,660	NC	115%	2
Attorney III	1	77,304	103,068	128,832	118,776	118,776	118,776	ND	101%	4
No match	0							NE		4
Senior Hearings Examiner	1	74,471	87,994	101,517	97,500	97,500	97,500	NH	83%	1
No match	0							NJ		1
General Counsel	1	56,222	97,698	139,173	91,475	91,475	91,475	NM	78%	4
Chief, Deputy Attorney General	1	129,138	129,138	129,138	129,138	129,138	129,138	NV	110%	4
Deputy Director Chief Legal Counsel	1	54,974	101,566	148,158	117,540	117,540	117,540	OH	100%	3
General Counsel	1	72,000	108,000	144,000	120,000	120,000	120,000	OK	102%	4
No match	0							OR		4
Chief Counsel (OGC)	1				148,108	148,108	148,108	PA	126%	1
Assistant Director for Administrative Services (Dept of Transportation)	1	100,067	107,342	114,617	104,917	104,917	104,917	RI	89%	1
Attorney V	1	71,982	102,581	133,179	117,256	117,256	117,256	SC	100%	2
Attorney IV	1	62,400	108,919	155,438	95,532	95,532	95,532	SD	81%	4
General Counsel 3	1	84,564	118,392	152,220	109,488	109,488	109,488	TN	93%	2
Dir, General Counsel Div	1	148,796	200,224	251,652	230,000	230,000	230,000	TX	196%	4
No match	0							UT		4
No match	0							VA		2
No match	0							WA		4
Chief Legal Counsel	1	83,782	111,020	138,257	121,992	121,992	121,992	WI	104%	3
Director Legal Division	1	62,100	88,494	114,888	105,360	105,360	105,360	WV	90%	2
No match	0							WY		4
# Incumbents & Averages:	47	86,717	116,146	144,511	124,768	125,234	125,886			
Group Weighted Average:						117,455				
Median:						118,776				

* 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			
Tax Auditor IV	0							AK		4
No match	0							AL		2
Contract Auditor, IT Auditor, Reviewing Auditor Auditor 3	2	65,572	83,037	100,501	65,572	67,990	70,408	AR	119%	2
Associate Management Auditor, Range A Auditor IV	24	50,891	71,191	91,490	55,246	55,771	57,446	AZ	97%	4
Supervising Accounts Examiner Internal Auditor V	17	62,676	72,546	82,416	62,676	76,324	82,416	CA	133%	4
Accountant III Auditor 2	3	84,984	106,920	128,856	94,188	95,228	97,308	CO	166%	4
Auditor VI	1	85,011	97,755	110,499	97,776	97,776	97,776	CT	171%	1
No match	1	44,755	55,944	67,133	45,844	45,844	45,844	DE	80%	1
Principal Financial Specialist	34	25,774	50,517	75,259	32,691	36,392	46,065	FL	64%	2
Field Auditor	2	32,971	45,335	57,699	52,989	52,989	52,989	GA	93%	2
State Auditor II Auditor IV	2	64,476	79,956	95,436	81,588	0	88,248	HI	0%	4
Auditor 3	0							IA		3
Auditor II	3	53,914	69,077	84,240	60,840	65,624	68,973	ID	115%	4
Internal Auditor Lead	6	37,778	51,376	64,974	38,271	44,203	51,143	IN	77%	3
Staff Accountant Auditor P11/12	5	43,950	51,417	58,884	48,484	52,216	61,165	KS	91%	3
Auditor Senior	8	38,770	47,299	55,432	46,200	53,461	67,840	KY	93%	2
Senior Auditor	3	45,344	67,299	89,253	55,432	61,859	70,158	LA	108%	2
DOT—Acct/Auditor, Professional III	8	47,859	58,584	69,308	50,756	61,728	69,308	MA	108%	1
Senior Auditor	3	46,857	60,935	75,012	63,171	69,225	75,012	MD	121%	1
Auditor III	4	33,550	39,374	45,198	39,811	43,852	45,198	ME	77%	1
Auditor III	8	48,651	61,547	74,443	51,480	54,253	74,443	MI	95%	3
Auditor, Senior	4	49,569	61,179	72,788	52,973	67,192	72,788	MN	117%	3
Agency Audit Manager	10	47,820	56,874	65,928	47,820	50,149	57,804	MO	88%	3
Auditor 3	2	51,154	70,337	89,520	55,387	55,733	56,080	MS	97%	2
Auditor II	2	61,577	61,577	61,577	61,577	61,577	61,577	MT	108%	4
Internal Auditor Lead	7	56,046	75,663	95,279	72,274	78,059	82,950	NC	136%	2
Staff Accountant	4	51,120	68,160	85,200	54,048	61,860	66,552	ND	108%	4
Auditor P11/12	4	47,432	57,506	67,579	47,551	57,162	67,579	NE	100%	4
Auditor Senior	1	50,193	59,056	67,919	62,244	62,244	62,244	NH	109%	1
Senior Auditor	15	56,088	67,784	79,479	56,088	65,159	76,880	NJ	114%	1
Accountant & Auditor—Advanced	8	31,782	43,545	55,307	43,722	49,577	56,776	NM	87%	4
Auditor 3	1	52,033	64,718	77,402	77,402	77,402	77,402	NV	135%	4
No match	0							OH		3
Auditor III	5	33,440	47,374	61,307	54,000	54,000	54,000	OK	94%	4
Internal Auditor 3, MMN	3	66,612	80,052	93,492	76,992	87,992	93,492	OR	154%	4
Audit Manager	3	64,020	80,617	97,213	65,389	67,873	69,888	PA	119%	1
Senior Auditor	1	48,436	52,289	56,141	56,141	56,141	56,141	RI	98%	1
Auditor IV	6	39,960	56,948	73,935	44,000	58,200	72,600	SC	102%	2
No match	0							SD		4
Auditor 3	5	42,396	55,128	67,860	51,324	52,807	56,016	TN	92%	2
Auditor IV	11	48,278	63,616	78,953	60,000	65,544	75,190	TX	114%	4
Auditor IV	2	51,260	66,294	81,328	60,009	68,152	76,296	UT	119%	4
Auditor II	5	43,892	74,852	105,811	66,950	72,257	75,497	VA	126%	2
Audit Specialist 3	1	46,452	54,444	62,436	46,452	46,452	46,452	WA	81%	4
Auditor Senior	0	47,673	78,676	109,678				WI		3
Accountant/Auditor 4	2	31,164	44,412	57,660	46,134	47,887	49,640	WV	84%	2
Senior Auditor (FIAU10)	3	54,072	67,584	81,096	61,734	62,448	63,863	WY	109%	4
# Incumbents & Averages:	239	49,673	64,183	78,427	57,640	60,015	67,060			
Group Weighted Average:						57,272				
Median:						61,577				

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 III	9	57,336	66,504	75,672	60,204	69,356	81,816	AK	116%	4
Staff Accountant	16	41,258	51,894	62,530	43,339	51,000	62,530	AL	85%	2
Asst Section Head—Federal Aid Billing, Asst Section Head—Reports & Costs	2	65,572	83,037	100,501	66,222	66,378	66,534	AR	111%	2
Accountant 4	2	46,932	65,545	84,157	72,920	74,210	75,500	AZ	124%	4
Sr Accounting Officer (Spec), Range A	41	59,700	67,218	74,736	59,700	71,783	74,736	CA	120%	4
Accountant III	9	72,192	90,816	109,440	73,500	81,116	86,304	CO	136%	4
Associate Accountant	13	76,373	87,299	98,224	76,373	87,299	98,224	CT	146%	1
Sr. Accountant	7	34,142	42,678	51,214	34,888	42,090	48,292	DE	71%	1
Accountant IV	46	30,622	65,071	99,519	35,472	41,743	56,263	FL	70%	2
Accountant 4	2	40,983	56,352	71,720	71,720	71,720	71,720	GA	120%	2
Accountant V	7	59,616	73,932	88,248	62,004	78,946	88,248	HI	132%	4
Accountant 3	7	54,038	68,952	83,866	75,816	81,625	83,866	IA	137%	3
Senior Financial Specialist	10	47,690	61,108	74,526	47,694	56,164	64,813	ID	94%	4
Accountant 1	3	37,778	51,376	64,974	40,880	46,897	57,379	IN	79%	3
Accountant II	3	37,980	44,449	50,918	37,981	40,405	43,329	KS	68%	3
Graduate Accountant II	1	37,596			42,276	42,276	42,276	KY	71%	2
Accountant 3	16	39,603	58,781	77,958	39,603	53,936	61,256	LA	90%	2
Accountant III	11	49,990	61,423	72,855	58,081	68,044	72,855	MA	114%	1
Accountant Advanced	26	44,017	57,141	70,265	45,641	55,350	67,639	MD	93%	1
Public Service Coordinator I/Financial Analyst	5	52,998	62,951	72,904	59,322	68,696	72,904	ME	115%	1
Accountant P11/12	9	45,177	58,167	71,156	54,184	65,251	71,156	MI	109%	3
Accounting Off Sr	14	47,857	59,028	70,199	47,857	64,979	75,356	MN	109%	3
Senior Financial Services Specialist	22	47,820	56,874	65,928	47,820	51,057	54,648	MO	86%	3
DOT—Acct/Auditor, Professional III	4	51,154	70,337	89,520	51,154	52,592	53,410	MS	88%	2
Accountant	4	56,047	57,396	58,745	56,047	58,070	58,745	MT	97%	4
Accountant IV	3	56,046	75,663	95,279	80,510	92,967	108,548	NC	156%	2
Accounting/Budget Specialist III	5	51,120	68,160	85,200	65,088	72,422	76,152	ND	121%	4
Accountant III	5	46,087	55,883	65,678	46,087	47,739	54,346	NE	80%	4
Accountant IV	2	46,059	54,152	62,244	50,193	52,455	54,717	NH	88%	1
Accountant 2	0	53,611	64,756	75,900				NJ		1
Accountant & Auditor Supv	5	35,381	48,475	61,568	43,833	55,762	61,804	NM	93%	4
Accountant 3	1	56,689	70,731	84,773	84,773	84,773	84,773	NV	142%	4
Senior Budget Analyst	3	54,953	67,777	80,600	66,435	78,624	84,988	OH	132%	3
Accountant III	14	33,440	47,374	61,307	51,429	51,980	54,000	OK	87%	4
Accountant 4, MMN	3	63,396	76,254	89,112	80,880	86,368	89,112	OR	145%	4
Accountant 2	5	49,076	61,859	74,641	49,076	52,276	57,233	PA	88%	1
Senior Accountant	2	45,469	48,777	52,085	45,469	46,180	46,891	RI	77%	1
Accountant/Fiscal Analyst II	10	32,838	46,799	60,760	37,124	41,037	45,190	SC	69%	2
Accountant III	3	39,540	66,497	93,454	53,705	55,237	57,366	SD	93%	4
Accountant 3	8	40,392	52,500	64,608	43,752	46,914	53,412	TN	79%	2
Accounting Specialist IV	25	42,244	55,602	68,960	46,474	56,035	62,512	TX	94%	4
Financial Analyst III	11	43,117	55,750	68,382	45,435	52,490	57,942	UT	88%	4
Financial Services Specialist II	33	43,892	74,852	105,811	57,761	73,732	91,159	VA	124%	2
Fiscal Analyst 3	28	44,208	51,828	59,448	44,208	55,226	59,448	WA	93%	4
Accountant Senior	6	47,673	78,676	109,678	58,531	64,126	70,012	WI	107%	3
Financial Reporting Specialist 2	1	35,028	49,920	64,812	63,711	63,711	63,711	WV	107%	2
Senior Accountant (FIAC08)	5	41,448	51,816	62,184	46,800	48,197	49,076	WY	81%	4
# Incumbents & Averages:	467	47,578	61,792	75,788	54,825	61,288	66,787			
Group Weighted Average:						59,694				
Median:						56,100				

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			
No match	0							AK		4
Accounting Director III	1	80,287	101,260	122,232	122,232	122,232	122,232	AL	103%	2
Chief Fiscal Officer	1	116,116	116,116	116,116	116,116	116,116	116,116	AR	98%	2
Assistant Director	1	79,340	114,646	149,952	135,000	135,000	135,000	AZ	114%	4
Career Executive Assignmt, Range C	1	86,280	143,214	200,148	164,532	164,532	164,532	CA	139%	4
Controller III	1	89,904	117,804	145,704	116,244	116,244	116,244	CO	98%	4
No match	0							CT		1
Director/Administrative Mgmt (LIN)	1				119,299	119,299	119,299	DE	100%	1
Comptroller—DOT	1	47,316	139,715	232,114	127,915	127,915	127,915	FL	108%	2
Director of Finance	1	53,560	137,114	220,667	175,000	175,000	175,000	GA	147%	2
Administrative Services Officer II	2	101,508	135,222	168,936	101,508	102,168	102,828	HI	86%	4
Public Service Executive	1	95,098	121,805	148,512	135,262	135,262	135,262	IA	114%	3
Financial Executive Officer	1	70,604	90,464	110,323	107,099	107,099	107,099	ID	90%	4
Broad Band Executive	1	47,476	102,271	157,066	133,599	133,599	133,599	IN	113%	3
Manager/Administrator	1				94,500	94,500	94,500	KS	80%	3
No match	0							KY		2
Budget Admin 3; Acct Admin 5	2	72,821	108,067	143,312	79,622	94,141	108,659	LA	79%	2
Chief Financial Officer—Manager XII	1	64,365	121,215	178,065	147,027	147,027	147,027	MA	124%	1
DOT Executive VI	1	78,595	102,391	126,186	121,444	121,444	121,444	MD	102%	1
Director, Bureau of Finance & Admin	1	77,792	92,321	106,850	106,850	106,850	106,850	ME	90%	1
State Division Administrator 17	1	92,013	108,553	125,092	119,895	119,895	119,895	MI	101%	3
Transportation Finance Managing Director	1	86,443	105,100	123,756	123,693	123,693	123,693	MN	104%	3
Financial Services Director	1				106,020	106,020	106,020	MO	89%	3
Accounting/Auditing Office Director	1	67,355	92,613	117,871	84,193	84,193	84,193	MS	71%	2
Administration Division Administrator	1	113,796	113,796	113,796	113,796	113,796	113,796	MT	96%	4
Accounting Director II	1	77,224	108,114	139,003	121,063	121,063	121,063	NC	102%	2
Director, Financial Management Division	1	82,860	110,478	138,096	123,516	123,516	123,516	ND	104%	4
Discretionary/Non-Classified (Appointed)	1				114,999	114,999	114,999	NE	97%	4
Financial Reporting Administrator II	1	74,470	87,994	101,517	101,517	101,517	101,517	NH	85%	1
Chief Financial Officer	1				132,000	132,000	132,000	NJ	111%	1
General Manager I	1	58,136	68,893	79,649	101,454	101,454	101,454	NM	85%	4
Administrative Services Officer 3	1	64,686	80,962	97,238	97,238	97,238	97,238	NV	82%	4
Deputy Director Chief Fiscal Officer	1	54,974	101,566	148,158	119,558	119,558	119,558	OH	101%	3
Financial Manager/Comptroller IV	1	64,815	91,821	118,827	108,000	108,000	108,000	OK	91%	4
Principal Executive/ Manager G, MESN	1	89,112	110,172	131,232	131,232	131,232	131,232	OR	111%	4
Director, Bureau of Fiscal Management	0	95,120	119,834	144,548				PA		1
Associate Dir, Div of Mgmt Services	1	114,617	121,899	129,181	124,327	124,327	124,327	RI	105%	1
Accounting/Fiscal Manager III	1	71,982	102,581	133,179	108,412	108,412	108,412	SC	91%	2
Director	1	89,294	115,825	142,355	96,014	96,014	96,014	SD	81%	4
TDOT Director	1	76,704	107,388	138,072	105,372	105,372	105,372	TN	89%	2
Financial Management Division Director	1	135,269	182,022	228,775	180,000	180,000	180,000	TX	152%	4
Finance Director	1	66,545	92,092	117,638	117,638	117,638	117,638	UT	99%	4
Financial Services Manager IV	1	97,863	159,938	222,012	179,653	179,653	179,653	VA	151%	2
Director, Acct and Financial Services	1	107,616	122,790	137,964	132,624	132,624	132,624	WA	112%	4
Financial Manager	1	61,609	103,168	144,726	104,353	104,353	104,353	WI	88%	3
Administrative Services Manager 4	1	47,352	67,482	87,612	85,178	85,178	85,178	WV	72%	2
Accounting Manager III (FIAC14)	1	82,500	103,128	123,756	97,200	97,200	97,200	WY	82%	4
# Incumbents & Averages:	45	80,344	110,816	141,288	119,353	119,706	120,059			
Group Weighted Average:						118,748				
Median:						117,638				

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			
Microcomputer/Network Technician II	2	49,776	55,596	61,416	49,776	50,706	51,636	AK	94%	4
IT Operations Technician	3	25,822	34,580	43,339	25,822	33,550	43,339	AL	62%	2
Hardware Technician	7	42,380	57,692	73,003	42,380	43,557	45,266	AR	81%	2
Sr Service Desk Analyst	3	39,983	55,774	71,564	45,000	48,000	52,000	AZ	89%	4
Information Technology Technician	3	38,976	50,658	62,340	46,512	52,068	54,852	CA	96%	4
No match	0							CO		4
Information Technology Analyst 1	11	67,347	76,789	86,230	67,347	76,789	86,230	CT	142%	1
No match	0							DE		1
Office Automation Specialist II	18	21,693	44,418	67,143	37,262	39,917	41,807	FL	74%	2
No match	0							GA		2
Data Entry Operator I	1	28,728	37,314	45,900	28,728	28,728	28,728	HI	53%	4
Information Technology Specialist 2	1	45,802	57,679	69,555	69,555	69,555	69,555	IA	129%	3
Info Systems Tech	2	37,723	48,335	58,947	42,765	44,637	46,509	ID	83%	4
Business Systems Cnslt Int	2	42,042	55,432	68,822	42,042	49,964	57,887	IN	93%	3
Technology Support Consultant II	10	41,870	48,994	56,118	42,105	47,890	53,971	KS	89%	3
No match	0							KY		2
No match	0							LA		2
EDP Systems Analyst II	24	55,017	67,688	80,358	55,017	66,052	80,358	MA	122%	1
Computer Network Specialist II	18	46,857	60,935	75,012	48,595	59,314	73,593	MD	110%	1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
Senior Information Systems Tech	1	36,576	43,188	49,800	37,236	37,236	37,236	MO	69%	3
Systems Administrator II	8	34,279	47,134	59,988	34,279	37,102	40,576	MS	69%	2
Computer Support Specialist	3	59,289	59,289	59,289	59,289	59,289	59,289	MT	110%	4
No match	0							NC		2
Customer Technical Support Spec I	1	31,908	42,540	53,172	39,132	39,132	39,132	ND	72%	4
Information Tech Helpdesk Coordinator	2	38,158	46,278	54,398	46,498	46,847	47,195	NE	87%	4
No match	0							NH		1
Same as A7(2)	0							NJ		1
IT End User Support I	2	29,598	39,478	49,358	39,630	44,349	49,068	NM	82%	4
IT Technician 4	2	48,827	56,757	64,686	64,686	64,686	64,686	NV	120%	4
Information Technologist 1	12	42,244	48,594	54,943	43,867	54,014	75,566	OH	100%	3
No match	0							OK		4
Information Systems Specialist 4, OAO	25	51,396	62,790	74,184	50,244	64,413	74,184	OR	119%	4
Information Technolgy Technician	26	43,012	54,201	65,389	43,012	49,375	65,389	PA	91%	1
No match	0							RI		1
IT Consultant I	5	39,960	56,948	73,935	42,358	48,533	52,241	SC	90%	2
Computer Support Specialist	3	34,548	47,216	59,883	36,795	39,443	43,408	SD	73%	4
Helpdesk Specialist-Int	1	31,644	41,136	50,628	39,732	39,732	39,732	TN	74%	2
No match	0							TX		4
No match	0							UT		4
No match	0							VA		2
IT Specialist 2	11	48,780	57,180	65,580	52,536	60,643	65,580	WA	112%	4
IS Technical Services Professional	3	43,285	55,765	68,245	48,859	50,772	53,040	WI	94%	3
Information Systems Assistant	3	22,584	32,184	41,784	26,217	28,747	32,652	WV	53%	2
No match	0							WY		4
# Incumbents & Averages:	213	40,670	51,419	62,167	44,909	49,168	54,157			
Group Weighted Average:						53,996				
Median:						48,267				

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			
Microcomputer/Network Specialist I	7	57,336	63,774	70,212	63,516	71,092	81,229	AK	105%	4
Programmer/IT Systems Technician Senior (PC Option)	28	39,290	49,404	59,518	39,290	46,590	59,518	AL	69%	2
No match	0							AR		2
Programmer Analyst	3	50,891	71,190	91,490	60,000	64,500	72,000	AZ	95%	4
Information Technology Associate	238	46,524	64,470	82,416	51,288	76,793	82,416	CA	113%	4
No match	0							CO		4
Information Technology Analyst 2	11	85,650	97,101	108,551	88,596	98,574	108,551	CT	145%	1
No match	0							DE		1
Distributed Computer Sys Consultant	17	33,377	70,926	108,474	45,945	51,722	65,948	FL	76%	2
Programmer Analyst 1	2	32,971	45,335	57,699	53,300	53,833	54,366	GA	79%	2
Information Technology Band A	1	48,948	60,738	72,528	50,916	50,916	50,916	HI	75%	4
Information Technology Specialist 3	21	52,520	66,227	79,934	52,520	70,982	79,934	IA	104%	3
Programmer Analyst	1	42,249	54,134	66,019	55,141	55,141	55,141	ID	81%	4
LAN Support Technician	7	41,574	54,808	68,042	41,574	45,274	49,830	IN	67%	3
No match	0							KS		3
No match	0							KY		2
No match	0							LA		2
EDP Programmer II	2	45,335	55,539	65,743	48,111	56,927	65,743	MA	84%	1
No match	0							MD		1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
Information Systems Technologist	12	38,556	45,606	52,656	38,556	39,262	41,424	MO	58%	3
Systems Administrator I	5	29,674	40,802	51,930	29,674	31,190	34,360	MS	46%	2
Computer Programmer Band 5 and 6	0	51,587	57,853	64,119				MT		4
No match	0							NC		2
No match	0							ND		4
Info Tech Applications Developer	1	53,843	63,504	73,164	53,843	53,843	53,843	NE	79%	4
No match	0							NH		1
Technical Assistant, MIS	4	41,051	49,352	57,652	48,429	53,502	57,652	NJ	79%	1
IT Applications Developer I	14	45,843	61,137	76,430	49,608	60,260	84,136	NM	89%	4
IT Technician Trainee	0	43,827	54,257	64,686				NV		4
Information Technologist 2	19	50,086	61,703	73,320	56,451	72,177	78,332	OH	106%	3
No Match	0							OK		4
Information Systems Specialist 2, OAO	3	41,400	50,556	59,712	44,352	46,408	47,436	OR	68%	4
Information Technolgy Generalist 1	34	49,076	61,859	74,641	50,230	62,016	74,641	PA	91%	1
Programmer/Analyst I	0	56,141	59,763	63,384				RI		1
Info Systems/Business Analyst I	0	32,838	46,799	60,760				SC		2
Software Engineer I	19	43,118	80,496	117,873	43,118	46,146	52,353	SD	68%	4
Software Developer-Jr	2	59,676	77,568	95,460	70,008	70,008	70,008	TN	103%	2
No match	0							TX		4
No match	0							UT		4
Info Technology Specialist I	1	33,598	58,624	83,649	62,281	62,281	62,281	VA	92%	2
IT Specialist 1	0	42,060	49,320	56,580				WA		4
IS Systems Development Services Professional	3	43,285	55,765	68,245	50,731	51,355	52,520	WI	76%	3
Programmer Analyst 1	2	35,028	49,920	64,812	40,690	43,506	46,323	WV	64%	2
No match	0							WY		4
# Incumbents & Averages:	457	45,578	59,284	72,990	51,527	57,372	63,236			
Group Weighted Average:						67,941				
Median:						53,843				

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			
Microcomputer/Network Specialist II	5	65,616	76,008	86,400	70,104	78,762	92,560	AK	100%	4
Programmer Analyst/IT Systems Spec	39	55,327	73,026	90,725	60,991	78,071	90,724	AL	99%	2
Application Developer	5	55,068	72,041	89,013	55,614	63,669	71,318	AR	81%	2
Information Technology Specialist I	171	64,416	81,888	99,360	69,204	92,680	99,360	CA	117%	2
Applications Developer	6	59,971	84,163	108,355	64,356	68,576	77,700	AZ	87%	4
No match								CO		4
Information Technology Analyst 3	9	89,944	102,748	115,551	109,984	112,768	115,551	CT	143%	1
No match								DE		1
Distributed Computer Sys Analyst II; Sr Info Tech Business Consultant-SES; Sr Network Sys Analyst—SES	30	33,377	70,926	108,474	47,162	57,140	72,000	FL	72%	2
Programmer Analyst 2	0	40,983	56,352	71,720				GA		2
Information Technology Band B	22	52,956	65,688	78,420	52,956	73,438	78,420	HI	93%	4
Information Technology Specialist 4	40	59,592	75,879	92,165	67,038	87,398	92,165	IA	111%	3
Senior Programmer Analyst	2	47,690	61,108	74,526	63,149	67,299	71,448	ID	85%	4
Appl Syst Analyst/Prog Senior	5	54,782	72,033	89,284	54,782	62,304	71,251	IN	79%	3
Application Developer II	3	46,093	53,966	61,838	49,650	51,327	53,414	KS	65%	3
Systems Analyst III	1	41,355			40,708	40,708	40,708	KY	52%	2
No match								LA		2
EDP Programmer III	3	49,990	61,423	72,855	72,855	72,855	72,855	MA	92%	1
IT Programmer Analyst II	4	46,857	60,935	75,012	52,304	60,178	64,387	MD	76%	1
No match								ME		1
No match								MI		3
No match								MN		3
Intermediate Info Sys Technologist	8	42,912	50,910	58,908	42,912	43,109	44,484	MO	55%	3
Programmer Analyst I	2	34,279	47,134	59,988	34,279	35,136	35,993	MS	44%	2
Computer Systems Analyst Band 6	11	67,385	70,702	74,018	67,385	70,098	74,018	MT	89%	4
No match	0							NC		2
Programmer Analyst III	11	56,004	74,670	93,336	69,276	74,644	80,700	ND	95%	4
Info Tech Applications Developer, Senior	10	64,700	74,621	84,542	64,700	65,560	72,642	NE	83%	4
No match	0							NH		1
Technical Support Specialist 2	2	56,088	67,784	79,479	61,286	61,286	61,286	NJ	78%	1
IT Application Developer II	3	51,355	68,470	85,584	68,716	70,671	74,581	NM	89%	4
IT Professional 2	3	56,689	70,731	84,773	56,689		80,973	NV		4
Software Development Specialist 1	2	54,953	67,777	80,600	78,728	82,004	85,280	OH	104%	3
No match	0							OK		4
Information Systems Specialist 5, OAO	60	57,360	70,092	82,824	58,776	76,900	82,824	OR	97%	4
Information Technology Generalist 2	11	56,059	70,592	85,125	61,203	72,690	85,125	PA	92%	1
Programmer/Analyst II	1	65,460	69,781	74,102	74,102	74,102	74,102	RI	94%	1
Info Systems/Business Analyst II	5	39,960	56,948	73,935	57,532	64,539	72,291	SC	82%	2
No match	0							SD		4
Software Developer-Adv	7	65,794	85,529	105,264	77,916	81,694	83,388	TN	103%	2
No match	0							TX		4
No match	0							UT		4
Info Technology Specialist II	11	43,892	74,852	105,811	69,714	79,203	84,000	VA	100%	2
IT Specialist 3	34	53,844	63,150	72,456	53,844	67,463	72,456	WA	85%	4
IS Systems Development Services Senior	11	51,937	75,826	99,715	58,344	66,352	72,134	WI	84%	3
Programmer Analyst 2	4	37,140	52,926	68,712	47,382	51,155	60,762	WV	65%	2
Comp Tech Bus App Analyst (CTBA09)	4	49,536	61,920	74,304	58,920	62,445	65,673	WY	79%	4
# Incumbents & Averages:	545	53,410	68,900	84,035	61,546	68,673	74,311			
Group Weighted Average:					78,968					
Median:					68,576					

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			
Analyst/Programmer V	4	74,988	86,844	98,700	98,904	109,236	123,989	AK	137%	4
Programmer Analyst Senior/IT Systems Specialist Senior	16	64,078	84,740	105,403	74,479	93,704	105,403	AL	118%	2
Lead Application Developer	2	65,572	83,037	100,501	75,010	77,142	79,274	AR	97%	2
Sr/Lead Applications Developer	5	65,161	91,577	117,992	66,739	77,812	85,500	AZ	98%	4
Information Technology Specialist II	11	81,324	95,148	108,972	82,920	102,321	108,972	CA	129%	4
No match	0							CO		4
Info Tech Subject Matter Expert	2	97,306	110,907	124,508	118,505	121,507	124,508	CT	153%	1
Telecommunications/Network Tech IV	2	47,829	59,851	71,873	51,885	52,839	53,793	DE	66%	1
Manager, Business Systems Support and Regional Manager for Info Tech	3	33,057	102,476	171,895	101,100	101,100	101,100	FL	127%	2
Programmer Analyst 3	0	46,311	63,678	81,044				GA		2
Information Technology Band C	10	59,616	83,490	107,364	72,528	89,420	107,364	HI	112%	4
Information Technology Specialist 5	27	69,056	87,631	106,205	71,136	99,922	106,205	IA	126%	3
Senior Systems Integration Analyst	15	53,914	69,077	84,240	53,914	64,541	81,806	ID	81%	4
Appl Syst Analyst/Prog Specist	1	61,334	80,626	99,918	85,081	85,081	85,081	IN	107%	3
Application Developer III	1	50,918	59,550	68,182	53,414	53,414	53,414	KS	67%	3
Systems Consultant IT	41	50,034			49,253	62,625	86,702	KY	79%	2
No match	0							LA		2
EDP Systems Analyst IV	8	65,965	81,357	96,748	89,664	94,977	96,748	MA	119%	1
IT Programmer Analyst Lead/Advanced	24	48,899	64,489	80,078	49,899	65,779	74,183	MD	83%	1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
Lead Info Systems Technologist	22	55,692	66,186	76,680	55,692	59,432	67,176	MO	75%	3
Senior Programmer Analyst	1	51,358	70,618	89,878	55,827	55,827	55,827	MS	70%	2
Computer Systems Analyst Band 7	2	93,587	93,587	93,587	93,587	93,587	93,587	MT	118%	4
No match	0							NC		2
Senior Programmer Analyst	4	61,728	82,308	102,888	86,136	87,186	89,100	ND	110%	4
Info Tech Apps Developer, Lead	5	75,406	86,559	97,712	75,596	80,318	84,897	NE	101%	4
No match	0							NH		1
Technical Support Specialist 1	4	67,290	81,510	95,729	89,409	90,199	95,729	NJ	113%	1
IT CIO II or Tech Manager II	3	79,664	106,224	132,784	89,846	93,556	99,045	NM	118%	4
IT Professional 3	15	61,888	77,392	92,895	61,888		92,895	NV		4
Data Administration Manager 2	6	70,636	85,768	100,900	70,636	91,939	107,972	OH	116%	3
No match	0							OK		4
Information Systems Specialist 7, OAO	70	67,944	83,028	98,112	74,460	94,493	98,112	OR	119%	4
Info Tech Generalist Administrator 1	22	64,020	80,617	97,213	65,389	79,435	97,213	PA	100%	1
Programmer/Analyst III	1	70,456	75,315	80,174	80,174	80,174	80,174	RI	101%	1
Systems Programmer/Developer II	2	39,960	56,948	73,935	68,937	69,548	70,158	SC	87%	2
Software Engineer III	50	43,118	80,496	117,873	53,892	63,386	72,945	SD	80%	4
Software Developer—Lead	3	72,528	94,284	116,040	96,552	97,356	98,964	TN	122%	2
No match	0							TX		4
No match	0							UT		4
Info Technology Specialist III	61	57,342	96,053	134,764	64,955	100,529	125,660	VA	126%	2
IT Specialist 4	52	59,448	69,684	79,920	64,008	77,076	79,920	WA	97%	4
IS Systems Devt Services Specialist	48	60,611	87,589	114,566	70,012	81,265	89,918	WI	102%	3
Programmer Analyst 3	8	39,372	56,106	72,840	55,685	62,218	70,086	WV	78%	2
Sr Comp Tech Busines App Analyst (CTBA10)	7	54,072	67,584	81,096	64,800	68,244	70,839	WY	86%	4
# Incumbents & Averages:	558	61,662	80,620	99,256	73,109	82,205	89,285			
Group Weighted Average:						79,597				
Median:						81,265				

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			
State Chief Information Officer	0							AK		4
IT Manager III	1	80,287	101,260	122,232	122,232	122,232	122,232	AL	102%	2
Division Head—Computer Services	1	121,420	121,420	121,420	121,420	121,420	121,420	AR	101%	2
Assistant Director	1	79,340	114,646	149,952	130,000	130,000	130,000	AZ	108%	4
Chief, Information Officer	1	136,344	144,102	151,860	150,240	150,240	150,240	CA	125%	4
No match	0							CO		4
Information Technology Manager 3	1	105,623	124,822	144,021	113,733	113,733	113,733	CT	95%	1
Director (LIN)	1				119,823	119,823	119,823	DE	100%	1
Director, Office of Information Technology	1	47,316	139,715	232,114	121,427	121,427	121,427	FL	101%	2
Chief Information Officer	1	55,560	138,114	220,667	141,500	141,500	141,500	GA	118%	2
Information Technology Band D	1	92,100	122,664	153,228	113,364	113,364	113,364	HI	94%	4
Transportation Division Director	1	82,555	115,534	148,512	148,512	148,512	148,512	IA	123%	3
IT Division Administrator	1	77,709	99,570	121,430	108,680	108,680	108,680	ID	90%	4
Broad Band Executive	1	47,476	102,271	157,066	119,693	119,693	119,693	IN	100%	3
Chief Information Officer	1	107,135	107,135	107,135	107,135	107,135	107,135	KS	89%	3
Information Systems Manager	4	45,490			62,766	69,503	77,452	KY	58%	2
No match	0							LA		2
Chief Information Officer—Manager XI	1	60,722	114,358	167,994	158,363	158,363	158,363	MA	132%	1
Program Manager Senior IV	1	83,836	109,293	134,749	134,749	134,749	134,749	MD	112%	1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
Information Systems Director	1				106,020	106,020	106,020	MO	88%	3
Chief Systems Information Officer	1	70,143	96,447	122,751	95,414	95,414	95,414	MS	79%	2
Info Services Division Administrator	1	113,796	113,796	113,796	113,796	113,796	113,796	MT	95%	4
No Match	0							NC		2
Director, IT Division	1	77,304	103,068	128,832	127,596	127,596	127,596	ND	106%	4
No match	0							NE		4
No match	0							NH		1
Director, Info Technology (SES)	1				120,000	120,000	120,000	NJ	100%	1
IT CIO V	1	108,742	145,013	181,284	120,361	120,361	120,361	NM	100%	4
Chief IT Manager	2	77,402	97,238	117,074	117,074	117,074	117,074	NV	97%	4
Deputy Director Chief Info Officer	1	54,974	101,566	148,158	120,619	120,619	120,619	OH	100%	3
No match	0							OK		4
Principal Executive/ Manager H, MESN (IA Pay Option)	1	131,232	162,480	193,728	184,536	184,536	184,536	OR	153%	4
Delivery Center Chief Info Officer 1	1	108,538	129,830	151,121	135,316	135,316	135,316	PA	113%	1
Administrator, Management Info Sys	1	87,090	93,579	100,068	100,068	100,068	100,068	RI	83%	1
IT Manager IV	1	87,584	124,813	162,041	124,812	124,812	124,812	SC	104%	2
Bureau Commissioner	1				128,479	128,479	128,479	SD	107%	4
Agency Cio	1	84,564	118,392	152,220	124,572	124,572	124,572	TN	104%	2
Information Mgmt Div Dir	1	135,269	182,022	228,775	180,000	180,000	180,000	TX	150%	4
No Match	0							UT		4
Info Technology Manager II	1	74,913	123,754	172,594	165,801	165,801	165,801	VA	138%	2
Director, Office of Info Technology	1	110,376	124,170	137,964	137,964	137,964	137,964	WA	115%	4
Managment Information Manager	1	77,917	111,093	144,269	120,099	120,099	120,099	WI	100%	3
Information Systems Manager 4	1	58,032	82,698	107,364	89,462	89,462	89,462	WV	74%	2
Comp Tech Program Mgr III (CTMG14)	1	82,500	103,128	123,756	92,460	92,460	92,460	WY	77%	4
# Incumbents & Averages:	40	86,353	118,322	148,973	124,391	124,578	124,799			
Group Weighted Average:						120,260				
Median:						121,020				

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			
Communications Engineering Assoc II	0							AK		4
IT Systems Technician Senior— Telecommunications Option	2	39,290	49,404	59,518	46,615	53,066	59,518	AL	95%	2
ITS Specialist	11	42,380	57,692	73,003	42,380	47,088	59,176	AR	84%	2
Electronics Tech 3	2	27,111	37,903	48,696	37,800	39,834	41,869	AZ	71%	4
No match	0							CA		4
Electronics Specialist II	9	55,800	68,742	81,684	56,508	62,116	71,868	CO	111%	4
No match	0							CT		1
No match	0							DE		1
Communications Tech II & Microwave Communications Tech I and II	7	21,693	44,418	67,143	36,516	39,865	50,270	FL	71%	2
Information Support Specialist 3	19	36,268	49,869	63,469	51,000	51,007	51,119	GA	91%	2
Computer Operator II	1	37,752	49,086	60,420	53,760	53,760	53,760	HI	96%	4
Communications Technician 3	12	47,882	60,227	72,571	60,237	71,250	72,571	IA	127%	3
No match	0							ID		4
Appl System Analyst/Program Int	6	47,606	62,725	77,844	47,606	49,553	58,340	IN	89%	3
Network Service Technician	5	39,853	46,634	53,414	42,806	49,288	53,414	KS	88%	3
Network Analyst III	4	38,770			41,355	48,317	63,153	KY	86%	2
IT Technical Support Specialist 3 DOTD Program Specialist 3	5	39,603	58,781	77,958	42,702	66,793	83,242	LA	119%	2
Telecommunications Analyst II	17	57,409	70,880	84,351	77,983	83,036	84,351	MA	148%	1
ITS Technician III	20	41,358	53,593	65,827	42,880	49,487	58,736	MD	88%	1
No match	0							ME		1
No match	0							MI		3
Radio Tech 2	31	44,767	53,902	63,037	53,286	59,111	63,037	MN	106%	3
Traffic Communications Specialist	1	42,912	50,910	58,908	48,696	48,696	48,696	MO	87%	3
Communications Technician II	1	31,654	43,525	55,395	31,654	31,654	31,654	MS	57%	2
Communications Technologists	11	64,031	64,031	64,031	64,031	64,031	64,031	MT	114%	4
Electronics Technician III	17	42,780	55,614	68,448	47,837	59,338	66,692	NC	106%	2
Telecommunications Technician III	7	46,788	62,382	77,976	48,744	59,943	64,584	ND	107%	4
Electronics Technician, Senior	10	37,561	45,981	54,400	37,561	40,037	49,410	NE	72%	4
Communications Supervisor II	1	52,377	61,611	70,844	70,844	70,844	70,844	NH	127%	1
Information Technology Specialist	7	58,687	70,970	83,252	58,687	61,417	75,901	NJ	110%	1
No match	0							NM		4
IT Professional 2	10	42,094	51,991	61,888	42,094		61,888	NV		4
Infrastructure Specialist 1	2	54,953	67,777	80,600	86,091	86,091	86,091	OH	154%	3
No match	0							OK		4
See A7(3)	0							OR		4
No match	0							PA		1
No match	0							RI		1
Communications Technician	7	32,838	46,799	60,760	36,000	41,941	48,625	SC	75%	2
No match	0							SD		4
No match	0							TN		2
No match	0							TX		4
Electronic Technical Specialist III	6	43,556	58,245	72,934	56,125	62,041	69,113	UT	111%	4
No match	0							VA		2
Senior Telecommunications Specialist	10	67,236	74,574	81,912	76,092	80,539	81,912	WA	144%	4
Electronics Tech Agency Senior	1	40,713	75,189	109,665	58,468	58,468	58,468	WI	104%	3
No match	0							WV		2
No match	0							WY		4
# Incumbents & Averages:	242	43,990	56,909	69,641	51,599	56,736	62,149			
Group Weighted Average:						55,953				
Median:						56,114				

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			
Human Resource Consultant II	4	59,856	65,400	70,944	61,656	75,477	89,134	AK	118%	4
Departmental Personnel Manager I	1	45,502	60,925	76,349	74,479	74,479	74,479	AL	116%	2
Talent Acquisition Coordinator, Employee Relations Coordinator, Workforce Development Coordinator	3	55,068	72,041	89,013	55,614	59,904	63,050	AR	93%	2
Personnel Analyst 3	6	36,814	51,321	65,827	51,321	54,387	55,000	AZ	85%	4
Associate Personnel Analyst	64	59,700	68,340	76,980	59,700	69,260	76,980	CA	108%	4
Human Resources Spec IV	6	62,616	77,130	91,644	65,472	71,972	88,572	CO	112%	4
Human Resources Specialist	4	70,662	83,507	96,351	70,662	80,340	90,017	CT	125%	1
HR Specialist IV	1	47,892	59,865	71,838	54,172	54,172	54,172	DE	84%	1
Human Resource Analyst/HR--SES	28	36,382	77,310	118,238	45,000	49,589	76,000	FL	77%	2
Personnel Analyst 4	1	40,983	56,352	71,720	60,921	60,921	60,921	GA	95%	2
Human Resources Specialist IV	2	52,956	65,688	78,420	67,044	68,388	69,732	HI	107%	4
Human Resources Professional 1	2	41,579	56,004	70,429	61,693	66,061	70,429	IA	103%	3
Senior HR Specialist	2	53,914	69,077	84,240	58,370	60,497	62,629	ID	94%	4
No match	0							IN		3
Human Resource Professional III	1	48,485	56,712	64,938	54,838	54,838	54,838	KS	85%	3
Human Resource Administrator	4	41,355			47,392	55,530	71,937	KY	87%	2
Human Resources Specialist	9	45,344	67,299	89,253	45,344	57,634	76,336	LA	90%	2
Human Resources Specialist II	6	57,509	70,930	84,351	65,066	70,602	79,541	MA	110%	1
Personnel Administrator I	11	46,857	60,935	75,012	59,670	67,170	73,593	MD	105%	1
HR Generalist	3	47,757	56,566	65,374	60,424	62,074	65,374	ME	97%	1
No match	0							MI		3
HR Consultant 1	2	52,973	65,585	78,196	78,196	78,196	78,196	MN	122%	3
Senior Human Resources Specialist	17	47,820	56,874	65,928	47,820	50,426	54,648	MO	79%	3
No match	0							MS		2
Human Resources Generalist	10	54,815	56,133	57,450	54,815	55,869	57,450	MT	87%	4
Agency HR Consultant III	12	48,051	64,869	81,686	52,743	61,595	70,505	NC	96%	2
No match	0							ND		4
Personnel Manager I	3	45,265	56,584	67,902	57,628	62,706	67,902	NE	98%	4
HR Coordinator II	1	46,059	54,152	62,244	48,048	48,048	48,048	NH	75%	1
Personnel Assistant 2	4	56,123	67,948	79,773	66,634	75,832	79,773	NJ	118%	1
HR, Training & Labor Relations Specialist-- Advanced	9	31,782	43,545	55,307	46,458	50,905	56,714	NM	79%	4
Personnel Officer 1	1	52,033	64,718	77,402	56,689	56,689	56,689	NV	88%	4
Human Capital Management Sr Analyst	23	53,040	64,303	75,566	56,014	72,158	80,870	OH	112%	3
HR Management Specialist III	1	33,440	47,374	61,307	54,000	54,000	54,000	OK	84%	4
Human Resource Analyst 3, MMN	15	60,384	72,612	84,840	66,612	82,574	84,840	OR	129%	4
Human Resource Analyst 4 (All Parentheticals)	5	64,020	80,617	97,213	71,394	77,145	93,008	PA	120%	1
Human Resources Analyst I	1	50,098	54,191	58,284	58,284	58,284	58,284	RI	91%	1
Human Resources Manager II	13	39,960	56,948	73,935	46,627	56,872	69,911	SC	89%	2
Human Resources Specialist II	4	38,001	51,937	65,873	41,912	43,258	44,803	SD	67%	4
HR Generalist 3	8	40,392	52,500	64,608	47,208	49,987	59,484	TN	78%	2
HR Specialist IV	53	45,158	59,473	73,788	54,000	59,606	70,000	TX	93%	4
No match	0							UT		4
Human Resources Analyst II	33	43,892	74,852	105,811	61,683	76,980	95,000	VA	120%	2
HR Consultant 4	26	53,844	63,150	72,456	62,436	70,429	72,456	WA	110%	4
No match	0							WI		3
Administrative Services Manager 2	1	37,140	52,926	68,712	46,406	46,406	46,406	WV	72%	2
Sr HR Associate (EHGH08)	5	41,448	51,816	62,184	45,000	46,200	47,400	WY	72%	4
# Incumbents & Averages:	405	48,463	62,212	75,785	57,060	62,133	68,271			
Group Weighted Average:						64,169				
Median:						60,497				

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			
Human Resource Consultant IV	0							AK		4
Departmental Personnel Manager II	1	52,663	71,694	90,725	82,262	82,262	82,262	AL	100%	2
Section Head—Personnel, Section Head—Workforce Developmt	1	78,078	95,620	113,162	78,858	78,858	78,858	AR	96%	2
Human Resources Manager 4	1	50,891	71,190	91,490	76,000	76,000	76,000	AZ	92%	4
Staff Services Manager I	20	71,004	79,608	88,212	71,004	81,514	88,212	CA	99%	4
Human Resources Spec V	3	78,336	98,544	118,752	88,992	89,216	89,664	CO	109%	4
Principal Human Resources Specialist	8	80,261	94,845	109,428	80,261	94,845	109,428	CT	115%	1
HR Manager I	1	58,666	73,332	87,998	63,332	63,332	63,332	DE	77%	1
Assistant Chief of Personnel—SES	1	26,446	78,708	130,969	83,000	83,000	83,000	FL	101%	2
Deputy Human Resources Director	2	66,822	91,880	116,938	100,000	100,000	100,000	GA	122%	2
Human Resources Specialist V	6	59,616	73,932	88,248	62,004	73,082	84,876	HI	89%	4
Public Service Manager 1	1	57,866	80,465	103,064	86,923	86,923	86,923	IA	106%	3
HR Unit Supervisor/Program Mgr	3	59,571	76,326	93,080	66,955	67,579	68,224	ID	82%	4
No match	0							IN		3
Human Resource Professional III	1	48,485	56,712	64,938	57,889	57,889	57,889	KS	70%	3
Human Resource Branch Manager	2	45,490			52,920	52,920	52,920	KY	64%	2
Human Resources Manager B	2	55,557	82,441	109,325	79,186	81,516	83,845	LA	99%	2
Dir of HR Operations—Admin VII	1	44,590	83,366	122,141	119,858	119,858	119,858	MA	146%	1
Personnel Administrator III	19	53,193	69,297	85,401	53,193	71,564	85,401	MD	87%	1
HR Manager	5	51,397	60,954	70,512	62,130	66,173	70,512	ME	81%	1
No match	0							MI		3
Human Resource Director 2	2	69,238	84,658	100,078	100,078	100,704	101,310	MN	123%	3
Employee Development Mgr; Employment Manager; HR Mgr	9	55,692	66,186	76,680	55,692	59,952	64,680	MO	73%	3
HR Generalist Sr.	2	50,901	69,989	89,077	55,526	56,297	57,068	MS	68%	2
Human Resources Manager	2	87,837	90,712	93,587	87,837	90,712	93,587	MT	110%	4
Agency HR Director III	1	69,949	94,431	118,913	103,431	103,431	103,431	NC	126%	2
Human Resource Officer II	4	56,004	74,670	93,336	66,144	73,827	78,204	ND	90%	4
Personnel Manager II	2	52,314	65,394	78,474	67,910	73,192	78,474	NE	89%	4
Administrator I	1	54,096	64,059	74,022	64,974	64,974	64,974	NH	79%	1
Manager 2, Human Resources	2	76,288	93,458	110,627	106,812	108,720	110,627	NJ	132%	1
Staff	1	39,686	54,361	69,035	67,895	67,895	67,895	NM	83%	4
Personnel Officer 2	1	56,689	70,731	84,773	80,973	80,973	80,973	NV	99%	4
Human Capital Mgmt Administrator 2	1	77,875	94,598	111,321	93,766	93,766	93,766	OH	114%	3
Human Resources Programs Manager II	2	45,321	64,205	83,088	75,000	75,000	75,000	OK	91%	4
Principal Executive/ Manager E, MMS	1	69,936	86,454	102,972	98,064	98,064	98,064	OR	119%	4
HR Analyst 5 (All Parentheticals)	3	72,998	91,991	110,983	106,230	107,814	110,983	PA	131%	1
Human Resources Coordinator	1	73,137	77,984	82,830	82,830	82,830	82,830	RI	101%	1
Human Resources Director I	4	48,622	69,289	89,956	70,000	75,416	79,334	SC	92%	2
Human Resource Manager	8	54,641	75,764	96,886	58,784	65,108	73,828	SD	79%	4
HR Business Partner 2	2	62,664	81,456	100,248	73,476	73,476	73,476	TN	89%	2
HR Section Directors	4	76,356	109,204	142,052	116,951	124,826	133,662	TX	152%	4
No match	0							UT		4
Human Resources Manager II	14	57,342	96,053	134,764	92,718	105,959	130,000	VA	129%	2
HR Manager	8	71,028	92,172	113,316	89,196	99,098	119,076	WA	121%	4
No match	0							WI		3
Administrative Services Manager 3	1	41,736	59,478	77,220	56,856	56,856	56,856	WV	69%	2
Human Resource Manager I (EHAH12)	1	64,964	81,952	98,940	74,400	74,400	74,400	WY	91%	4
# Incumbents & Averages:	155	60,101	79,223	97,989	78,817	81,901	85,326			
Group Weighted Average:						82,202				
Median:						79,916				

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			
Human Resource Consultant V	1	78,096	85,314	92,532	89,328	89,328	89,328	AK	81%	4
Departmental Personnel Manager III	1	74,479	93,979	113,479	108,065	108,065	108,065	AL	98%	2
Division Head—Human Resources	1	121,420	121,420	121,420	121,420	121,420	121,420	AR	111%	2
Chief Human Resources Officer	1	59,971	84,163	108,355	84,000	84,000	84,000	AZ	76%	4
Career Executive Assignmt, Range B	1	86,280	143,214	200,148	134,088	143,088	143,088	CA	130%	4
Human Resources Director	1	65,112	86,274	107,436	133,776	133,776	133,776	CO	122%	4
Human Resources Administrator 3	1	109,846	129,808	149,770	149,770	149,770	149,770	CT	136%	1
HR Manager III	1	67,168	83,960	100,752	80,500	80,500	80,500	DE	73%	1
Director of Human Resources	1	33,057	102,476	171,895	106,000	106,000	106,000	FL	96%	2
Director of Human Resources	1	85,325	117,322	149,318	135,000	135,000	135,000	GA	123%	2
Departmental HR Officer IV	1	101,508	135,222	168,936	136,788	136,788	136,788	HI	125%	4
Public Service Manager 2	1	82,555	100,017	117,478	117,478	117,478	117,478	IA	107%	3
Chief HR Officer	1	86,212	110,457	134,701	120,786	120,786	120,786	ID	110%	4
No match	0							IN		3
Bureau Chief	1	73,544	73,544	73,544	73,544	73,544	73,544	KS	67%	3
No match	0							KY		2
Human Resources Director D	1	68,058	100,995	133,931	114,566	114,566	114,566	LA	104%	2
Sr. Dir. of Human Res.—Admin VIII	1	48,478	90,846	133,213	125,472	125,472	125,472	MA	114%	1
DOT Executive VI	1	78,595	102,391	126,186	116,883	116,883	116,883	MD	106%	1
HR Director	1	70,782	84,074	97,365	97,365	97,365	97,365	ME	89%	1
No match	0							MI		3
HR Director 5	2	89,387	108,795	128,203	128,203	128,203	128,203	MN	117%	3
Human Resources Director	1				110,244	110,244	110,244	MO	100%	3
DOT—Special Projects Administrator	1	62,508	85,949	109,389	78,916	78,916	78,916	MS	72%	2
HR and Occupational Safety Admin	1	113,796	113,796	113,796	113,796	113,796	113,796	MT	104%	4
Agency HR Director IV	1	77,224	108,114	139,003	120,232	120,232	120,232	NC	109%	2
Human Resource Director II	1	72,432	96,576	120,720	89,136	89,136	89,136	ND	81%	4
Personnel Administrator II	1	69,867	87,332	104,797	100,776	100,776	100,776	NE	92%	4
Administrator III	1	64,974	77,201	89,427	85,410	85,410	85,410	NH	78%	1
Director of Human Resources (SES)	1				120,000	120,000	120,000	NJ	109%	1
Administrative/Operations Manager II	1	50,898	69,712	88,525	47,612	63,832	88,865	NM	58%	4
Personnel Officer 3	1	64,686	80,962	97,238	84,773	84,773	84,773	NV	77%	4
Deputy Director Chief HR Officer	1	54,974	101,566	148,158	116,771	116,771	116,771	OH	106%	3
Human Resources Programs Director II	1	64,815	91,821	118,827	108,000	108,000	108,000	OK	98%	4
Principal Executive/ Manager G, MESN	1	89,112	110,172	131,232	125,064	125,064	125,064	OR	114%	4
HR Delivery Center Manager 1	1	83,365	105,028	126,690	123,873	123,873	123,873	PA	113%	1
Human Resources Administrator	1	90,358	97,638	104,917	104,917	104,917	104,917	RI	96%	1
Human Resources Director III	1	71,982	102,581	133,179	108,000	108,000	108,000	SC	98%	2
Bureau Commissioner	1				121,111	121,111	121,111	SD	110%	4
TDOT Assistant Director	2	79,956	103,944	127,932	96,132	96,132	96,132	TN	88%	2
Director, Human Resources Div	1	135,269	182,022	228,775	180,480	180,480	180,480	TX	164%	4
No match	0							UT		4
Human Resources Manager III	1	74,913	123,754	172,594	144,308	144,308	144,308	VA	131%	2
Dir, Human Resources and Safety	1	110,376	124,170	137,964	137,964	137,964	137,964	WA	126%	4
No match	0							WI		3
No match	0							WV		2
Human Resource Mgr III (EHAH14)	1	77,448	96,804	116,160	91,440	91,440	91,440	WY	83%	4
# Incumbents & Averages:	43	78,653	102,984	127,315	111,756	112,371	112,981			
Group Weighted Average:						109,850				
Median:						114,566				

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			
No match	0							AK		4
Transportation Equal Employment Unit Supervisor (Internal)	1	45,502	57,300	69,098	52,663	52,663	52,663	AL	79%	2
Internal EEO Coordinator	1	55,068	72,041	89,013	58,630	58,630	58,630	AR	88%	2
Program Administrator 2	1	50,891	71,190	91,490	71,191	71,191	71,191	AZ	107%	4
Staff Services Manager III	1	94,764	101,178	107,592	101,688	101,688	101,688	CA	153%	4
Program Management II	1	84,984	106,920	128,856	93,768	93,768	93,768	CO	141%	4
Equal Employment Opportunity Manager	1	80,261	94,845	109,428	104,326	104,326	104,326	CT	157%	1
HR Specialist IV (EEO AA Officer)	1	47,892	59,865	71,838	54,172	54,172	54,172	DE	82%	1
Inspector Specialist and Operations & Mgmt Consultant II—SES (Working Title: EEO Investigator)	2	36,382	77,310	118,238	52,004	53,006	54,007	FL	80%	2
EEO Asst Administrator	1	66,822	91,880	116,938	90,000	90,000	90,000	GA	135%	2
Civil Rights Specialist VI	1	64,476	79,956	95,436	78,420	78,420	78,420	IA	118%	4
Executive Officer 1	1	50,981	64,272	77,563	77,563	77,563	77,563	IA	117%	3
No match	0							ID		4
Internal Affairs Officer 3	3	30,082	40,625	51,168	39,618	40,139	40,800	IN	60%	3
Human Resource Professional II	1	41,870	48,994	56,118	46,228	46,228	46,228	KS	70%	3
Program Investigative Officer I	2	35,246			40,936	42,688	44,440	KY	64%	2
Compliance Programs Specialist 4	2	42,370	62,889	83,408	71,344	77,376	83,408	LA	116%	2
Asst. Dir. of AA Compliance & EEO Programs—Manager IV	2	35,247	65,638	96,028	92,840	93,973	95,107	MA	141%	1
DOT Executive Assistant I	36	46,857	60,935	75,012	46,857	63,016	75,012	MD	95%	1
HR Manager, EEO Coordinator	1	51,397	60,955	70,512	70,512	70,512	70,512	ME	106%	1
Department Specialist 13	1	52,020	64,823	77,625	72,571	72,571	72,571	MI	109%	3
Civil Rights Director	1	83,311	101,404	119,496	119,496	119,496	119,496	MN	180%	3
Equal Opportunity and Diversity Director	1				94,632	94,632	94,632	MO	142%	3
DOT—Administrator II	1	56,785	78,080	99,374	69,656	69,656	69,656	MS	105%	2
Equal Opportunity Specialist	3	57,024	61,281	65,537	57,024	59,862	65,537	MT	90%	4
Agency HR Consultant II	4	46,203	60,064	73,924	56,006	69,675	82,615	NC	105%	2
No Match	0							ND		4
Highway Civil Rights Specialist	2	40,375	49,425	58,475	40,375	42,187	43,998	NE	63%	4
Program Specialist II	1	42,471	49,784	57,096	52,046	52,046	52,046	NH	78%	1
Affirmative Action Specialist 2	0	56,088	67,784	79,479				NJ		1
Program Coordinator I	1	35,381	48,475	61,568	56,041	56,041	56,041	NM	84%	4
Equal Employment Opportunity Officer	1	54,330	67,652	80,973	80,973	80,973	80,973	NV	122%	4
Affirmative Action Manager 2	1	77,875	94,598	111,321	118,726	118,726	118,726	OH	179%	3
Civil Rights Administrator II	1	45,321	64,205	83,088	67,500	67,500	67,500	OK	102%	4
Operations & Policy Analyst 3, MMN	0	63,396	76,254	89,112				OR		4
Equal Opportunity Specialist 3	1	58,059	71,592	85,125	59,932	59,932	59,932	PA	90%	1
Chief Program Development	3	70,458	75,165	79,871	70,458	71,319	75,710	RI	107%	1
Program Manager I	1	48,622	69,289	89,956	55,916	55,916	55,916	SC	84%	2
Labor Law Compliance Officer	1	42,203	57,699	73,195	43,804	43,804	43,804	SD	66%	4
Affirmative Action Director	1	47,088	65,928	84,768	74,220	74,220	74,220	TN	112%	2
Civil Rights Specialist	0							TX		4
No match	0							UT		4
Program Administration Specialist II	1	43,892	74,852	105,811	79,069	79,069	79,069	VA	119%	2
Diversity and Inclusion Manager	1	69,420	79,218	89,016	83,868	83,868	83,868	WA	126%	4
No match	0							WI		3
Administrative Services Manager 4	1	47,352	67,482	87,612	83,586	83,586	83,586	WV	126%	2
HR Senior Coordinator (EHGH10)	1	49,542	61,923	74,304	57,600	57,600	57,600	WY	87%	4
# Incumbents & Averages:	88	53,708	69,840	85,499	70,160	71,334	72,550			
Group Weighted Average:						66,460				
Median:						70,512				

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			
Civil Rights Prog & Compliance Spec III	1	68,304	74,598	80,892	93,267	93,267	93,267	AK	120%	4
Transportation Equal Employment Unit Supervisor (External/DDB)	2	45,502	57,300	69,098	55,327	60,509	65,690	AL	78%	2
External EEO Coordinator	1	55,068	72,041	89,013	64,246	64,246	64,246	AR	83%	2
Program Administrator 2	1	50,891	71,191	91,490	71,191	71,191	71,191	AZ	91%	4
Career Executive Assignmt, Range A	1	86,280	143,214	200,148	184,248	184,248	184,248	CA	237%	4
Administrator V	5	78,336	98,544	118,752	81,984	85,495	88,992	CO	110%	4
No match	0							CT		1
Deputy Principal Assistant (Civil Rights Administrator)	1	54,827	68,534	82,241	60,999	60,999	60,999	DE	78%	1
Manager, Equal Opportunity Office	1	33,057	102,476	171,895	91,000	91,000	91,000	FL	117%	2
EEO Asst Administrator	1	66,822	91,880	116,938	95,000	95,000	95,000	GA	122%	2
Civil Rights Coordinator (DOT)	1	92,100	122,664	153,228	99,192	99,192	99,192	HI	127%	4
Executive Officer 2	1	57,866	73,674	89,482	89,482	89,482	89,482	IA	115%	3
Senior HR Specialist	1	53,914	69,077	84,240	58,760	58,760	58,760	ID	75%	4
Field Auditor 1	6	37,778	51,376	64,974	38,271	44,203	51,143	IN	57%	3
Public Service Executive II	1	53,414	62,504	71,593	71,278	71,278	71,278	KS	92%	3
No match	0							KY		2
DOTD Program Director	1	63,606	94,390	125,174	90,210	90,210	90,210	LA	116%	2
Mgr. of Civil Rights, External—Manager V	1	38,067	70,981	103,895	97,284	97,284	97,284	MA	125%	1
DOT Executive V	1	73,612	95,905	118,197	95,840	95,840	95,840	MD	123%	1
Policy Development Specialist	1	52,998	62,951	72,904	72,904	72,904	72,904	ME	94%	1
State Division Administrator 17	1	92,013	108,553	125,092	122,287	122,287	122,287	MI	157%	3
State Program Admin Manager Sr.	1	74,625	90,985	107,344	85,566	103,022	107,344	MN	132%	3
External Civil Rights Director	1				94,632	94,632	94,632	MO	122%	3
DOT—Special Projects Administrator	1	62,508	62,508	62,508	78,135	78,135	78,135	MS	100%	2
Civil Rights Operations Chief	1	98,106	98,106	98,106	98,106	98,106	98,106	MT	126%	4
Program Coordinator IV	3	39,611	51,495	63,378	41,820	54,937	71,992	NC	71%	2
Civil Rights Program Administrator II	2	51,120	68,160	85,200	63,216	66,732	70,248	ND	86%	4
Hwy External Civil Rights/DBE Officer	1	51,676	64,595	77,513	54,257	54,257	54,257	NE	70%	4
Program Specialist II	1	42,471	49,784	57,096	49,940	49,940	49,940	NH	64%	1
Affirmative Action Specialist 1	2	64,280	77,824	91,368	85,349	85,349	85,349	NJ	110%	1
No match	0							NM		4
Administrator of External Civil Rights	1	107,001	107,001	107,001	88,758	88,758	88,758	NV	114%	4
EEO Contract/Program Manager	2	64,292	78,041	91,790	75,441	78,676	81,910	OH	101%	3
Civil Rights Administrator II	1	45,321	64,205	83,088	67,500	67,500	67,500	OK	87%	4
Principal Executive/ Manager F, MESN	1	76,992	95,274	113,556	113,556	113,556	113,556	OR	146%	4
Equal Opportunity Manager 2	1	72,998	91,991	110,983	76,323	76,323	76,323	PA	98%	1
Chief Program Development	1	70,458	75,165	79,871	73,040	73,040	73,040	RI	94%	1
Program Manager III	1	71,982	102,581	133,179	102,580	102,580	102,580	SC	132%	2
Civil Rights Program Specialist	1	42,203	57,699	73,195	53,601	53,601	53,601	SD	69%	4
Small Business Dev Director	1	47,088	65,928	84,768	60,156	60,156	60,156	TN	77%	2
Director, Civil Rights Div	1	111,793	150,431	189,069	140,009	140,009	140,009	TX	180%	4
Compliance Specialist	1	36,999	46,301	55,603	43,138	43,138	43,138	UT	55%	4
Program Administration Specialist II	7	43,892	74,852	105,811	64,120	75,129	85,662	VA	96%	2
Manager, External Civil Rights	1	84,072	95,952	107,832	94,692	94,692	94,692	WA	122%	4
DOT Manager	1	61,609	103,168	144,726	97,760	97,760	97,760	WI	126%	3
Attorney 2	1	41,736	59,478	77,220	74,130	74,130	74,130	WV	95%	2
Civil Rights Supervisor (EHLS12)	1	65,964	82,452	98,940	74,940	74,940	74,940	WY	96%	4
# Incumbents & Averages:	65	62,401	81,531	100,660	81,444	82,875	84,108			
Group Weighted Average:						77,868				
Median:						78,406				

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			
Procurement Specialist III	5	57,336	66,504	75,672	71,724	78,346	86,341	AK	134%	4
Departmental Procurement Officer I	2	29,954	37,728	45,502	43,339	44,420	45,502	AL	76%	2
Buyer	2	46,254	62,449	78,643	53,716	53,794	53,872	AR	92%	2
Sr Procurement Specialist	14	43,240	60,355	77,469	59,519	60,327	60,772	AZ	103%	4
Associate Governmental Prog Analyst	59	59,700	67,218	74,736	59,700	67,606	74,736	CA	116%	4
Purchasing Agent IV	5	62,616	77,130	91,644	63,600	71,638	88,572	CO	123%	4
Transportation Purchasing & Stores Assistant Director	1	83,464	98,637	113,809	97,037	97,037	97,037	CT	166%	1
No match	0							DE		1
Purchasing Agent III	24	28,093	57,523	86,953	37,800	41,237	58,210	FL	71%	2
Contract Administrator 2	11	32,971	45,335	57,699	41,728	47,236	50,699	GA	81%	2
Procurement & Supply Specialist IV	2	52,956	65,688	78,420	57,324	59,664	62,004	HI	102%	4
Purchasing Agent 3	7	52,520	66,227	79,934	52,520	70,102	79,934	IA	120%	3
Purchasing Agent	1	47,690	61,108	74,526	51,688	51,688	51,688	ID	88%	4
Purchasing Administrator 1	2	37,778	51,376	64,974	44,844	50,400	55,954	IN	86%	3
Procurement Officer III	2	48,485	56,712	64,938	56,424	56,424	56,424	KS	97%	3
Internal Policy Analyst III	13	38,770			41,939	50,097	68,750	KY	86%	2
Procurement Manager 1 Exempt	1	42,370	62,889	83,408	54,371	54,371	54,371	LA	93%	2
Buyer IV	3	60,096	74,369	88,641	88,641	88,641	88,641	MA	152%	1
Procurement Administrator I	27	46,857	60,935	75,012	46,857	51,279	73,593	MD	88%	1
Procurement Support Manager	1	47,965	56,888	65,811	65,811	65,811	65,811	ME	113%	1
Buyer Specialist 13	1	52,020	64,823	77,625	77,625	77,625	77,625	MI	133%	3
Buyer 2	2	44,788	55,061	65,334	56,752	57,775	58,777	MN	99%	3
Senior Procurement Agent	6	47,820	56,874	65,928	47,820	49,870	52,656	MO	85%	3
DOT—Administrator I	2	51,847	71,290	90,732	53,796	53,849	53,902	MS	92%	2
Purchasing Agent	3	56,047	56,258	56,469	56,047	56,329	56,469	MT	96%	4
Procurement Specialist III	6	48,051	64,869	81,686	57,891	61,645	65,280	NC	106%	2
Purchasing Agent I	2	46,788	62,382	77,976	56,004	57,840	59,676	ND	99%	4
Buyer II	4	43,125	52,468	61,811	43,125	47,934	54,841	NE	82%	4
No match	0							NH		1
Senior Buyer	2	61,417	74,303	87,189	81,461	84,325	87,189	NJ	144%	1
Purchasing Agent Supervisor	11	35,381	48,475	61,568	35,550	48,837	61,804	NM	84%	4
Buyer 4	1	52,033	64,718	77,402	77,402	77,402	77,402	NV	133%	4
Sourcing Planner	1	54,953	67,777	80,600	84,177	84,177	84,177	OH	144%	3
Contracting & Acquisitions Agent III	3	30,593	43,341	56,088	47,300	47,300	47,300	OK	81%	4
Procurement & Contract Spec 2, OAO & E	14	54,168	66,624	79,080	56,724	69,162	79,080	OR	118%	4
Management Analyst 2	20	49,076	61,859	74,641	49,076	52,975	66,876	PA	91%	1
Contracts Specialist II (DOT)	4	54,063	57,483	60,903	54,063	56,754	59,274	RI	97%	1
Procurement Manager I	5	39,960	56,948	73,935	44,754	47,445	53,140	SC	81%	2
Purchasing Specialist	7	29,993	39,457	48,921	31,512	32,926	35,776	SD	56%	4
Procurement Officer 2	1	34,896	45,360	55,824	43,932	43,932	43,932	TN	75%	2
Purchaser V	18	45,158	59,473	73,788	56,580	61,637	73,750	TX	106%	4
Purchasing Agent III	5	45,978	59,456	72,934	51,344	56,576	64,812	UT	97%	4
Procurement Officer II	15	43,892	74,852	105,811	54,658	67,752	80,789	VA	116%	2
Procurement and Supply Specialist 4	11	50,004	58,620	67,236	55,152	64,941	67,236	WA	111%	4
Purchasing Agent Senior	3	47,673	78,676	109,678	60,424	62,524	64,292	WI	107%	3
No match	0							WV		2
Buyer (FIPU09)	3	49,536	61,920	74,304	52,800	54,474	57,821	WY	93%	4
# Incumbents & Averages:	332	47,463	61,219	74,773	56,240	59,912	64,927			
Group Weighted Average:						58,415				
Median:						56,665				

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			
Procurement Specialist V	4	78,000	85,134	92,268	81,900	102,406	124,758	AK	116%	4
General Services Supervisor	1	43,339	54,515	65,690	55,327	55,327	55,327	AL	63%	2
Purchasing Manager	1	55,068	72,041	89,013	58,266	58,266	58,266	AR	66%	2
Chief Procurement Officer	1	55,203	77,352	99,501	95,176	95,176	95,176	AZ	108%	4
Staff Services Manager I	12	71,004	79,608	88,212	72,588	81,697	88,212	CA	92%	4
Purchasing Agent V	1	78,336	98,544	118,752	91,140	91,140	91,140	CO	103%	4
Fiscal/Administrative Manager 2	3	101,558	120,018	138,477	133,137	133,137	133,137	CT	150%	1
No match	0							DE		1
Manager, Contractual Services Office	1	33,057	102,476	171,895	103,216	103,216	103,216	FL	117%	2
Purchasing Acquisition Mgr.	0	52,331	71,955	91,579				GA		2
No match	0							HI		4
Public Service Manager 1	1	57,866	80,465	103,064	103,064	103,064	103,064	IA	116%	3
No match	0							ID		4
Broad Band Executive	1	47,476	102,271	157,066	74,808	74,808	74,808	IN	85%	3
Procurement Officer IV	1	56,118	65,634	75,150	78,692	78,692	78,692	KS	89%	3
No match	0							KY		2
Procurement Director 4 Exempt	1	63,606	94,390	125,174	89,669	89,669	89,669	LA	101%	2
Chief Procurement Officer—Manager IV	1	35,247	65,638	96,028	76,601	76,601	76,601	MA	87%	1
Procurement Administrator V	11	64,608	84,176	103,743	74,540	84,682	97,203	MD	96%	1
Director Div of Contract Procurement	1	62,130	73,715	85,301	85,301	85,301	85,301	ME	96%	1
Buyer Manager 14	1	57,408	71,490	85,571	85,571	85,571	85,571	MI	97%	3
State Program Admin Director	1	64,665	78,916	93,167	89,868	89,868	89,868	MN	102%	3
Central Office General Services Manager— Purchasing	1	55,692	66,186	76,680	55,692	55,692	55,692	MO	63%	3
DOT—Special Projects Administrator	1	62,508	85,949	109,389	78,135	78,135	78,135	MS	88%	2
Purchasing Section Supervisor	1	81,523	81,523	81,523	81,523	81,523	81,523	MT	92%	4
Procurement Manager	1	60,530	81,716	102,901	80,580	80,580	80,580	NC	91%	2
Purchasing Agent II	1	51,120	68,160	85,200	77,268	77,268	77,268	ND	87%	4
Highway Procurement Manager	1	57,601	72,000	86,399	63,311	63,311	63,311	NE	72%	4
No match	0							NH		1
Manager 2 Procurement	3	80,103	98,122	116,140	110,627	114,370	116,343	NJ	129%	1
General I—Purchasing	1	58,136	79,643	101,150	58,820	82,602	101,539	NM	93%	4
Equipment Operations Manager	1	62,686	79,962	97,238	67,714	67,714	67,714	NV	77%	4
Sourcing Supervisor	4	64,292	78,041	91,790	81,702	92,383	100,027	OH	104%	3
Division Manager II	1	57,358	81,257	105,156	102,000	102,000	102,000	OK	115%	4
Principal Executive/Manager F, MMS	1	76,992	95,274	113,556	113,556	113,556	113,556	OR	128%	4
Management Analyst Manager	1	64,020	80,617	97,213	72,988	72,988	72,988	PA	82%	1
Contracts & Specifications Admin	1	84,026	89,620	95,214	95,214	95,214	95,214	RI	108%	1
Administrative Manager II	1	59,161	84,309	109,457	90,000	90,000	90,000	SC	102%	2
No match	0							SD		4
TDOT Director	1	76,704	107,388	138,072	105,372	105,372	105,372	TN	119%	2
Purchasing Branch Manager	3	63,104	83,298	103,491	83,297	86,108	91,730	TX	97%	4
Purchasing Manager	2	54,121	69,980	85,838	70,052	73,665	77,277	UT	83%	4
Procurement Manager III	2	57,342	96,053	134,764	95,653	101,246	106,838	VA	114%	2
Asst Dir, Procurement & Materials Mgmt	1	88,368	100,842	113,316	113,316	113,316	113,316	WA	128%	4
Purchasing Agency Mgmt Supervisor	1	55,785	92,019	128,253	85,924	85,924	85,924	WI	97%	3
Administrative Services Manager 2	1	37,140	52,926	68,712	63,886	63,886	63,886	WV	72%	2
Purchasing Manager (FIPU12)	1	65,964	82,452	98,940	79,889	79,889	79,889	WY	90%	4
# Incumbents & Averages:	75	62,227	82,577	102,928	84,385	86,634	88,753			
Group Weighted Average:						88,498				
Median:						85,436				

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			
State Equipment Fleet Manager	1	89,040	97,404	105,768	105,768	105,768	105,768	AK	128%	4
Equipment Management Coordinator	1	64,078	80,922	97,766	70,889	70,889	70,889	AL	86%	2
Fleet Manager	1	65,572	83,037	100,501	77,948	77,948	77,948	AR	94%	2
Maintenance Operations Manager	1	50,891	71,191	91,490	88,000	88,000	88,000	AZ	107%	4
Supervising Equipment Engineer	1	130,992	139,896	148,800	148,800	148,800	148,800	CA	180%	4
Administrator IV	2	62,616	77,130	91,644	77,868	80,034	82,200	CO	97%	4
No match	0							CT		1
No match	0							DE		1
Mgmt Analyst II—SES and Ops Analyst II (Working Title: Fleet Manager)	7	28,093	57,523	86,953	56,054	59,349	69,161	FL	72%	2
Motor Vehicle Operations Manager	2	40,983	56,352	71,720	63,028	63,028	63,028	GA	76%	2
No match	0							HI		4
Public Service Manager 1	1	57,866	80,465	103,064	91,603	91,603	91,603	IA	111%	3
Program Manager (Fleet)	1	59,571	76,326	93,080	87,173	87,173	87,173	ID	106%	4
Broad Band Executive	1	47,476	102,271	157,066	88,433	88,433	88,433	IN	107%	3
No match	0							KS		3
Fleet Service Manager	1	42,647			54,976	54,976	54,976	KY	67%	2
Engineer 5 DOTD	1	67,309	92,623	117,936	90,334	90,334	90,334	LA	109%	2
Fleet Manager—Manager VI	1	41,017	76,507	111,996	78,400	78,400	78,400	MA	95%	1
No match	0							MD		1
Motor Transport Services Director	1	62,130	73,715	85,301	85,301	85,301	85,301	ME	103%	1
Department Manager 14	1	57,480	71,526	85,571	85,571	85,571	85,571	MI	104%	3
State Program Admin Manager Pr.	1	83,311	101,404	119,496	119,496	119,496	119,496	MN	145%	3
Central Office General Services Manager— Fleet	1	55,692	66,186	76,680	55,692	55,692	55,692	MO	67%	3
No Match	0							MS		2
Equipment Bureau Chief	1	93,587	93,587	93,587	93,587	93,587	93,587	MT	113%	4
Fleet Support Manager	1	48,051	64,869	81,686	75,271	75,271	75,271	NC	91%	2
Administrative Division Director, State Fleet Services	1	68,244	90,996	113,748	95,448	95,448	95,448	ND	116%	4
Highway Fleet Manager	1	51,938	64,923	77,908	61,545	61,545	61,545	NE	75%	4
Administrator IV	1	71,234	84,367	97,500	93,464	93,464	93,464	NH	113%	1
Garage Supervisor 1	0							NJ		1
Administrative/Operations Mgr II—Fleet	1	50,898	69,712	88,525	57,699	57,699	57,699	NM	70%	4
Equipment Superintendent	1	77,402	97,238	117,074	97,238	97,238	97,238	NV	118%	4
Transportation Engineer 5	1	77,875	94,598	111,321	119,100	119,100	119,100	OH	144%	3
Administrative Programs Officer IV	1	50,759	71,908	93,057	68,000	68,000	68,000	OK	82%	4
Principal Executive/ Manager F, MMS	1	76,992	95,274	113,556	98,064	98,064	98,064	OR	119%	4
Highway Administration Program Manager 1	1	72,998	91,991	110,983	87,062	87,062	87,062	PA	105%	1
Fleet Management Officer	2	65,192	69,707	74,222	74,222	74,222	74,222	RI	90%	1
Program Manager II	1	59,161	84,309	109,457	96,008	96,008	96,008	SC	116%	2
No Match	0							SD		4
Trans Program Monitor 2	1	42,396	55,128	67,860	54,072	54,072	54,072	TN	66%	2
Fleet Manager	4	63,104	83,298	103,491	91,438	100,478	103,491	TX	122%	4
Fleet Manager	1	43,556	55,405	67,254	52,597	52,597	52,597	UT	64%	4
Program Administration Specialist III	2	57,342	96,053	134,764	84,460	91,730	99,000	VA	111%	2
TEF—Fleet Administrator	1	92,880	105,978	119,076	119,076	119,076	119,076	WA	144%	4
Fleet Program Officer	0	47,673	78,676	109,678				WI		3
Highway Engineer Senior	1	58,032	82,698	107,364	95,436	95,436	95,436	WV	116%	2
Equip Program Manager (TDHM12)	1	65,964	82,452	98,940	82,452	82,452	82,452	WY	100%	4
# Incumbents & Averages:	51	62,616	82,043	100,944	84,778	85,351	85,937			
Group Weighted Average:						82,547				
Median:						87,118				

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			
No match	0							AK		4
No match	0							AL		2
Program Management Specialist	1	50,466	67,079	83,692	64,012	64,012	64,012	AR	79%	2
No match	0							AZ		4
Senior Transportation Planner	1	77,940	87,390	96,840	96,840	96,840	96,840	CA	120%	4
Planning Specialist III	1	50,400	62,082	73,764	64,992	64,992	64,992	CO	81%	4
No match	0							CT		1
Planner IV	1	51,242	64,053	76,864	58,796	58,796	58,796	DE	73%	1
Engineering Specialist IV (Working Title: Bicycle/Pedestrian Coordinator)	7	33,377	70,926	108,474	58,900	60,808	63,926	FL	75%	2
No match	0							GA		2
No match	0							HI		4
Transportation Planner 2	1	55,141	70,273	85,405	85,405	85,405	85,405	IA	106%	3
No match	0							ID		4
Developmental Specialist 1	5	37,778	51,376	64,974	43,284	48,936	55,917	IN	61%	3
Planner	1	41,870	48,994	56,118	47,312	47,312	47,312	KS	59%	3
No match	0							KY		2
Engineer 4	0	62,899	86,559	110,219				LA		2
Transportation Program Planner II	1	57,286	68,388	79,489	74,674	74,674	74,674	MA	92%	1
Designated Administrative Manager Sr IV	1	83,836	109,293	134,749	122,417	122,417	122,417	MD	152%	1
Bicycle & Pedestrian Coordinator (Transportation Planning Specialist)	1	43,784	51,615	59,446	43,784	43,784	43,784	ME	54%	1
Transportation Planning Specialist 13	1	56,742	69,597	82,451	82,451	82,451	82,451	MI	102%	3
Transportation Program Director	1	77,444	94,347	111,249	94,607	108,931	123,756	MN	135%	3
Non-Motorized Transportation Engineer	1	60,012	71,370	82,728	78,132	78,132	78,132	MO	97%	3
No match	0							MS		2
Transportation Planner	0	49,243	49,243	49,243				MT		4
Transportation Program Director	1	60,530	81,716	102,901	96,900	96,900	96,900	NC	120%	2
Transportation Management Officer II	1	51,120	68,160	85,200	78,624	78,624	78,624	ND	97%	4
Highway Planning Manager	1	62,329	77,910	93,490	66,579	66,579	66,579	NE	82%	4
Civil Engineer IV	1	58,365	68,661	78,957	75,567	75,567	75,567	NH	94%	1
Section Chief	16	84,748	102,896	121,043	104,912	111,714	121,043	NJ	138%	1
No match	0							NM		4
Transportation Planner/Analyst 3	1	56,689	70,731	84,772	61,888	61,888	61,888	NV	77%	4
Program Administrator 3	1	64,292	78,041	91,790	65,894	65,894	65,894	OH	82%	3
Administrative Coordinator	1				85,575	85,575	85,575	OK	106%	4
Planner 4, E	1	65,412	81,018	96,624	92,004	92,004	92,004	OR	114%	4
Administrative Officer 3	1	56,059	70,592	85,125	83,365	83,365	83,365	PA	103%	1
Senior Planner	1	50,218	54,323	58,427	58,427	58,427	58,427	RI	72%	1
Engineer/Associate Engineer III	0	48,622	69,289	89,956				SC		2
No match	0							SD		4
Trans Program Supervisor	1	49,092	63,816	78,540	64,440	64,440	64,440	TN	80%	2
Planner V (PTN)	1	63,104	83,298	103,491	87,128	87,128	87,128	TX	108%	4
No match	0							UT		4
Program Administration Manager III	1	57,342	96,053	134,764	109,716	109,716	109,716	VA	136%	2
Proj Development & Evaluation Manager	1	92,880	105,978	119,076	119,076	119,076	119,076	WA	147%	4
Urban and Regional Planner Advanced	1	47,673	78,676	109,678	61,214	61,214	61,214	WI	76%	3
Transportation Services Manager 3	1	39,372	56,106	72,840	69,717	69,717	69,717	WV	86%	2
Policy & Planning Supervr I (BAPS12)	4	65,964	82,452	98,940	74,460	75,367	76,288	WY	93%	4
# Incumbents & Averages:	60	57,743	73,891	90,039	77,222	78,146	79,246			
Group Weighted Average:						80,734				
Median:						75,467				

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			
No match	0							AK		4
Transportation Planner	5	33,086	46,302	59,518	40,253	50,828	59,518	AL	69%	2
Transportation Planner	2	50,466	67,079	83,692	55,380	59,371	63,362	AR	81%	2
Transportation Planner Senior	3	39,983	55,774	71,564	47,916	50,639	52,000	AZ	69%	4
Associate Transportation Planner	206	65,808	74,118	82,428	65,808	78,396	82,428	CA	107%	4
Planning Specialist IV	3	62,616	77,130	91,644	74,160	94,160	74,160	CO	128%	4
Transportation Planner 1	27	64,304	76,527	88,750	64,304	76,527	88,750	CT	104%	1
No match	0							DE		1
Professional Engineer III (Working Title: Rail Capacity Production Engineer)	1	39,656	77,725	115,793	78,000	78,000	78,000	FL	106%	2
Transit Planner	0	32,971	45,335	57,699				GA		2
Planner IV	3	52,956	65,688	78,420	55,092	63,380	75,432	HI	86%	4
Transportation Planner 2	7	55,141	70,273	85,405	67,725	79,207	85,405	IA	108%	3
Project Manager	1	59,571	76,326	93,080	69,139	69,139	69,139	ID	94%	4
Developmental Specialist 2	2	33,748	45,617	57,486	47,959	49,934	51,910	IN	68%	3
Planner III	1	56,118	65,634	75,150	57,451	57,451	57,451	KS	78%	3
No match	0							KY		2
DOTD Program Specialist 4	8	45,344	67,299	89,253	45,344	55,169	76,336	LA	75%	2
Transportation Program Planner I	0	52,133	62,145	72,156				MA		1
Administrator III	1	49,899	64,989	80,078	64,902	64,902	64,902	MD	88%	1
Transportation Planning Analyst	1	38,438	45,230	52,021	52,021	52,021	52,021	ME	71%	1
Department Manager 15 (2)	3	64,292	82,118	99,944	95,139	96,740	99,944	MI	132%	3
Engineer Manager Licensed 15 (1)	1	43,493	53,328	63,162	60,928	60,928	60,928	MN	83%	3
Planner Intermediate	1	42,912	50,910	58,908	42,912	42,912	42,912	MO	58%	3
Intermediate Multimodal Ops Specialist	1	42,912	50,910	58,908	42,912	42,912	42,912	MS		2
No match	0							MT		4
Transportation Planner	1	58,144	58,144	58,144	58,144	58,144	58,144	MT	79%	4
Transportation Program Consultant II	4	42,780	55,614	68,448	62,076	64,785	70,562	NC	88%	2
Transportation Management Officer II	2	51,120	68,160	85,200	71,844	74,844	77,844	ND	102%	4
Highway Liaison Manager	1	49,554	61,941	74,327	71,099	71,099	71,099	NE	97%	4
Program Specialist IV	4	50,193	61,320	72,447	54,717	63,045	72,447	NH	86%	1
No match	0							NJ		1
General I	1	58,136	79,643	101,150	103,151	103,151	103,151	NM	140%	4
Transportation Planner Analyst 2	1	52,033	64,718	77,402	77,402	77,402	77,402	NV	105%	4
Planner 2	0	42,244	48,599	54,953				OH		3
Transportation Manager I	9	40,829	57,841	74,853	67,100	67,100	67,100	OK	91%	4
See G13	0							OR		4
Transportation Planning Specialist 2	25	56,059	70,592	85,125	57,233	67,652	85,125	PA	92%	1
Senior Planner	0	50,218	54,323	58,427				RI		1
Program Manager I	8	48,622	69,289	89,956	57,593	65,239	77,465	SC	89%	2
Transportation Specialist I	5	42,203	57,699	73,195	46,384	49,358	53,601	SD	67%	4
Trans Program Monitor 2	15	42,396	55,128	67,860	44,196	49,818	63,288	TN	68%	2
No match	0							TX		4
Engineering Manager I	1	65,417	84,595	103,774	86,965	86,965	89,965	UT	118%	4
No match	0							VA		2
Legal and Media Relations Manager	1	78,456	89,526	100,596	100,596	100,596	100,596	WA	137%	4
No match	0							WI		3
No match	0							WV		2
No match	0							WY		4
# Incumbents & Averages:	354	50,315	64,074	77,834	63,842	68,091	71,950			
Group Weighted Average:						73,429				
Median:						65,071				

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	4	83,304	91,002	98,700	98,700	116,112	128,627	AK	142%	4
Transportation Planner Senior	5	52,663	66,475	80,287	76,349	79,106	80,287	AL	97%	2
Railroad Crossing Coordinator	1	60,086	77,350	94,613	69,784	69,784	69,784	AR	85%	2
Planner 4	4	43,240	60,355	77,469	55,156	60,100	66,243	AZ	73%	4
Senior Transportation Planner (S01)	68	77,940	87,390	96,840	77,940	93,259	96,840	CA	114%	4
Planning Specialist III	2	50,400	62,082	73,764	60,036	60,720	61,404	CO	74%	4
Transportation Planner 2	40	74,036	90,297	106,557	74,036	90,297	106,557	CT	110%	1
Planning Supervisor (Regional Planning)	1	51,242	64,053	76,864	67,721	67,721	67,721	DE	83%	1
Public Transp Manager—SES (Working Title: Freight and Rail Planning Adm)	1	26,446	78,707	130,968	89,000	89,000	89,000	FL	109%	2
Waterways Program Manager	0	46,311	68,945	91,579				GA		2
Planner VI	4	64,476	79,956	95,436	67,044	75,621	81,588	HI	92%	4
Executive Officer 2	2	59,592	75,879	92,165	80,434	86,300	92,165	IA	105%	3
No match	0							ID		4
Developmental Specialist 1	2	37,778	51,376	64,974	53,100	53,599	54,097	IN	65%	3
Planner III	1	56,118	65,634	75,150	63,439	63,439	63,439	KS	77%	3
No match	0							KY		2
DOTD Program Specialist 5	7	51,917	77,044	102,170	51,917	68,951	85,966	LA	84%	2
DOTD Program Supervisor										
Transportation Program Planner III	14	63,011	75,371	87,731	64,731	80,917	87,731	MA	99%	1
No match	0							MD		1
Transportation Planning Division Director	1	74,110	88,026	101,941	101,941	101,941	101,941	ME	124%	1
State Division Administrator 17	1	92,013	108,553	125,092	123,598	123,598	123,598	MI	151%	3
Planning Program Coord Transportation	10	60,928	75,649	90,369	70,199	82,434	90,369	MN	101%	3
Senior Multimodal Operations Specialist	5	47,820	56,874	65,928	47,820	50,702	52,656	MO	62%	3
No match	0							MS		2
Transportation Planner Section Supervisor	6	79,044	81,065	83,085	79,044	80,359	83,085	MT	98%	4
Transportation Program Manager	2	48,051	64,869	81,686	68,151	69,268	70,385	NC	85%	2
Transportation Project Manager	1	46,788	62,382	77,976	69,840	69,840	69,840	ND	85%	4
Engineer II	1	49,876	61,460	73,043	52,370	52,370	52,370	NE	64%	4
Supervisor VI	1	58,365	68,661	78,957	72,446	72,446	72,446	NH	88%	1
No match	0							NJ		1
No match	0							NM		4
Transportation Planner/Analyst 3	2	56,689	70,731	84,772	80,973	82,873	84,772	NV	101%	4
Planner 3	10	50,086	61,703	73,320	52,270	60,750	78,332	OH	74%	3
Administrative Programs Officer	2	30,593	49,015	67,437	42,500	46,250	50,000	OK	56%	4
Operations and Policy Analyst 3, MMN	1	63,396	76,254	89,112	75,360	75,360	75,360	OR	92%	4
No match	0							PA		1
Project Manager II (DOT)	1	90,358	97,638	104,917	100,067	100,067	100,067	RI	122%	1
Program Manager II	1	59,161	84,309	109,457	95,201	95,201	95,201	SC	116%	2
No match	0							SD		4
Trans Program Supervisor	4	49,092	63,816	78,540	55,500	59,328	64,440	TN	72%	2
No match	0							TX		4
No match	0							UT		4
No Mmtch	0							VA		2
Communications Consultant 4	20	51,300	60,120	68,940	55,152	63,759	68,940	WA	78%	4
No match	0							WI		3
No match	0							WV		2
No match	0							WY		4
# Incumbents & Averages:	225	57,765	72,819	87,874	71,619	76,296	80,164			
Group Weighted Average:						81,914				
Median:						73,903				

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			
Transportation Planner III	4	95,280	104,130	112,980	103,632	116,604	134,844	AK	125%	4
Transportation Administrator	61	64,078	80,922	97,766	64,078	87,393	105,403	AL	94%	2
Section Head—Public Transportation	1	78,078	95,620	113,162	80,392	80,392	80,392	AR	86%	2
Planning Program Manager 1	13	46,932	65,545	84,157	61,000	65,765	75,000	AZ	70%	4
Supervising Transportation Planner	26	94,764	101,178	107,592	94,764	104,730	107,592	CA	112%	4
Planning Specialist IV	2	62,616	77,130	91,644	72,312	74,130	75,948	CO	79%	4
Transportation Transit Manager	4	101,558	120,018	138,477	124,934	129,314	133,693	CT	138%	1
No match								DE		1
Manager, Freight & Multimodal Operations	1	33,057	102,476	171,895	113,000	113,000	113,000	FL	121%	2
State Intermodal Program Admin	1	53,560	137,114	220,667	130,000	130,000	130,000	GA	139%	2
Planning Program Admr I	1	99,276	132,246	165,216	119,460	119,460	119,460	HI	128%	4
Public Service Manager 2	0	82,555	100,017	117,478				IA		3
No match	0							ID		4
Broad Band Executive	5	47,476	102,271	157,066	66,229	81,866	103,304	IN	88%	3
Public Service Executive III	1	58,885	68,911	78,936	77,743	77,743	77,743	KS	83%	3
No match	0							KY		2
DOTD Program Director Statewide Program Manager 1 & 2	3	63,606	94,390	125,174	63,606	78,465	88,691	LA	84%	2
Transportation Program Planner V	9	73,962	88,794	103,626	102,642	103,517	103,626	MA	111%	1
No match	0							MD		1
Multimodal Maintenance Director	1	77,792	89,866	101,941	101,941	101,941	101,941	ME	109%	1
Senior Policy Executive 18	1	91,984	112,706	133,427	133,427	133,427	133,427	MI	143%	3
Planning Director Transportation Admin of Aviation; Admin of Freight & Waterways; Admin of Railroads; Admin of Transit	16	69,635	84,857	100,078	80,680	94,628	104,087	MN	101%	3
No match	0							MO	80%	3
Transportation Planner Bureau Chief	4	93,587	98,107	102,626	93,587	95,847	102,626	MS		2
Transportation Program Director	2	60,530	81,716	102,901	103,977	112,169	120,360	MT	103%	4
Transit Program Manager	1	61,728	82,308	102,888	87,072	87,072	87,072	NC	120%	2
Engineer V	1	78,778	98,472	118,165	90,988	90,988	90,988	ND	93%	4
Administrator III	2	64,974	79,921	94,868	86,697	90,783	94,868	NE	97%	4
Director, Multimodal Services	1				120,000	120,000	120,000	NH	97%	1
Administrative/Operations Manager II	3	50,898	69,712	88,525	74,493	81,513	85,309	NJ	129%	1
Transportation Planner Analyst 4	1	64,686	80,962	97,238	97,238	97,238	97,238	NM	87%	4
Public Transportation Manager	2	70,636	85,768	100,900	72,404	90,188	107,972	NV	104%	4
No match	0							OH	97%	3
Principal Executive Manager G, MESN	1	89,112	110,172	131,232	131,232	131,232	131,232	OK		4
Transportation Planning Manager	29	64,020	80,617	97,213	65,389	85,052	97,213	OR	141%	4
Administrator, Office of Transit Program Manager III	1	129,181	136,460	143,738	138,884	138,884	138,884	PA	91%	1
Administrator	1	71,982	102,581	133,179	108,202	108,202	108,202	RI	149%	1
Transportation Manager 2	1	66,393	88,972	111,550	69,271	69,271	69,271	SC	116%	2
Dir of Public Transp; Dir of Traffic Ops; Dir of Rail; Director of Aviation	2	69,084	89,796	110,508	78,108	82,224	86,340	SD	74%	4
Director, Div of Aeronautics, UDOT	4	11,793	120,284	228,775	149,083	157,791	163,800	TN	88%	2
No match	0							TX	169%	4
Dir of Rail; MultiModal Planning Dir; Dir of Public Transp; Dir of Aviation	1	65,417	81,860	98,303	94,023	94,023	94,023	UT	101%	4
No match	0							VA		2
DOT Manager	4	99,960	118,962	137,964	124,944	134,709	137,964	WI	114%	3
Transportation Systems Director 2	1	61,609	103,168	144,726	106,080	106,080	106,080	WV	73%	2
No match	0							WY		4
# Incumbents & Averages:	219	70,541	95,010	119,479	95,168	100,234	104,798			
Group Weighted Average:						93,378				
Median:						95,238				

E. TRANSPORTATION ENGINEER CLASSIFICATIONS

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

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.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Engineering Assistant I	11	53,292	59,454	65,616	53,292	55,083	55,956	AK	93%	4
Civil Engineering Graduate	186	47,758	60,222	72,686	47,758	56,712	72,686	AL	96%	2
Engineer	62	50,466	67,079	83,692	50,466	55,026	61,646	AR	93%	2
No match	0							AZ		4
Transp Engineer Civil, Range A; Transp Engineer Electrical, Range A	312	61,176	67,056	72,936	61,176	61,628	72,936	CA	104%	4
Engineer-In-Training I	23	59,976	73,890	87,804	59,976	61,946	74,784	CO	104%	4
Transportation Engineer Trainee	6	54,091	63,866	73,641	61,421	61,421	61,421	CT	103%	1
Civil Engineer I (SMV & Blanket Starting Salary)	4	42,134	56,179	70,223	50,560	51,310	51,560	DE	86%	1
Engineer Trainee	30	33,377	70,926	108,474	45,500	49,400	55,084	FL	83%	2
Civil Engineer 2	157	32,971	45,335	57,699	55,000	55,353	56,480	GA	93%	2
Engineer (Civil) I	7	45,288	56,166	67,044	45,288	45,288	45,288	HI	76%	4
Transportation Engineer Associate	19	44,450	61,007	77,563	44,450	49,554	77,563	IA	83%	3
Engineer-in-Training	16	37,723	48,335	58,947	46,218	47,227	50,690	ID	80%	4
Highway Engineer Trainee	17	45,084	55,666	66,248	45,084	55,712	80,797	IN	94%	3
Engineering Associate I	11	52,000	57,000	62,000	52,000	52,236	53,300	KS	88%	3
Graduate Engineering Assistant	9	32,772			32,772	35,384	48,336	KY	60%	2
Engineer Intern Applicant	6	47,986	66,030	84,074	47,986	47,986	47,986	LA	81%	2
Civil Engineer I	163	52,361	62,217	72,073	52,361	60,921	72,073	MA	103%	1
No match	0							MD		1
Assistant Engineer	51	42,286	49,858	57,429	48,402	52,731	57,429	ME	89%	1
Transportation Engineer 9	20	43,971	51,407	58,843	43,971	47,639	58,843	MI	80%	3
Trainee Grad Engineer	0	45,790	55,405	65,020				MN		3
Intermediate Construction Inspector; Intermediate Highway Designer; Intermediate Materials Inspector; Intermediate Structural Designer; Intermediate Traffic Studies Specialist	98	45,288	53,802	62,316	45,288	49,403	53,652	MO	83%	3
DOT—Engineer in Training	23	39,942	54,921	69,899	43,432	50,855	58,204	MS	86%	2
Civil Engineering Specialist Band 6 Level 1	68	63,630	63,630	63,630	63,630	63,630	63,630	MT	107%	4
Engineer I	261	48,051	64,869	81,686	49,172	59,390	71,236	NC	100%	2
Transportation Engineer II	22	56,004	74,670	93,336	57,456	68,830	80,424	ND	116%	4
Engineer II	38	49,876	61,460	73,043	52,370	54,983	73,228	NE	93%	4
Civil Engineer II	33	43,410						NH		1
Assistant Engineer, Transportation	189	51,254	61,865	72,476	60,686	63,523	72,476	NJ	107%	1
Engineer Graduate	39	38,854	50,502	62,150	50,049	51,649	56,744	NM	87%	4
Staff 2, Associate Engineer	85	54,330	67,652	80,973	54,330		80,973	NV		4
Transportation Engineer 2	158	54,953	67,777	80,600	54,953	67,929	86,091	OH	114%	3
Engineer Intern III	10	40,124	52,663	65,202	56,471	56,471	56,471	OK	95%	4
Associate in Engineering 2, E	70	51,264	63,486	75,708	53,820	69,216	75,708	OR	117%	4
Civil Engr (All Parentheticals—Transp, General, Bridge, and Hydraulic)	343	49,076	61,859	74,641	57,233	63,312	74,641	PA	107%	1
Civil Engineer	2	54,063	57,483	60,903	54,063	54,063	54,063	RI	91%	1
Engineer/Associate Engineer I (05B)	22	32,838	46,799	60,760	47,256	49,642	57,997	SC	84%	2
Engineer II	59	50,315	83,741	117,166	55,473	61,442	70,699	SD	103%	4
TDOT Operations District Spec Trans Proj Specialist	233	46,752	60,780	74,808	56,100	58,910	72,912	TN	99%	2
Engineer Asst III	151	42,242	55,601	68,960	50,400	56,246	65,282	TX	95%	4
Engineer II	14	52,680	70,439	88,197	59,884	63,600	72,036	UT	107%	4
Architect/Engineer I	8	43,892	74,852	105,811	52,500	56,209	59,399	VA	95%	2
Transportation Engineer 2	482	56,580	66,336	76,092	56,580	73,960	76,092	WA	125%	4
Civil Engineer Transportation Entry (Pay Points A, B, C)	21	36,608	60,383	84,157	50,252	51,251	53,747	WI	86%	3
No match See E1(6)	0							WV		2
No match	0							WY		4
# Incumbents & Averages:	3,539	47,139	61,041	74,501	51,831	56,177	64,404			
Group Weighted Average:						59,370				
Median:						55,533				

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			
Engineering Assisstant II	95	61,416	71,154	80,892	61,416	72,674	110,219	AL	131%	2
No match	0							AR		2
Transportation Engineer Specialist	143	43,240	60,355	77,469	54,941	57,708	72,049	AZ	104%	4
Transp Engineer Civil, Range B; Transp Engineer Electrical, Range B	143	70,044	78,840	87,636	70,044	71,089	87,636	CA	128%	4
Engineer-in-Training II	12	64,500	79,452	94,404	65,124	69,235	73,668	CO	124%	4
Transportation Engineer 1	6	62,587	73,440	84,292	68,541	68,541	68,541	CT	123%	1
Engineer-in-Training II	28	48,242	64,323	80,403	55,500	56,357	56,500	DE	101%	1
No match	0							FL		2
Civil Engineer 3	79	36,268	49,869	63,469	61,200	62,329	64,067	GA	112%	2
Engineer (Civil) II	0	48,948	60,738	72,528				HI		4
No match	0							IA		3
NA	0			74,526	52,104	56,856	65,395	ID	102%	4
Highway Engineer 5	13	49,140	60,684	72,228	49,140	53,319	73,980	IN	96%	3
Engineering Associate II	12	53,560	58,280	63,000	53,560	54,676	54,889	KS	98%	3
Engineer-In-Training I	26	33,900			33,900	41,222	41,895	KY	74%	2
Engineer Intern 1	23	47,986	66,030	84,074	47,986	47,986	47,986	LA	86%	2
Civil Engineer II	158	58,694	70,069	81,443	58,694	72,387	81,443	MA	130%	1
Transportation Design Engineer II	2	46,857	60,935	75,012	64,387	64,387	64,387	MD	116%	1
No match	0							ME		1
Transportation Engineer 10/P11	69	45,614	59,363	73,112	50,523	66,047	73,112	MI	119%	3
Engineer Graduate 1	0	45,790	55,405	65,020				MN		3
Engineer Graduate 1	0	43,911	53,114	62,316	45,288	49,524	52,656	MO	89%	3
DOT—Engineer in Training Intermediate Construction Inspector; Intermediate Highway Designer; Intermediate Materials Inspector; Intermediate Structural Designer; Intermediate Traffic Studies Soecialist	23	39,942	54,921	69,899	43,432	50,855	58,204	MS	91%	2
Civil Engineering Spec Band 6 Level 1	71	63,001	88,489	113,977	42,368	58,942	74,158	NC	106%	2
Engineer—Contributing	238	43,030	68,183	93,336	60,336	69,200	80,424	ND	124%	4
Transportation Engineer II	23	56,004	64,524	73,043	52,370	55,042	73,045	NE	99%	4
Engineer II	37	49,876	54,932	59,987	46,405	52,995	57,491	NH	95%	1
Civil Engineer II	24	44,616	57,139	69,662	56,063	58,313	58,330	NJ	105%	1
Assistant Engineer, Transportation	132	49,263						NM		4
No match	0			78,437	53,477	65,657	83,782	OH	118%	3
Transportation Engineer 2	167	53,477	55,933	58,388	54,737	54,737	54,737	OK	98%	4
Engineer Intern III	9	31,848	53,088	74,328	50,328	70,234	74,328	OR	126%	4
Assoc in Eng 2, E Civil Eng Spec 2, E	125	50,328	61,575	72,822	53,516	61,614	73,233	PA	111%	1
Civil Engineer (All Parantheticals— Transportation, General, and Bridge)	314	47,883	54,322	60,760	47,256	49,543	56,700	SC	89%	2
Engineer/Associate Engineer I (05B)	28	32,838						SD		4
No match	0			74,808	49,452	55,882	70,788	TN	100%	2
TDOT Operations Districit Spec Trans Project Specialist	228	46,752	57,856	68,960	47,062	54,801	62,468	TX	98%	4
Engineering Asst III	161	42,244	64,145	86,046	59,884	65,685	68,570	UT	118%	4
Engineer II	13	51,386	78,598	105,811	51,124	55,417	58,289	VA	100%	2
Engineer II	13	51,386	78,598	105,811	51,124	55,417	58,289	VA	100%	2
Engineer II	13	51,386	78,598	105,811	51,124	55,417	58,289	VA	100%	2
Architect/Engineer I	4	43,892	59,248	74,604	58,284	73,036	74,604	WA	131%	4
Transportation Engineer 2	465	55,476	68,985	82,493	49,254	51,189	25,686	WI	92%	3
Civil Engr Transp Entry (Pts A, B, C)	16	35,880						WV		2
N/A See E1(6)	0							WY		4
No match	0									
# Incumbents & Averages:	3,000	48,592	63,980	77,941	53,693	59,481	65,912			
Group Weighted Average:						55,668				
Median:						57,282				

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			
Engineering Assistant III	123	61,416	73,626	85,836	64,488	87,254	117,600	AK	106%	4
No match								AL		2
Advanced Engineer	38	60,086	77,350	94,613	60,762	68,694	75,764	AR	84%	2
Transportation Engineer Specialist	144	43,240	60,355	77,469	54,941	57,689	67,918	AZ	70%	4
Transp Engineer Civil, Range C; Transp Engineer Electrical, Range C	1820	81,012	91,188	101,364	81,012	99,145	101,364	CA	121%	4
Engineer-in-Training III	25	68,544	86,226	103,908	70,704	75,758	93,372	CO	92%	4
Transportation Engineer 2 (Engineering)	95	67,346	82,287	97,227	74,712	85,970	97,227	CT	105%	1
CE III (SMV & Blanket Starting Salary)	23	55,230	73,640	92,050	62,637	62,892	66,864	DE	77%	1
Senior Engineer Trainee	13	33,377	70,926	108,474	54,487	57,435	64,042	FL	70%	2
No match	0							GA		2
Engineer (Civil) III	66	52,956	65,688	78,420	52,956	64,758	78,420	HI	79%	4
No match								IA		3
No match								ID		4
Highway Engineer 4	37	55,588	69,485	83,382	54,633	60,296	74,319	IN	73%	3
Engineering Associate III	53	55,167	60,084	65,000	55,167	59,847	72,688	KS	73%	3
Engineer-In-Training II	56	44,004			44,004	47,080	70,112	KY	57%	2
Engineer Intern 2	104	51,334	70,647	89,960	51,334	54,488	72,862	LA	66%	2
Civil Engineer III	250	64,560	77,224	89,887	64,560	82,055	89,887	MA	100%	1
Transportation Design Engineer III	46	49,899	64,989	80,078	64,902	71,367	77,078	MD	87%	1
No match								ME		1
Transportation Engineer 12	150	55,307	66,820	78,332	55,307	77,088	78,332	MI	94%	3
Engineer Graduate 2	37	51,469	60,834	70,199	55,666	59,070	70,199	MN	72%	3
Senior Construction Inspector; Senior Highway Designer; Senior Materials Inspector; Senior Structural Designer; Senior Traffic Studies Specialist	262	50,748	60,240	69,732	50,748	55,168	69,732	MO	67%	3
DOT—Engineer in Training	14	46,982	64,601	82,219	53,526	57,451	61,114	MS	70%	2
Civil Engineering Spec Band 6 Level 2	21	66,707	66,707	66,707	66,707	66,707	66,707	MT	81%	4
Engineer II	200	51,895	70,058	88,221	56,645	70,668	103,020	NC	86%	2
No match	0							ND		4
No match	0							NE		4
Civil Engineer III	35	51,251	60,279	69,306	55,869	59,404	69,306	NH	72%	1
Senior Engineer, Transportation	108	58,687	70,970	83,252	69,605	77,199	80,522	NJ	94%	1
No match	0							NM		4
No match	0							NV		4
No match	0							OH		3
Engineer Intern IV	9	43,334	56,876	70,418	60,706	60,706	60,706	OK	74%	4
Civil Engineering Specialist 3, E Senior Civil Engineer (All Paraneticals—Transportation, General, and Bridge)	68	56,059	70,592	85,125	64,020	76,234	85,125	PA	93%	1
Senior Civil Engineer	18	62,986	67,152	71,317	62,986	65,080	71,317	RI	79%	1
Engineer/Associate Engineer II (06B)	36	39,960	56,948	73,935	54,104	57,423	69,575	SC	70%	2
No Match	0							SD		4
TDOT Operations District Super Trans Proj Spec Spv 1	95	51,540	67,008	82,476	61,848	66,481	72,132	TN	81%	2
Engineer Asst IV	6	48,278	63,616	78,953	62,400	67,132	71,377	TX	82%	4
No match	0							UT		4
Architect/Engineer I	282	43,892	74,852	105,811	46,226	73,907	98,555	VA	90%	2
Transportation Engineer 3	343	62,436	73,212	83,988	65,580	82,513	92,700	WA	101%	4
Civil Engineer Transportation Entry (Pay Points D & E)	33	36,608	60,383	84,157	55,494	57,012	57,220	WI	69%	3
No match See E1(6)	0							WV		2
Engineer II (ENEG09)	39	49,536	61,920	74,304	51,000	58,132	70,518	WY	71%	4

Incumbents & Averages: 4,690 53,846 68,796 83,447 59,563 82,036 78,097
 Group Weighted Average: 82,036
 Median: 65,781

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: 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			
Engineer/Architect I	42	74,988	83,484	91,980	74,988	90,697	131,817	AK	94%	4
Civil Engineer, Licensed	34	52,663	66,475	80,287	56,686	65,679	80,287	AL	68%	2
No match	0							AR		2
Transportation Engineer 1	98	50,891	71,191	91,491	65,722	71,984	78,000	AZ	75%	4
Transp Engineer Civil, Range D; Transp Engineer Electrical, Range D	2647	91,572	103,074	114,576	91,572	113,097	114,576	CA	117%	4
Professional Engineer I	159	74,376	93,558	112,740	76,020	89,581	109,116	CO	93%	4
No match	0							CT		1
CE IV (SMV & Blanket Starting Salary)	16	63,235	84,313	105,391	74,195	75,271	77,421	DE	78%	1
Professional Engineer I	45	39,656	77,725	115,793	60,165	68,260	88,153	FL	71%	2
Civil Engineer 4	28	46,311	63,678	81,044	75,775	75,775	75,775	GA	79%	2
Engineer (Civil) IV	37	59,616	73,932	88,248	52,956	72,688	88,248	HI	75%	4
Transportation Engineer	15	57,866	73,674	89,482	59,592	79,991	89,482	IA	83%	3
Staff Engineer	36	53,914	69,077	84,240	64,792	71,586	77,771	ID	74%	4
Highway Engineer 3	26	62,322	77,896	93,470	62,322	70,598	93,470	IN	73%	3
Professional Civil Engineer I	4	56,118	65,634	75,150	63,336	65,754	69,784	KS	68%	3
Transportation Engineer I	38	51,360			44,004	47,080	70,112	KY	49%	2
No match	0							LA		2
Civil Engineer IV	142	70,218	84,265	98,311	70,218	94,117	98,311	MA	98%	1
Transportation Design Engineer IV	28	56,743	73,925	91,107	56,743	77,728	89,400	MD	81%	1
Transportation Engineer II	25	52,229	61,672	71,115	59,883	67,863	71,115	ME	70%	1
Transp Engineer Licensed Spec 13	128	60,299	72,904	85,508	71,718	84,851	85,508	MI	88%	3
Engineer Senior	157	62,473	77,006	91,538	65,020	85,399	102,813	MN	89%	3
Field Materials Engineer; Pavement Engineer; Research Engineer	7	60,012	71,370	82,728	60,012	61,980	63,480	MO	64%	3
DOT—Engineer I	9	46,982	64,601	82,219	62,353	64,326	65,244	MS	67%	2
Civil Engineering Spec Band 7 Level 1	4	71,906	71,906	71,906	71,906	71,906	71,906	MT	75%	4
Engineer III	336	60,530	81,716	102,901	72,325	88,423	125,550	NC	92%	2
Transportation Engineer III	48	61,728	82,308	102,888	68,940	82,979	99,216	ND	86%	4
No match	0							NE		4
No match	0							NH		1
Principal Engineer, Transportation	109	67,290	81,510	95,729	83,090	92,926	95,729	NJ	96%	1
No match	0							NM		4
Professional Engineer	52	61,888	77,392	92,895	61,888		92,895	NV		4
Transportation Engineer 3	226	64,292	78,041	91,790	64,292	89,426	110,344	OH	93%	3
Professional Engineer I	6	54,454	68,295	82,135	70,153	70,153	70,153	OK	73%	4
Professional Engineer 1, E	127	65,412	81,018	96,624	65,412	90,421	96,624	OR	94%	4
No Match	0							PA		1
Principal Civil Engineer	31	68,049	72,564	77,079	68,049	74,045	77,079	RI	77%	1
No match	0							SC		2
Engineer III	54	50,315	83,741	117,166	64,209	70,226	76,835	SD	73%	4
Trans Proj Spec—Sr	92	56,832	73,872	90,912	68,196	72,253	82,824	TN	75%	2
Transportation Engineer I	70	51,614	68,047	84,479	51,614	64,345	82,800	TX	67%	4
Engineer III	38	58,715	75,910	93,104	64,519	70,910	85,023	UT	74%	4
No match	0							VA		2
Transportation Engineer 4	121	68,940	80,820	92,700	72,456	90,662	92,700	WA	94%	4
Civil Engineer Transportation Senior	234	47,673	78,676	109,678	61,048	63,689	79,248	WI	66%	3
No match See E1(6)	0							WV		2
No match	0							WY		4
# Incumbents & Averages:	5,269	59,819	76,150	92,240	66,005	76,762	87,745			
Group Weighted Average:						96,415				
Median:						72,688				

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: 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			
Engineer/Architect II	24	80,184	92,976	105,768	80,184	106,911	145,891	AK	121%	4
Professional Civil Engineer I	75	59,518	75,121	90,725	62,530	73,595	90,725	AL	83%	2
No match	0							AR		2
Transportation Engineer 2	59	55,203	77,352	99,501	75,417	83,417	95,249	AZ	94%	4
Assoc Trans Engr, Caltrans Range A; Associate Transp Engr, Registered	33	91,968	103,536	115,104	115,104	115,104	115,104	CA	130%	4
No match	0							CO		4
Transportation Engineer 3 (Engineering)	166	81,531	99,212	116,893	81,531	99,212	116,893	CT	112%	1
CE V (SMV & Blanket Starting Salary)	10	72,396	96,528	120,660	81,750	81,858	82,835	DE	92%	1
Professional Engineer II	145	39,656	77,725	115,793	63,866	77,190	93,949	FL	87%	2
Civil Engineer 5	7	52,331	71,955	91,579	84,735	84,735	84,735	GA	96%	2
Engineer (Civil) V	77	64,476	79,956	95,436	64,476	82,715	95,436	HI	93%	4
Transportation Engineer Specialist	87	67,018	85,041	103,064	67,018	98,976	103,064	IA	112%	3
Technical Engineer 1	20	59,571	76,326	93,080	72,114	78,947	85,426	ID	89%	4
Highway Engineer 2	60	68,770	85,969	103,168	68,770	81,050	100,407	IN	91%	3
No match								KS		3
Transportation Engineer II	63	56,496			56,496	66,382	96,277	KY	75%	2
Engineer 3	16	54,933	75,598	96,262	54,933	60,028	69,618	LA	68%	2
Civil Engineer V	108	74,323	89,227	104,131	80,747	101,485	104,131	MA	114%	1
No match	0							MD		1
No match	0							ME		1
Transp Engineer Licensed Spec 14	13	63,980	78,208	92,435	87,318	92,041	92,435	MI	104%	3
No match	0							MN		3
No match	0							MO		3
DOT—Engineer III	22	53,338	73,341	93,343	58,672	70,467	75,180	MS	79%	2
Civil Engineering Spec Band 7 Level 2	18	74,000	74,000	74,000	74,000	74,000	74,000	MT	83%	4
No match	0							NC		2
No match	0							ND		4
No match	0							NE		4
Civil Engineer IV	51	58,365	68,661	78,957	58,365	74,006	78,957	NH	83%	1
Project Engineer, Surface Design	29	77,252	93,711	110,169	102,854	110,169	111,320	NJ	124%	1
Engineer Professional I	38	54,621	71,001	87,381	52,357	69,771	76,349	NM	79%	4
No match	0							NV		4
Transportation Engineer 4	227	70,636	85,768	100,900	74,588	105,038	107,972	OH	118%	3
Professional Engineer II	13	54,588	71,647	88,706	75,145	75,145	75,145	OK	85%	4
No match	0							OR		4
No match	0							PA		1
Supervising Civil Engineer	1	70,456	75,315	80,174	80,174	80,174	80,174	RI	90%	1
No match	0							SC		2
Engineer IV	31	50,315	83,741	117,166	70,803	77,470	84,156	SD	87%	4
TDOT Operations District Manager	45	62,664	81,456	100,248	77,448	80,652	84,336	TN	91%	2
Trans Project Specialist Supervisor 2										
Transportation Engineer III	137	59,004	77,862	96,720	66,112	78,243	95,226	TX	88%	4
Engineer IV	10	65,417	84,596	103,774	78,279	85,126	103,774	UT	96%	4
No match	0							VA		2
Transportation Technical Engineer	82	76,092	89,220	102,348	90,432	100,891	102,348	WA	114%	4
No match	0							WI		3
No match See E1(6)	0							WV		2
No match	0							WY		4

Incumbents & Averages: 1,667 64,452 81,966 99,196 74,352 84,993 93,831

Group Weighted Average: 88,709

Median: 81,050

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: 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			
Engineer/Architect III	47	91,980	106,716	121,452	105,768	132,541	158,267	AK	137%	4
No match	0							AL		2
Senior Engineer	52	71,552	89,117	106,682	71,552	79,734	87,698	AR	82%	2
No match	0							AZ		4
Senior Transp Engineer, Range A	466	107,832	121,398	134,964	113,220	131,814	134,964	CA	136%	4
No match	0							CO		4
Transportation Supervising Engineer (Engineering)	61	89,945	109,566	129,187	96,632	112,910	129,187	CT	117%	1
CE Program Manager I	40	63,235	84,313	105,391	76,421	77,346	77,421	DE	80%	1
Professional Engineer III	130	3,939,656	2,027,725	115,793	74,130	87,072	102,100	FL	90%	2
No match	0							GA		2
Engineer (Civil) VI	38	72,528	89,946	107,364	75,432	99,269	107,364	HI	103%	4
Sr. Transportation Engineer	11	78,853	95,514	112,174	81,224	109,126	112,174	IA	113%	3
Technical Engineer 2	10	64,563	82,722	100,880	82,160	86,826	92,477	ID	90%	4
Highway Engineer 1	62	76,674	95,836	114,998	76,674	89,003	104,441	IN	92%	3
Professional Civil Engineer II	15	61,838	72,353	82,867	68,450	77,772	94,618	KS	80%	3
Transportation Engineer Specialist	66	62,145			62,430	77,105	151,564	KY	80%	2
Engineer 4	55	62,899	86,559	110,219	44,626	72,252	89,253	LA	75%	2
Civil Engineer VI	51	80,149	96,425	112,700	84,771	110,759	112,700	MA	115%	1
Transportation Design Engineer V	46	60,543	78,873	97,203	60,543	87,477	97,203	MD	90%	1
Transportation Engineer III	24	60,528	71,802	83,075	66,622	79,987	83,075	ME	83%	1
Transp Engineer Licensed Spec 15	2	68,016	84,001	99,985	94,494	97,239	99,985	MI	101%	3
Engineer Principal	157	67,547	85,180	102,813	81,954	101,142	113,942	MN	105%	3
Design Liaison Engineer; Structural Liaison Engineer	4	69,732	83,064	96,396	69,732	77,420	85,968	MO	80%	3
DOT—Engineer IV	53	56,804	78,106	99,407	62,484	75,885	83,085	MS	78%	2
Civil Engineering Spec Band 7 Level 3	10	77,595	77,595	77,595	77,595	77,595	77,595	MT	80%	4
No match	0							NC		2
No match	0							ND		4
No match	0							NE		4
Civil Engineer V	37	66,394	78,749	91,104	66,394	84,513	91,104	NH	87%	1
Supervising Engineer 2, Surface Design	13	84,748	102,896	121,043	112,978	120,423	121,043	NJ	125%	1
Engineer Professional II	2	44,782	61,350	77,917	65,312	70,969	78,075	NM	73%	4
Professional Engineering Specialist	6	67,714	84,784	101,853	80,973		101,853	NV		4
Transportation Engineer 5	15	77,875	94,598	111,321	101,670	116,597	119,100	OH	121%	3
Professional Engineer III	10	58,956	77,380	95,803	82,500	82,500	82,500	OK	85%	4
Professional Engineer 2, E	70	75,708	93,786	111,864	75,708	107,822	111,864	OR	112%	4
Civil Engineer Manager (All Parentheticals) Civil Engineer Consultant (All Parentheticals)	157	64,020	80,617	97,213	68,343	88,332	97,213	PA	91%	1
Chief Civil Engineer	10	81,153	86,599	92,044	84,120	89,313	92,044	RI	92%	1
Engineer/Associate Engineer IV	26	59,161	84,309	109,457	80,648	94,148	107,866	SC	97%	2
No Match	0							SD		4
TDOT Operations District Eng Civil Engineering Manager 1	46	69,084	89,796	110,508	82,896	86,043	92,304	TN	89%	2
Transp Engineer V	199	69,415	93,406	117,397	50,400	94,871	112,362	TX	98%	4
No match	0							UT		4
Architect/Engineer II	104	57,342	96,053	134,764	74,958	92,678	126,092	VA	96%	2
Transportation Engineer 5	15	76,092	89,220	102,348	95,016	100,856	102,348	WA	104%	4
Civil Engineer Transportation Advanced	306	47,673	78,676	109,678	68,369	76,731	99,694	WI	79%	3
Highway Engineer Associate	81	47,352	67,482	87,612	51,879	69,183	87,142	WV	72%	2
Project Engineer (ENEG10)	42	54,072	67,584	81,096	62,316	66,267	69,849	WY	69%	4
# Incumbents & Averages:	2,539	170,688	139,029	104,437	77,142	91,392	102,304			
Group Weighted Average:						96,685				
Median:						87,477				

E2. Transportation Engineer—SUPERVISORY—Series of 4—These are generic engineering supervisory classifications which may be used in any engineering discipline (i.e., field bridge maintenance or 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			
No match	0							AK		4
Professional Civil Engineer I/Transportation Manager	257	55,327	73,026	90,725	55,327	73,719	90,725	AL	78%	2
Staff Engineer	65	85,202	102,573	119,944	85,202	90,729	98,618	AR	95%	2
Transportation Engineer 2	6	55,203	77,352	99,501	85,000	87,124	88,580	AZ	92%	4
Senior Transp Engineer, Range S	526	107,832	121,398	134,964	119,796	132,489	134,964	CA	139%	4
Professional Engineer II	91	87,552	110,136	132,720	103,824	110,278	119,136	CO	116%	4
Transportation Principal Engineer	16	97,306	118,245	139,183	97,306	118,245	139,183	CT	124%	1
CE Program Manager II (SMV & Blanket Starting Salary)	23	77,468	103,291	129,114	89,831	89,827	90,781	DE	95%	1
Professional Engineer Administrator	142	26,446	78,708	130,969	83,979	101,109	117,500	FL	106%	2
Civil Engineer Manager 1	35	59,134	81,310	103,485	100,442	100,442	100,442	GA	106%	2
No match	0							HI		4
Transportation Engineer Administrator	13	78,853	95,514	112,174	108,222	111,870	112,174	IA	118%	3
Engineer Manager 1	30	64,563	82,722	100,880	74,256	86,452	97,497	ID	91%	4
Highway Engineer Supervisor 4	66	76,674	95,836	114,998	78,207	90,638	106,539	IN	95%	3
Professional Civil Engineer	4	56,118	65,634	75,150	64,938	68,172	69,784	KS	72%	3
Transportation Engineer Supervisor	110	62,148			62,148	78,403	105,281	KY	83%	2
Engineer 5 DOTD	17	67,309	92,623	117,936	67,309	79,849	95,493	LA	84%	2
Civil Engineer III (District Design)	27	64,560	77,224	89,887	64,560	78,581	89,887	MA	83%	1
Transportation Design Engineer VI	14	64,608	84,176	103,743	96,144	93,599	99,869	MD	99%	1
No match	0							ME		1
Engineer Manager Licensed 14	1	63,835	78,104	92,372	92,372	92,372	92,372	MI	97%	3
Engineer Administrative	65	75,857	94,900	113,942	99,451	113,190	113,942	MN	119%	3
Resident Engineer	31	64,680	76,986	89,292	64,680	69,414	81,192	MO	73%	3
DOT—Engineer IV	18	56,804	78,106	99,407	69,571	74,538	79,659	MS	78%	2
Engineering Section Supervisor	27	81,370	81,370	81,370	81,370	81,370	81,370	MT	86%	4
Engineering Supervisor I	131	65,373	88,253	111,133	67,068	77,326	94,471	NC	81%	2
Transportation Engineer Mgr/Team Lead	31	68,244	90,996	113,748	82,644	92,317	100,176	ND	97%	4
Engineer III	29	60,597	75,748	90,898	60,597	71,755	90,898	NE	76%	4
Civil Engineer VI	24	72,982	86,338	99,694	83,200	97,049	99,694	NH	102%	1
No match	0							NJ		1
Engineer Manager II	21	67,454	87,693	107,931	84,705	89,821	94,055	NM	95%	4
Supervisor 3, Associate Engineer	55	61,888	77,392	92,895	64,686		92,895	NV		4
See E1(4)	0							OH		3
Engineer Manager II	54	68,766	90,255	111,744	79,812	84,161	89,100	OK	89%	4
Professional Engineer 2, MMS	97	80,880	97,218	113,556	75,708	107,708	113,556	OR	113%	4
Civil Engineer Supervisor	64	49,076	61,859	74,641	58,602	67,531	74,641	PA	71%	1
Project Manager I (DOT)	21	84,026	89,620	95,214	87,090	89,192	95,214	RI	94%	1
Engineer/Associate Engineer III (RCE)	39	48,622	69,289	89,956	66,278	76,540	86,024	SC	81%	2
Engineering Manager I	13	50,315	83,741	117,166	70,803	77,462	83,543	SD	82%	4
TDOT Operations Regional Eng										
Civil Engineering Manager 2	36	76,164	99,000	121,836	89,748	92,312	94,656	TN	97%	2
Transp Engineer Supervisor I	10	63,104	83,298	103,491	85,588	90,309	95,081	TX	95%	4
Engineering Manager I	104	65,417	84,596	103,774	75,920	86,597	103,774	UT	91%	4
Architect/Engineer II	97	57,342	96,053	134,764	74,958	96,479	120,000	VA	102%	2
Assistant Project Engineer	42	74,652	85,188	95,724	86,016	93,667	95,724	WA	99%	4
Civil Engineer Transportation Supervisor	81	47,673	78,676	109,678	77,875	85,862	102,710	WI	90%	3
No match	0							WV		2
Principal Engineer (ENEG12)	54	65,964	82,452	98,940	73,560	75,598	78,235	WY	80%	4
# Incumbents & Averages:	2,587	67,253	86,922	106,463	80,214	89,352	97,791			
Group Weighted Average:						95,016				
Median:						89,507				

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 bridge design, 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	23	105,768	115,794	125,820	109,308	151,464	170,964	AK	149%	4
Professional Civil Engineer II/Professional Civil Engineer II Senior	116	69,098	95,665	122,232	69,098	95,370	122,232	AL	94%	2
Assistant Division Head, District Construction Engineer, District Maintenance Engineer	29	92,976	109,540	126,103	92,976	98,148	103,844	AR	97%	2
Transportation Engineer Manager	38	59,971	84,163	108,355	90,397	95,280	104,907	AZ	94%	4
Supervising Transportation Engineer	204	130,992	139,896	148,800	130,992	147,066	148,800	CA	145%	4
Professional Engineer III	25	92,616	121,350	150,084	126,072	129,415	132,204	CO	127%	4
Transp Engineering Administrator	1	118,813	140,408	162,003	161,000	161,000	161,000	CT	159%	1
Assistant Director Transportation Engr (line item in Budget)	14	88,698	118,257	147,815	102,697	102,804	103,448	DE	101%	1
District Director—Operation—DOT	8	47,316	139,715	232,114	121,513	121,513	121,513	FL	120%	2
Civil Engineer Manager 2	16	66,822	91,880	116,938	115,508	115,508	115,508	GA	114%	2
No match	0							HI		4
Transportation Engineer Executive	14	90,771	109,959	129,147	111,467	126,803	129,147	IA	125%	3
Engineer Manager 2	10	70,563	90,443	110,323	89,253	96,477	104,270	ID	95%	4
Highway Engineer Supv 3	27	82,680	99,216	115,752	82,680	97,913	113,776	IN	96%	3
Professional Civil Engineer III	2	61,838	72,353	82,867	76,960	76,960	76,960	KS	76%	3
Transp Engineering Branch Manager	72	68,359						KY		2
Engineer 7 DOTD	67	82,451	113,464	144,477	85,925	107,431	116,979	LA	106%	2
Civil Engineer V (District Design)	9	74,323	89,227	104,131	104,131	104,131	104,131	MA	103%	1
Transportation Design Engineer VII	17	68,959	89,844	110,729	91,548	104,093	110,729	MD	102%	1
Civil Engineer IV	16	70,782	84,074	97,365	90,001	96,671	97,365	ME	95%	1
State Administrator Manager 15	58	75,445	91,983	108,521	82,225	105,187	108,521	MI	104%	3
Engineer Senior Admin	53	83,311	101,404	119,496	106,488	119,308	128,203	MN	117%	3
Assistant District Engineer; Assistant State Bridge Engineer; Assistant State Construction & Materials Engineer; Assistant State Design Engineer	13	76,680	91,422	106,164	78,132	86,062	92,772	MO	85%	3
DOT—Eng. Admin Asst.	41	59,376	81,643	103,909	65,967	78,851	88,373	MS	78%	2
Division/District Chief	27	93,587	93,587	93,587	93,587	93,587	93,587	MT	92%	4
Engineering Supervisor II	92	69,949	94,431	118,913	77,018	88,174	109,545	NC	87%	2
Administrative Transportation Engineer I	19	72,432	96,576	120,720	95,172	102,401	109,536	ND	101%	4
Engineer V	41	78,778	98,472	118,165	82,717	94,291	114,826	NE	93%	4
Senior Engineer	4	69,306	82,348	95,389	69,306	83,751	95,389	NH	82%	1
No Match	0							NJ		1
Engineer Executive	20	81,619	106,101	130,582	84,680	101,349	106,529	NM	100%	4
Administrator 1, PE	21	77,402	97,238	117,074	80,973		117,074	NV		4
Deputy Director 5	14	49,940	92,757	135,574	106,537	110,557	117,665	OH	109%	3
Engineer Manager III	27	74,267	97,476	120,684	94,000	98,735	101,520	OK	97%	4
Principal Executive/ Manager F, MMS	12	76,992	95,274	113,556	98,064	110,921	113,556	OR	109%	4
Asst District Maintenance Admin	30	83,365	105,028	126,690	106,230	118,880	126,690	PA	117%	1
Asst Highway District Engineer										
Project Manager II (DOT)	10	90,358	97,638	104,917	100,067	102,007	104,917	RI	100%	1
Engr/Associate Engr IV; Prog Mgr II	13	59,161	84,309	109,457	85,000	105,484	109,457	SC	104%	2
Engineer Manager III	25	50,315	83,741	117,166	90,464	96,730	103,462	SD	95%	4
TDOT Director	8	76,704	107,388	138,072	101,808	104,675	105,372	TN	103%	2
Dir of Construction; Dir of TPD; Dir of Transp Ops; Dir of Maintenance	65	92,390	124,323	156,256	110,700	122,546	136,800	TX	121%	4
Engineering Manager II	52	69,092	89,325	109,557	80,534	100,200	109,557	UT	99%	4
Architect/Engineering Mgr II	57	57,342	96,053	134,764	94,963	117,253	129,319	VA	115%	2
Project Engineer	51	84,072	95,952	107,832	94,344	106,246	107,832	WA	105%	4
DOT Engineering Chief	40	55,785	92,019	128,253	90,147	97,801	110,073	WI	96%	3
Highway Engineer	121	50,676	72,216	93,756	63,701	80,767	95,272	WV	80%	2
Engineering Manager I (ENEG14)	24	82,500	103,128	123,756	89,142	92,280	96,231	WY	91%	4
# Incumbents & Averages:	1,646	76,325	99,479	122,451	94,852	105,723	112,951			
Group Weighted Average:						101,570				
Median:						102,401				

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			
Engineer/Architect V	6	109,308	119,946	130,584	148,032	171,278	191,652	AK	141%	4
Professional Civil Engineer III	23	92,993	128,706	164,419	97,766	133,356	164,419	AL	110%	2
Transportation Regional Engineer	18	116,116	118,768	121,420	116,116	117,575	121,420	AR	97%	2
Division Head, District Engineer	6	65,161	91,576	117,992	108,152	109,593	110,314	AZ	90%	4
Principle Transportation Engineer	33	143,904	153,678	163,452	148,800	160,448	163,452	CA	132%	4
Senior Executive Service	5	83,856	113,214	142,572	139,596	142,721	145,188	CO	117%	4
Transportation Division Chief	5	109,846	129,808	149,770	127,748	138,759	149,770	CT	114%	1
No match	0							DE		1
District Secretary and Executive Dir, Florida's Turnpike Enterprise	8	56,764	161,019	265,273	138,586	138,586	138,586	FL	114%	2
District Engineer	7	53,560	137,114	220,667	123,000	131,571	133,000	GA	108%	2
Engineering Program Manager	10	101,508	135,222	168,936	106,308	127,054	136,788	HI	105%	4
Public Service Executive	8	95,098	121,805	148,512	133,307	145,213	148,512	IA	119%	3
Engineer Manager 3	5	77,709	99,570	121,430	106,205	112,407	117,894	ID	92%	4
Highway Engineer Supervisor 2	10	90,142	108,160	126,178	97,850	107,425	126,178	IN	88%	3
Manager/Administrator	6				96,658	98,722	103,532	KS	81%	3
Transportation Engineer Director	8	75,192			76,016	92,551	123,695	KY	76%	2
Engineer 9 DOTD	14	101,005	138,996	176,987	106,371	132,688	143,312	LA	109%	2
Civil Engineer VI (Dist. Div. Engr.)	30	80,149	96,425	112,700	89,660	110,869	112,700	MA	91%	1
DOT Executive V	14	73,612	95,905	118,197	97,677	111,944	118,197	MD	92%	1
Civil Engineer V	14	77,792	92,321	106,850	98,800	105,407	106,850	ME	87%	1
Senior Policy Executive 18	10	91,984	116,344	140,703	127,612	136,338	140,703	MI	112%	3
Senior Management Executive 19	18	89,387	108,795	128,203	123,526	127,953	128,203	MN	105%	3
Engineer Principal Administrative Transportation	10				106,020	107,281	110,244	MO	88%	3
District Engr; State Bridge Engr; State Construction & Materials Engr; State Design Engr	9	69,942	96,171	122,399	88,677	97,190	100,857	MS	80%	2
DOT—Eng. Bureau Adm.	2	102,626	105,374	108,122	102,626	105,374	108,122	MT	87%	4
Engineering Operations Manager	9	88,414	123,780	159,145	118,261	122,983	130,704	NC	101%	2
Administrative Transportation Engr II	17	82,860	110,478	138,096	110,400	124,053	130,956	ND	102%	4
Highway District Engineer and Engr VII	16	92,111	115,139	138,166	112,913	117,237	126,501	NE	96%	4
Principal Engineer	8	78,592	91,296	104,000	91,104	99,159	104,000	NH	82%	1
SES Directors	40				101,500	120,000	120,155	NJ	99%	1
Senior Engineer Executive	7	88,962	115,648	142,334	102,553	112,642	116,092	NM	93%	4
Administrator 2, PE	14	84,773	106,676	128,579	117,074		128,579	NV		4
Deputy Director 6	12	54,974	101,566	148,158	111,217	114,654	119,059	OH	94%	3
Engineer Manager IV	18	80,208	105,274	130,339	108,000	113,333	120,000	OK	93%	4
Principal Executive/ Manager G, MESN	3	89,112	110,172	131,232	125,064	129,176	131,232	OR	106%	4
Transportation District Exec/Hwy Admin Bureau Dir All Parentheticals)	13	123,873	140,871	157,869	144,548	147,262	147,756	PA	121%	1
Deputy Chief Engineer (DOT)	1	109,767	117,047	124,327	114,617	114,617	114,617	RI	94%	1
Director of Engineering; Prog Mgr III	15	71,982	102,581	133,179	114,000	120,030	129,062	SC	99%	2
Region Engineer (Administrator O)	4	89,294	115,825	142,355	106,146	106,146	106,146	SD	87%	4
Assistant Chief Engineer	4	80,532	112,752	144,972	121,416	121,560	121,992	TN	100%	2
District Engineer	24	135,269	182,022	228,775	156,600	177,086	219,288	TX	146%	4
Engineer Manager III—Admin. UDOT	10	74,959	96,904	118,849	113,378	117,911	118,083	UT	97%	4
Gen Admin Manager IV	8	97,863	159,938	222,012	152,032	156,976	165,614	VA	129%	2
Engineering Manager	35	92,880	105,978	119,076	113,328	118,793	122,376	WA	98%	4
DOT Manager	18	61,609	103,168	144,726	103,168	112,569	119,870	WI	93%	3
Highway Engineer Senior	10	58,032	82,698	107,364	89,444	95,213	99,180	WV	78%	2
Engineering Manager II (ENEG15)	11	88,356	110,448	132,540	101,977	102,846	105,273	WY	85%	4
# Incumbents & Averages:	576	87,955	116,171	144,082	113,779	122,368	129,133			
Group Weighted Average:						121,567				
Median:						117,911				

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			
Assistant Commissioner	1	102,972	112,980	122,988	144,685	144,685	144,685	AK	105%	4
Trans Chief Engineer/Deputy Director	2				177,266	177,266	177,266	AL	128%	2
Deputy Director and Chief Engineer	1	154,804	154,804	154,804	154,804	154,804	154,804	AR	112%	2
Deputy Director	1	90,050	130,123	170,195	142,000	142,000	142,000	AZ	103%	4
Career Executive Assignmt, Range C	1	86,280	143,214	200,148	191,208	191,208	191,208	CA	138%	4
Chief Engineer	1	12	6,000,000	11,999,988	160,920	160,920	160,920	CO	116%	4
Transportation Chief of Engineering & Construction Services	1	138,791	164,154	189,516	165,122	165,122	165,122	CT	120%	1
No match	0							DE		1
State Highway Engineer—DOT	1	47,316	139,715	232,114	131,000	131,000	131,000	FL	95%	2
Chief Engineer	1	53,560	137,114	220,667	212,000	212,000	212,000	GA	153%	2
Highways Administrator	1	106,572	111,990	117,408	143,640	143,640	143,640	HI	104%	4
Highway Division Administrator	1	121,597	147,202	172,806	172,806	172,806	172,806	IA	125%	3
Chief Operations Officer/Highways	1	109,208	139,926	170,643	154,003	154,003	154,003	ID	111%	4
Broad Band Executive	6	47,476	102,271	157,066	85,454	101,558	111,625	IN	74%	3
State Transportation Engineer	1	115,569	115,569	115,569	115,569	115,569	115,569	KS	84%	3
State Highway Engineer	1	10,000			10,000	10,000	10,000	KY	7%	2
DOTD Chief Engineer Administrator	1	115,648	159,141	202,634	155,730	155,730	155,730	LA	113%	2
Chief Engineer—Manager XI	1	60,722	114,358	167,994	149,072	149,072	149,072	MA	108%	1
SHA Deputy Administrator	1	83,836	109,293	134,749	124,789	124,789	124,789	MD	90%	1
Chief Engineer	1	90,397	107,463	124,530	124,530	124,530	124,530	ME	90%	1
Senior Deputy Director 20	1	116,872	132,172	147,471	147,471	147,471	147,471	MI	107%	3
Deputy Commissioner Transportation	1	110,476	134,290	158,103	152,737	152,737	152,737	MN	111%	3
Chief Engineer	1				141,420	141,420	141,420	MO	102%	3
DOT—Dep. Exec. Dir., Chief Engineer	1	85,185	117,130	149,074	113,162	113,162	113,162	MS	82%	2
Engineering Division Administrator	1	113,796	113,796	113,796	113,796	113,796	113,796	MT	82%	4
Engineering Director IV	1	108,311	151,635	194,959	168,821	168,821	168,821	NC	122%	2
Chief Transportation Engineer	1	109,548	146,064	182,580	151,752	151,752	151,752	ND	110%	4
Discretionary/Non-Classified (Appointed)	3				137,265	141,367	146,833	NE	102%	4
Transp Operations Administrator	2	83,200	97,895	112,590	104,000	108,295	112,590	NH	78%	1
Director, Project Management	1				120,000	120,000	120,000	NJ	87%	1
Deputy Cabinet Secretary—Exempt	2	115,445	115,445	115,445	61,984	107,713	153,442	NM	78%	4
Assistant Director, Engineering	1			135,287	135,287	135,287	135,287	NV	98%	4
Transportation Assistant Director	1	66,851	121,638	176,425	135,928	135,928	135,928	OH	98%	3
Chief Engineer	1	75,600	113,400	151,200	140,000	140,000	140,000	OK	101%	4
Principal Executive/ Manager I, MESN	1	108,180	133,824	159,468	159,468	159,468	159,468	OR	115%	4
Deputy Secretary for Highway Admin	1				148,128	148,128	148,128	PA	107%	1
State Highway Maintenance Ops Engr	1	117,128	124,263	131,397	117,128	117,128	117,128	RI	85%	1
Deputy Secretary for Engineering	1	108,487	138,377	168,266	158,294	158,294	158,294	SC	115%	2
Director	2	98,072	127,213	156,353	105,998	108,553	111,109	SD	79%	4
Deputy Commissioner 2	1	131,196	183,672	236,148	164,124	164,124	164,124	TN	119%	2
Chief Engineer	1	163,676	221,247	278,817	261,000	261,000	261,000	TX	189%	4
Deputy Director—UDOT	2	98,303	122,973	147,642	147,642	147,642	147,642	UT	107%	4
Architect/Engineering Mgr IV	1	97,863	159,938	222,012	185,241	185,241	185,241	VA	134%	2
Asst Sec, Regions & Mega Prgrams	1	126,420	142,212	158,004	158,004	158,004	158,004	WA	114%	4
Division Administrator	1	83,782	111,020	138,257	120,411	120,411	120,411	WI	87%	3
State Highway Engineer	1	54,228	77,280	100,332	105,359	105,359	105,359	WV	76%	2
Executive Management 6 (EXMT06)	1	111,684	139,608	167,532	130,392	130,392	130,392	WY	94%	4
# Incumbents & Averages:	58	95,478	282,421	458,874	141,292	142,874	144,355			
Group Weighted Average:						138,141				
Median:						144,163				

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			
Engineering Tech, Sub-Journey III	2	40,911	44,743	48,575	43,817	48,038	52,260	AK	105%	4
No match	0							AL		2
Construction Inspector	95	42,380	57,692	73,003	42,796	50,854	62,894	AR	111%	2
Transportation Construction Tech 3	72	33,435	46,624	59,812	36,535	40,241	50,305	AZ	88%	4
No match	0							CA		4
No match	0							CO		4
Transp Construction Inspector 2	1	59,650	70,123	80,596	80,596	80,596	80,596	CT	176%	1
No match	0							DE		1
Engineering Technician IV	85	25,774	50,517	75,259	34,540	38,439	56,244	FL	84%	2
Construction Project Manager 1	18	27,249	37,467	47,685	40,500	41,346	45,991	GA	90%	2
Highway Construction Inspector III	6	40,848	53,112	65,376	44,172	47,644	58,092	HI	104%	4
Construction Technician	35	42,872	52,917	62,962	57,782	62,814	62,962	IA	137%	3
No match	0							ID		4
Highway Technician 2	112	34,320	43,914	53,508	34,320	35,578	43,089	IN	78%	3
Engineering Technician	96	31,262	36,566	41,870	31,262	33,513	43,950	KS	73%	3
No match	0							KY		2
Engineering Technician 4	103	36,608	50,378	64,147	36,608	41,246	58,552	LA	90%	2
No match	0							MA		1
See G4 (1)	0							MD		1
No match	0							ME		1
No match	0							MI		3
Transportation Generalist	1215	41,530	46,865	52,200	41,530	49,736	58,005	MN	108%	3
Intermediate Construction Technician	28	32,928	38,706	44,484	32,928	33,436	40,668	MO	73%	3
No match	0							MS		2
Civil Engineering Technician Jr. Coord	34	51,367	51,367	51,367	51,367	51,367	51,367	MT	112%	4
No match	0							NC		2
No match	0							ND		4
Highway Construction Technician II	65	34,432	40,941	47,450	34,432	35,501	44,192	NE	77%	4
No match	0							NH		1
Construction & Maintenance Technician 4	92	40,302	48,450	56,597	42,112	47,785	56,597	NJ	104%	1
No match	0							NM		4
No match	0							NV		4
Highway Technician 3CM	316	38,625	42,193	45,760	40,768	47,038	49,628	OH	103%	3
No match	0							OK		4
See G4	0							OR		4
Transportation Construction Inspector	358	37,986	47,610	57,233	37,986	43,667	57,233	PA	95%	1
Engineering Technician II (Construction & Maintenance)	28	40,718	42,973	45,228	41,713	44,166	45,228	RI	96%	1
See G4	0							SC		2
Journey Transportation Technician	62	33,196	43,680	54,163	36,108	40,372	43,347	SD	88%	4
TDOT Operations Technician Senior	94	33,228	43,200	53,172	39,876	43,081	52,464	TN	94%	2
Construction Inspector I	177	36,976	47,688	58,399	37,789	45,531	57,600	TX	99%	4
No match	0							UT		4
Engineering Technician II	85	25,718	46,201	66,683	38,885	45,862	56,650	VA	100%	2
No match	0							WA		4
No match	0							WI		3
No match See G4	0							WV		2
Construction & Field Survey Spec (TNCF06)	54	35,544	44,424	53,304	39,957	43,173	48,193	WY	94%	4
# Incumbents & Averages:	3,233	37,411	47,014	56,618	41,599	45,459	53,171			
Group Weighted Average:						45,853				
Median:						43,917				

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			
Engineering Technician, Journey	1	43,212	47,268	51,324	60,996	60,996	60,996	AK	115%	4
No match	0							AL		2
No match	0							AR		2
Transportation Construction Tech 4	100	36,814	51,321	65,828	40,127	45,828	52,976	AZ	86%	4
No match	0							CA		4
No match	0							CO		4
Transp Construction Inspector 3	2	64,304	78,582	92,859	84,472	88,666	92,859	CT	167%	1
No match	0							DE		1
Engineering Specialist IV	104	33,377	70,926	108,474	60,000	67,782	76,699	FL	128%	2
Construction Project Manager 2	26	29,974	41,214	52,454	45,000	45,000	45,000	GA	85%	2
Highway Construction Inspector IV	28	44,172	57,438	70,704	44,172	55,445	70,704	HI	105%	4
Construction Technician Senior	61	45,802	57,679	69,555	58,760	68,214	69,555	IA	129%	3
No match	0							ID		4
Highway Technician 1	125	37,414	48,139	58,864	37,414	39,817	48,430	IN	75%	3
Engineering Technician Senior	74	37,981	44,450	50,918	38,896	40,922	52,104	KS	77%	3
No match	0							KY		2
Engineering Technician 5	132	41,912	57,679	73,445	41,912	49,637	68,099	LA	94%	2
No match	0							MA		1
See G4 (2)	0							MD		1
No match	0							ME		1
No match	0							MI		3
Transportation Generalist Senior	437	44,767	51,386	58,005	46,145	56,292	61,387	MN	106%	3
Senior Construction Technician	44	36,576	43,188	49,800	36,576	38,524	44,484	MO	73%	3
No match	0							MS		2
Civil Engineering Technician Sr. Coord	30	58,032	58,032	58,032	58,032	58,032	58,032	MT	109%	4
No match	0							NC		2
No match	0							ND		4
Highway Construction Technician III	107	41,968	50,224	58,479	41,968	44,657	58,477	NE	84%	4
No match	0							NH		1
Construction & Maintenance Technician 3	31	44,016	53,019	62,022	48,017	62,022	62,086	NJ	117%	1
No match	0							NM		4
No match	0							NV		4
Highway Technician 4	89	40,768	45,427	50,086	42,244	53,282	59,342	OH	101%	3
No match	0							OK		4
See G4	0							OR		4
No match	0							PA		1
Engineering Technician Technician III (Construction & Maintenance)	29	45,460	48,773	52,085	46,891	49,764	52,085	RI	94%	1
See G4	0							SC		2
Project Technician, Region Operations Technician	63	34,548	47,216	59,883	39,936	45,445	48,380	SD	86%	4
TDOT Operations Technician Supervisor	64	42,396	55,128	67,860	50,880	56,094	68,172	TN	106%	2
Construction Inspector IV	80	45,158	59,473	73,788	45,157	62,372	73,750	TX	118%	4
Engineering Technician IV	17	41,259	55,176	69,092	41,259	53,167	67,735	UT	100%	4
Engineering Technician III	103	33,598	58,624	83,649	48,000	57,384	67,869	VA	108%	2
No match	0							WA		4
No match	0							WI		3
No match See G4	0							WV		2
Sr Construction & A147Field Survey (TNCF08)	41	44,904	56,136	67,368	51,000	56,046	60,118	WY	106%	4
# Incumbents & Averages:	1,788	42,105	53,761	65,416	48,168	54,582	61,710			
Group Weighted Average:						53,014				
Median:						55,445				

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			
Architectural Assistant	0							AK		4
No match	0							AL		2
Designer	14	46,254	62,449	78,643	47,164	60,703	72,826	AR	113%	2
Tr Traffic Studies Analyst	3	36,814	51,321	65,828	49,000	49,000	49,000	AZ	91%	4
Structural Design Technician II	30	53,220	59,922	66,624	53,220	65,925	66,624	CA	122%	4
No match	0							CO		4
Design Engineer 2 (Electrical)	4	56,263	68,757	81,251	64,304	74,388	84,472	CT	138%	1
No match	0							DE		1
Engineering Specialist II	23	33,377	70,926	108,474	44,000	48,048	58,178	FL	89%	2
CAD Operator 2	0	22,520	30,402	38,283				GA		2
Drafting Technician (Engineering) V	1	37,752	49,086	60,420	40,848	40,848	40,848	HI	76%	4
Design Technician	20	45,802	57,679	69,555	45,802	61,921	69,555	IA	115%	3
No match	0							ID		4
Engineering Assistant 4	2	28,080	43,875	59,670	35,851	40,786	45,721	IN	76%	3
Engineering Technician Senior	5	37,981	44,450	50,918	39,904	41,785	45,032	KS	78%	3
No match	0							KY		2
Engineering Technician 4	21	36,608	50,378	64,147	36,608	43,353	59,488	LA	80%	2
Civil Engineer III—In-House Project Design Engineer	30	64,560	77,224	89,887	64,560	78,007	84,090	MA	145%	1
See G4 (1)	0							MD		1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
Intermediate Design Technician	3	32,928	38,706	44,484	32,928	33,804	38,556	MO	63%	3
No match	0							MS		2
Designer I	0	51,367	51,367	51,367				MT		4
No match	0							NC		2
No match	0							ND		4
Highway Designer II	3	43,408	53,137	62,866	43,408	43,408	43,408	NE	81%	4
No match	0							NH		1
Engineering Technician 4	20	41,051	49,352	57,652	42,895	50,390	57,652	NJ	94%	1
No match	0							NM		4
No match	0							NV		4
No match	0							OH		3
No match	0							OK		4
See G4	0							OR		4
Highway Drafter	15	37,986	47,610	57,233	38,807	42,076	53,594	PA	78%	1
Engineering Technician II (Admin Serv)	0	40,718	42,973	45,228				RI		1
See G4	0							SC		2
No match	0							SD		4
Cadd Technician 3	19	33,228	43,200	53,172	34,884	41,360	48,480	TN	77%	2
Design Tech III	29	32,976	41,511	50,045	37,163	42,583	49,404	TX	79%	4
Engineering Technician III	2	33,220	47,596	61,972	39,881	50,926	61,972	UT	95%	4
No match	0							VA		2
No match	0							WA		4
No match	0							WI		3
No match See G4	0							WV		2
Design Specialist II (TNDE07)	5	38,568	48,216	57,864	43,920	45,081	47,353	WY	84%	4
# Incumbents & Averages:	249	40,213	51,370	62,527	43,955	50,231	56,645			
Group Weighted Average:						53,880				
Median:						45,081				

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			
No match	0							AK		4
No match	0							AL		2
No match	0							AR		2
Tr Engineer Computer Apps Tech 2	8	39,983	55,774	71,564	42,101	50,712	63,072	AZ	82%	4
Structural Design Technician III	40	58,416	65,754	73,092	73,092	73,092	73,092	CA	119%	4
No match	0							CO		4
Design Engineer 3 (Structural)	1	77,682	92,120	106,557	106,557	106,557	106,557	CT	173%	1
No match	0							DE		1
Engineering Specialist III and IV	92	33,377	70,926	108,474	45,825	54,825	67,794	FL	89%	2
CAD Operator 3	0	22,520	30,402	38,283				GA		2
Drafting Technician (Engineering) VI	6	40,848	53,112	65,376	47,748	57,948	62,832	HI	94%	4
Design Technician Specialist	30	50,147	63,263	76,378	50,149	71,815	76,378	IA	117%	3
No match	0							ID		4
Engineering Assistant 3	1	31,642	47,762	63,882	42,906	42,906	42,906	IN	70%	3
Engineering Technician Specialist	29	43,950	51,418	58,885	46,175	52,373	61,866	KS	85%	3
No match	0							KY		2
Engineering Technician 5	19	41,912	57,679	73,445	41,912	52,495	67,038	LA	85%	2
Civil Engineer IV—In-House Project Design and Engineer	19	70,218	84,265	98,311	72,180	93,859	98,311	MA	152%	1
See G4 (2)	0							MD		1
No match	0							ME		1
No match	0							MI		3
Transportation Specialist	363	47,293	55,969	64,644	53,286	64,081	70,261	MN	104%	3
Senior Design Technician	18	36,576	43,188	49,800	36,576	38,292	46,968	MO	62%	3
No match	0							MS		2
Designer III	33	63,630	63,630	63,630	63,630	63,630	63,630	MT	103%	4
No match	0							NC		2
No match	0							ND		4
Highway Designer III	17	50,168	61,410	72,652	50,168	57,776	72,652	NE	94%	4
No match	0							NH		1
Engineering Technician 3	24	44,835	54,007	63,179	44,835	59,442	63,179	NJ	96%	1
No match	0							NM		4
No match	0							NV		4
No match	0							OH		3
No match	0							OK		4
See G4	0							OR		4
No match	0							PA		1
Engineering Tech III (Admin Services)	3	45,460	48,773	52,085	48,173	49,982	52,085	RI	81%	1
See G4	0							SC		2
CAD Technician	15	33,196	43,680	54,163	38,729	40,749	42,161	SD	66%	4
Cadd Technician 4	8	38,460	50,004	61,548	43,164	45,691	53,568	TN	74%	2
Design Technician VI	44	42,244	55,602	68,960	47,310	61,249	68,960	TX	99%	4
Engineering Technician IV	5	41,259	55,176	69,092	52,179	54,981	58,005	UT	89%	4
Engineering Technician III	7	33,598	58,624	83,649	47,988	55,488	70,810	VA	90%	2
No match	0							WA		4
No match	0							WI		3
No match See G4	0							WV		2
Senior Design Specialist II (TNDE09)	17	49,536	61,920	74,304	53,549	56,540	58,639	WY	92%	4
# Incumbents & Averages:	799	45,085	57,585	70,085	52,192	59,295	65,489			
Group Weighted Average:						61,614				
Median:						56,014				

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 Laboratory Tech, Sub-Journey II	1	36,660	40,092	43,524	39,273	39,273	39,273	AK	79%	4
No match	0							AL		2
No match	0							AR		2
Transportation Engineer Tech 3	2	36,814	51,321	65,828	41,200	41,232	41,264	AZ	83%	4
Materials and Research Engineering Associate (Specialist)	66	67,296	75,768	84,240	67,296	80,196	84,240	CA	162%	4
No match	0							CO		4
Transportation Materials Technician 2	11	54,091	63,866	73,641	54,091	63,866	73,641	CT	129%	1
No match	0							DE		1
Engineering Specialist II	72	33,377	70,926	108,474	37,846	43,775	67,805	FL	89%	2
Testing Management Field Technician	12	22,520	30,402	38,283	28,495	30,588	35,033	GA	62%	2
No match	0							HI		4
Materials Technician 3	11	38,875	48,111	57,346	43,950	55,632	57,346	IA	113%	3
Senior Transportation Tech (Materials)	5	37,723	48,335	58,947	39,146	41,816	43,950	ID	85%	4
Highway Technician 2	11	34,320	43,914	53,508	34,320	34,985	38,162	IN	71%	3
Engineering Technician	24	31,262	36,566	41,870	32,760	35,012	41,870	KS	71%	3
No match	0							KY		2
Engineering Technician 4	32	36,608	50,378	64,147	36,608	43,246	59,488	LA	88%	2
No match	0							MA		1
No match	0							MD		1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
Intermediate Materials Technician	11	32,928	38,706	44,484	32,928	34,324	39,240	MO	69%	3
No match	0							MS		2
Materials Inspection Technician Level II	6	41,710	41,710	41,710	41,710	41,710	41,710	MT	84%	4
No match	0							NC		2
No match	0							ND		4
Highway Materials and Test Technician II	6	34,366	41,751	49,136	34,366	37,382	45,654	NE	76%	4
Geological Exploration Technician III	3	31,762	36,733	41,704	41,704	41,704	41,704	NH	84%	1
See G1(1)	0							NJ		1
Engineering Technician II	9	30,306	39,396	48,485	33,487	39,712	55,457	NM	80%	4
No match	0							NV		4
Highway Technician 4	29	40,768	45,427	50,086	42,149	52,177	59,184	OH	106%	3
No match	0							OK		4
See G4	0							OR		4
Materials Technician 1	11	33,663	41,947	50,230	33,663	34,881	36,460	PA	71%	1
Engineering Technician II (Materials)	3	40,718	42,973	45,228	41,713	44,056	45,228	RI	89%	1
See G4	0							SC		2
No match	0							SD		4
No match	0							TN		2
Materials & Process Inspector III	36	32,976	42,511	52,045	36,000	42,871	52,045	TX	87%	4
Engineering Technician III	8	33,220	47,596	61,972	41,948	48,776	56,606	UT	99%	4
No match	0							VA		2
No match	0							WA		4
No match	0							WI		3
No match See G4	0							WV		2
Field Data Col & Lab Analy Spec 1 (TNFD06)	17	35,544	44,424	53,304	38,397	41,728	47,131	WY	84%	4
# Incumbents & Averages:	386	37,159	46,493	55,827	39,684	44,043	50,113			
Group Weighted Average:						49,411				
Median:						41,719				

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			
Materials Laboratory Technician, Specialist/Lead	0							AK		4
No match	0							AL		2
Senior Materials Technician	9	35,594	49,239	62,883	35,594	41,317	49,894	AR	80%	2
No match	0							AZ		4
No match	0							CA		4
No match	0							CO		4
Transportation Materials Technician 3	7	64,304	78,582	92,859	64,304	78,582	92,859	CT	153%	1
No match	0							DE		1
Engineering Specialist III and Engineering Specialist IV	139	33,377	70,926	108,474	40,686	50,558	63,356	FL	98%	2
Testing Management Field 2	11	24,772	34,061	43,350	35,031	37,956	43,032	GA	74%	2
No match	0							HI		4
Materials Technician 4	28	45,802	57,679	69,555	47,154	66,005	69,555	IA	128%	3
No match	0							ID		4
Highway Technician 1	20	37,414	48,139	58,864	37,414	41,229	48,523	IN	80%	3
Engineering Technician Senior	24	37,981	44,450	50,918	39,853	41,168	53,214	KS	80%	3
No match	0							KY		2
Engineering Technician 5	28	41,912	57,679	73,445	41,912	48,889	62,462	LA	95%	2
No match	0							MA		1
No match	0							MD		1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
Senior Materials Technician	9	36,576	43,188	49,800	36,576	38,905	42,144	MO	76%	3
No match	0							MS		2
Materials Inspection Technician Level III	0	43,690	43,690	43,690				MT		4
Engineering Specialist I	37	42,780	55,614	68,448	53,482	64,704	68,448	NC	126%	2
No match	0							ND		4
Highway Materials and Test Technician III	15	39,711	48,245	56,778	39,711	44,840	56,919	NE	87%	4
Geological Exploration Supervisor	1	35,589	41,351	47,112	47,112	47,112	47,112	NH	91%	1
See G1(2)	0							NJ		1
Engineering Technician III	18	34,070	44,294	54,517	39,567	43,821	50,237	NM	85%	4
No match	0							NV		4
Highway Technician 5	6	43,867	49,410	54,953	57,649	58,601	59,184	OH	114%	3
No match	0							OK		4
See G4	0							OR		4
Materials Technician 2	18	37,986	47,610	57,233	40,391	45,843	57,233	PA	89%	1
Engineering Technician III (Materials)	24	45,469	48,777	52,085	45,469	50,308	52,085	RI	98%	1
See G4	0							SC		2
Materials Lab Technician	9	34,548	47,216	59,883	41,932	45,718	46,987	SD	89%	4
No match	0							TN		2
Materials & Process Insp V	34	39,521	51,985	64,449	48,063	56,123	61,328	TX	109%	4
Engineering Technician IV	41	41,259	55,176	69,092	47,753	55,933	66,607	UT	109%	4
Engineering Technician III	74	33,598	58,624	83,649	41,000	51,734	67,362	VA	100%	2
No match	0							WA		4
No match	0							WI		3
No match See G4	0							WV		2
Field Data Col & Lab Analy II (TNFD07)	6	38,568	48,216	57,864	43,200	46,333	49,734	WY	90%	4
# Incumbents & Averages:	558	39,472	51,097	62,723	43,993	50,270	57,537			
Group Weighted Average:						51,519				
Median:						47,112				

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			
Engineering Technician, Sub-Journey II	0							AK		4
Engineering Assistant III	167	28,517	37,566	46,615	28,517	37,583	46,615	AL	85%	2
No match	0							AR		2
No match	0							AZ		4
Transp Enginiring Technician, Range C	500	53,220	59,910	66,600	53,220	65,669	66,600	CA	148%	4
Engineering/Physical Sci Tech II	56	52,248	63,000	73,752	52,752	59,525	69,180	CO	134%	4
Transportation Engineer Technician	18	49,064	58,190	67,316	49,064	58,190	67,316	CT	131%	1
Engr/Planning/Survey Technicians I-II	45	24,346	33,076	41,806	24,346		35,233	DE		1
No match	0							FL		2
No match	0							GA		2
Engineering Technician V	4	37,752	49,086	60,420	42,480	51,039	58,092	HI	115%	4
Highway Technician	107	38,875	48,111	57,346	38,875	51,705	57,346	IA	116%	3
Sr Transportation Tech (Engr/Const)	33	37,723	48,335	58,947	39,146	45,860	57,034	ID	103%	4
Engineering Assistant 4	27	28,080	43,875	59,670	28,641	38,853	51,519	IN	87%	3
Engineering Technician	6	31,262	36,566	41,870	32,760	34,553	40,872	KS	78%	3
Transp Engineering Technologist I	70	32,042			32,042	34,805	58,333	KY	78%	2
Engineering Technician 4	228	36,608	50,378	64,147	36,608	43,264	59,488	LA	97%	2
General Construction Inspector I	87	49,672	59,022	68,371	50,986	66,377	68,371	MA	149%	1
Transp Engineering Technician III	63	32,364	43,275	54,186	32,364	39,202	53,175	MD	88%	1
Assistant Technicians	24	28,808	33,405	38,002	28,808	33,815	38,001	ME	76%	1
Transportation Technician 8	8	33,488	38,428	43,368	33,488	34,050	43,368	MI	77%	3
No match	0							MN		3
No match	0							MO		3
DOT-Engineering Technician III, DOT—Engineering Technician IV, DOT—Engineering Technician V	228	26,083	40,306	54,529	26,083	30,288	41,219	MS	68%	2
No match	0							MT		4
Engineering Technician II	262	36,677	47,680	58,683	39,477	49,545	60,614	NC	112%	2
Engineering Technician III	14	35,124	46,836	58,548	41,160	44,436	49,116	ND	100%	4
No match	0							NE		4
Engineering Technician II	10	30,869	35,783	40,697	34,651	36,695	40,697	NH	83%	1
See G2(1)	0							NJ		1
Engineering Technician II	137	30,306	39,396	48,485	33,487	39,712	55,457	NM	89%	4
Engineering Technician 3	120	30,485	44,861	59,237	30,485		59,237	NV		4
Transportation Technician Specialist	30	45,760	53,123	60,486	47,902	60,494	65,062	OH	136%	3
Transportation Specialist III	53	25,128	35,598	46,068	41,500	41,500	41,500	OK	93%	4
Engineering Specialist 2, E	48	40,152	49,746	59,340	40,152	54,382	59,340	OR	122%	4
Engineering Technician	19	33,663	41,947	50,230	33,663	33,699	34,347	PA	76%	1
Engineering Technician II (Construction Records)	4	40,718	42,973	45,228	40,718	41,846	45,228	RI	94%	1
Associate Geodetic Technician	194	26,988	38,460	49,932	27,796	34,374	49,932	SC	77%	2
No match	0							SD		4
TDOT Technician Senior	49	33,228	43,200	53,172	39,876	42,448	49,332	TN	96%	2
General Eng Tech I	225	32,976	42,511	52,045	35,747	42,392	52,031	TX	95%	4
Engineering Technician III	3	33,220	47,596	61,972	43,368	47,579	50,780	UT	107%	4
No match	0							VA		2
Transportation Technician 2	70	45,288	53,106	60,924	45,288	57,020	62,436	WA	128%	4
Transportation Technician Senior	4	35,256	46,894	58,531	35,401	38,230	43,804	WI	86%	3
Transportation Engineering Technician Associate	59	24,912	35,502	46,092	27,072	34,306	44,168	WV	77%	2
No match	0							WY		4
# Incumbents & Averages:	2,972	35,321	45,083	54,746	37,292	44,482	52,201			
Group Weighted Average:						44,405				
Median:						42,119				

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			
No match	0							AK		4
Transportation Technologist	268	33,086	44,886	56,686	33,902	44,297	56,686	AL	86%	2
No match	0							AR		2
No match	0							AZ		4
No match	0							CA		4
Engineering/Physical Sci Tech III	70	56,160	67,710	79,260	59,556	69,346	75,948	CO	135%	4
Transportation Engineer 3 (Engineering)	166	81,531	99,212	116,893	81,531	99,212	116,893	CT	193%	1
Engineering/Planning/Survey Tech III-IV (Tech IV Blanket Starting Salary)	148	31,912	40,063	48,213	31,912	40,333	48,753	DE	79%	1
No match	0							FL		2
No match	0							GA		2
Engineering Technician VI	8	40,848	53,112	65,376	40,848	45,965	58,092	HI	90%	4
Highway Technician Senior	71	42,827	52,895	62,962	42,827	57,875	62,962	IA	113%	3
Principal Transportation Tech, Engrg	59	42,245	54,132	66,019	42,245	49,897	58,885	ID	97%	4
Engineering Assistant 3	11	31,642	47,762	63,882	41,078	50,765	58,526	IN	99%	3
Engineering Technician Senior	12	37,981	44,450	50,918	39,852	41,719	46,093	KS	81%	3
Transp Engineering Technologist II	96	37,008			37,008	41,672	77,076	KY	81%	2
Engineering Technician 5	246	41,912	57,679	73,445	34,050	49,647	68,099	LA	97%	2
General Construction Inspector II	100	57,286	68,388	79,489	58,854	75,728	79,489	MA	147%	1
Transp Engineering Technician IV	88	36,557	49,124	61,691	36,557	44,874	58,276	MD	87%	1
Technicians	81	35,006	41,101	47,195	36,462	44,502	47,195	ME	87%	1
Transportation Technician 9/E10	125	36,878	45,822	54,766	36,878	51,873	54,766	MI	101%	3
No match	0							MN		3
No match	0							MO		3
DOT—Engineering Technician VI, DOT—Engineering Technician VII, DOT—Engineering Technician VIII	278	34,170	51,590	69,009	34,170	39,219	48,369	MS	76%	2
No match	0							MT		4
Engineering Technician III	279	39,611	51,495	63,378	40,800	51,324	65,341	NC	100%	2
Engineering Technician IV	38	43,032	57,372	71,712	47,040	59,492	68,052	ND	116%	4
No match	0							NE		4
Engineering Technician III	30	34,769	40,432	46,095	34,769	41,010	46,095	NH	80%	1
See G2(2)	0							NJ		1
Engineering Technician III	130	34,070	44,294	54,517	39,567	43,821	50,237	NM	85%	4
Engineering Technician 4	57	45,811	56,763	67,714	45,811		67,714	NV		4
Transportation Technician 2	25	54,953	67,777	80,600	68,640	84,526	86,091	OH	165%	3
Transportation Specialist V	116	33,440	47,374	61,307	51,429	53,956	54,000	OK	105%	4
Engineering Specialist 3, E	64	44,292	54,852	65,412	44,292	62,823	65,412	OR	122%	4
No match	0							PA		1
Engineering Tech III (Constr Records)	4	45,469	48,777	52,085	46,891	47,853	48,173	RI	93%	1
Senior Geodetic Technician	109	32,838	46,799	60,760	36,778	42,877	60,760	SC	84%	2
No match	0							SD		4
TDOT Technician Supervisor	20	42,396	55,128	67,860	52,404	53,921	56,028	TN	105%	2
Gen Eng Tech III	52	39,521	51,985	64,449	46,200	54,629	63,286	TX	106%	4
Engineering Technician IV	30	41,259	55,176	69,092	44,850	51,581	66,461	UT	100%	4
No match	0							VA		2
Transportation Technician 3	165	51,300	60,120	68,940	51,300	66,296	68,940	WA	129%	4
Transportation Technician Advanced	20	38,126	50,710	63,294	38,126	44,387	54,766	WI	86%	3
Transportation Engineering Technician	183	29,400	41,898	54,396	31,560	39,714	53,968	WV	77%	2
No match	0							WY		4
# Incumbents & Averages:	3,149	41,479	53,189	64,755	44,006	53,069	62,232			
Group Weighted Average:						51,349				
Median:						49,897				

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 Associate	24	70,212	81,240	92,268	72,768	97,847	152,075	AK	149%	4
Transportation Technologist Senior	217	41,258	56,972	72,686	42,266	58,068	72,686	AL	89%	2
Construction Project Coordinator	31	55,068	72,041	89,013	64,428	68,039	73,788	AR	104%	2
No match	0							AZ		4
No match	0							CA		4
Civil Engineer Project Manager II	27	74,376	93,558	112,740	81,156	89,198	106,188	CO	136%	4
No match	0							CT		1
Engineering/Planning/Survey Tech V (Blanket Starting Salaries)	28	44,755	55,944	67,133	54,534	57,398	60,262	DE	88%	1
Senior Engineering Specialist Supv-SES	13	39,656	77,725	115,793	79,077	81,553	83,406	FL	125%	2
Construction Project Specialist 1	0	32,971	45,335	57,699				GA		2
Engineering Technician VII	5	44,172	57,438	70,704	53,760	59,105	62,832	HI	90%	4
No match	0							IA		3
Staff Engineering Asst, Transportation	39	47,690	61,108	74,526	48,152	57,918	70,533	ID	88%	4
Project Manager	15	51,142	72,306	93,470	51,293	61,793	81,811	IN	94%	3
Engineering Technician Specialist	27	43,950	51,418	58,885	47,258	53,233	66,010	KS	81%	3
Transportation Engineering Technologist Supervisor	21	42,648			46,894	58,281	77,971	KY	89%	2
Engineering Technician 7	121	47,986	66,030	84,074	47,986	60,093	77,958	LA	92%	2
Civil Engineer III—Resident Engineer	124	64,560	77,224	89,887	66,322	84,116	89,887	MA	128%	1
Transp Engineering Technician V	130	41,358	53,593	65,827	41,358	54,429	65,827	MD	83%	1
Senior Technician	84	43,784	51,615	59,446	45,781	57,464	59,446	ME	88%	1
Transportation Technician 11/12	214	41,475	53,882	66,289	47,216	61,567	66,289	MI	94%	3
Engineering Specialist Senior	144	57,879	71,650	85,420	65,334	84,668	85,420	MN	129%	3
Transportation Project Manager	32	60,012	71,370	82,728	60,012	65,376	81,192	MO	100%	3
DOT—Engineering Technician IX	73	42,216	58,047	73,878	42,216	47,135	52,985	MS	72%	2
Engineering Project Manager	34	74,543	74,543	74,543	74,543	74,543	74,543	MT	114%	4
Engineering Supervisor III	123	72,172	101,041	129,910	80,671	95,520	113,913	NC	146%	2
Transportation Project Manager	31	46,788	62,382	77,976	58,860	67,594	74,148	ND	103%	4
Highway Project Manager	59	54,793	68,493	82,193	57,533	62,930	77,990	NE	96%	4
Engineering Technician V	38	44,167	51,870	59,573	44,167	57,597	59,573	NH	88%	1
No match	0							NJ		1
No match	0							NM		4
Supervisor 1, Associate Engineer	34	52,033	64,718	77,402	54,330		77,402	NV		4
No match	0							OH		3
Transportation Specialist VI	33	36,784	52,111	67,437	58,381	60,921	61,000	OK	93%	4
No match	0							OR		4
Transportation Construction Manager 2	65	56,059	70,592	85,125	56,059	73,721	85,125	PA	113%	1
Construction Management Project Supervisor (DOT)	4	65,192	69,707	74,222	65,192	70,327	74,222	RI	107%	1
Chief Geodetic Technician	34	39,960	56,948	73,935	44,754	54,011	66,599	SC	82%	2
No match	0							SD		4
No match	0							TN		2
Const Inspector VI	15	51,614	68,047	84,479	65,404	70,165	75,600	TX	107%	4
Transportation Project Manager	4	49,882	69,040	88,197	61,116	69,969	77,256	UT	107%	4
Engineering Technician IV	60	43,892	74,852	105,811	69,605	77,846	99,017	VA	119%	2
No match	0							WA		4
No match	0							WI		3
Transportation Engineering Technician Sr	86	35,028	49,920	64,812	39,289	49,291	62,365	WV	75%	2
No match	0							WY		4
# Incumbents & Averages:	1,989	50,296	65,538	80,548	57,203	66,929	77,737			
Group Weighted Average:						65,472				
Median:						62,362				

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			
Admin, Hwy Safety Planning Agency	0							AK		4
No match	0							AL		2
Staff Engineer—Traffic Safety	1	85,202	102,573	119,944	87,334	87,334	87,334	AR	104%	2
Dt Occupational Safety Administrator	1	50,891	71,190	91,490	71,190	71,190	71,190	AZ	84%	4
Principle Transportation Engineer	1	143,904	153,678	163,452	163,452	163,452	163,452	CA	194%	4
Program Management II	1	84,984	106,920	128,856	94,380	94,380	94,380	CO	112%	4
Transportation Safety Director	1	83,464	98,637	113,809	113,809	113,809	113,809	CT	135%	1
No match	0							DE		1
Federal Program Coordinator—DOT	1	33,057	74,425	115,793	137,000	137,000	137,000	FL	162%	2
Transportation Data Team Leader	2	52,331	71,955	91,579	69,500	70,277	71,055	GA	83%	2
Highway Safety Manager	2	64,476	79,956	95,436	81,588	88,512	95,436	HI	105%	4
Transportation Engineer Administrator	1	78,853	95,514	112,174	112,174	112,174	112,174	IA	133%	3
Program Manager (Highway Safety)	1	59,571	76,326	93,080	68,557	68,557	68,557	ID	81%	4
Broad Band Executive	1	47,476	102,271	157,066	80,000	80,000	80,000	IN	95%	3
Public Service Executive II	1	61,838	72,353	82,867	85,448	85,448	85,448	KS	101%	3
Safety Administrator	7	38,770			38,770	46,218	55,155	KY	55%	2
Louisiana Highway Safety Commission (LHSC) Program Coordinator 2	0	39,603	58,781	77,958				LA		2
Civil Engineer VI	1	80,149	96,425	112,700	108,077	108,077	108,077	MA	128%	1
DOT Executive V	1	73,612	95,905	118,197	73,612	73,612	73,612	MD	87%	1
Infrastructure Safety Director	1	70,782	84,074	97,365	85,634	85,634	85,634	ME	101%	1
Engineer Manager Licensed 15	1	67,828	83,886	99,944	99,944	99,944	99,944	MI	118%	3
Engineer Senior	157	62,473	77,006	91,538	65,020	85,399	102,813	MN	101%	3
Highway Safety Program Administrator	1	64,680	76,986	89,292	65,928	65,928	65,928	MO	78%	3
No match	0							MS		2
Traffic Safety Engineer	1	85,334	85,334	85,334	85,334	85,334	85,334	MT	101%	4
Program Director I	1	65,373	88,253	111,133	93,314	93,314	93,314	NC	111%	2
Transportation Management Officer II	1	51,120	68,160	85,200	73,920	73,920	73,920	ND	88%	4
Motor Vehicle Safety Administrator	1	61,562	76,953	92,344	92,337	92,337	92,337	NE	109%	4
No match	0							NH		1
No match	0							NJ		1
No match	0							NM		4
No match	0							NV		4
Project Manager 1	1	70,636	85,768	100,900	107,972	107,972	107,972	OH	128%	3
Engineering Manager II	1	68,766	90,255	111,744	82,500	82,500	82,500	OK	98%	4
Principal Executive Manager G, MESN	1	89,112	110,172	131,232	131,232	131,232	131,232	OR	156%	4
Transportation Planning Specialist Supvr	1	56,059	70,592	85,125	59,932	59,932	59,932	PA	71%	1
Chief, State Highway Safety Program	2	75,812	80,503	85,194	85,194	85,194	85,194	RI	101%	1
Engineer/Associate Engineer IV	1	59,161	84,309	109,457	109,227	109,227	109,227	SC	129%	2
Administrator	1	54,641	75,764	96,886	70,633	70,633	70,633	SD	84%	4
Transportation Manager 2	1	69,084	89,796	110,508	79,212	79,212	79,212	TN	94%	2
Transp Funding Supervisor	0	59,004	77,862	96,720				TX		4
Safety/Loss Control Coordinator	4	34,139	47,220	60,301	49,005	51,229	53,787	UT	61%	4
Program Admin Specialist III	1	57,342	96,053	134,764	104,398	104,398	104,398	VA	124%	2
No match	0							WA		4
Program and Policy Chief	1	55,785	92,019	128,253	94,348	94,348	94,348	WI	112%	3
Highway Engineer	1	50,676	72,216	93,756	85,680	85,680	85,680	WV	102%	2
OSHA Program Manager (INOS10)	1	59,172	73,968	88,764	72,010	72,010	72,010	WY	85%	4
# Incumbents & Averages:	204	64,914	84,974	104,329	88,268	89,317	90,334			
Group Weighted Average:						84,376				
Median:						85,541				

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			
Engineering Geologist III	0							AK		4
Geologist II	1	43,339	58,013	72,686	53,995	53,995	53,995	AL	73%	2
Geologist	2	50,466	67,079	83,692	50,960	58,929	66,898	AR	80%	2
No match	0							AZ		4
Senior Engineering Geologist Range A	6	107,832	121,398	134,964	126,972	133,356	134,964	CA	181%	4
Phys Sci Researcher/Scientist III	3	74,376	93,558	112,740	84,024	84,888	85,728	CO	115%	4
No match	0							CT		1
No match	0							DE		1
No match	0							FL		2
NEPA Senior Team Leader	5	46,311	63,678	81,044	66,762	67,296	68,469	GA	91%	2
No match	0							HI		4
Geologist 3	4	54,870	69,701	84,531	63,398	76,196	84,531	IA	103%	3
Geologist, Eng	3	53,914	69,077	84,240	63,107	67,038	71,531	ID	91%	4
Geologist 1	2	47,476	65,806	84,136	51,277	63,225	75,173	IN	86%	3
Professional Geologist II	1	53,414	64,282	75,150	53,607	53,607	53,607	KS	73%	3
Geologist Registered	3	38,770			51,361	52,217	53,929	KY	71%	2
No match	0							LA		2
Geologist	0	63,008	75,368	87,727				MA		1
No match	0							MD		1
Senior Geologist	1	47,784	53,615	59,446	59,446	59,446	59,446	ME	81%	1
Geologist 12	1	51,168	62,868	74,568	74,568	74,568	74,568	MI	101%	3
No match	0							MN		3
Geologist	4	60,012	71,370	82,728	60,012	63,609	69,732	MO	86%	3
No match	0							MS		2
District Geotech Engineers	4	74,000	74,412	74,823	74,000	74,617	74,823	MT	101%	4
Engineer III	7	60,530	81,716	102,901	79,866	82,783	86,567	NC	112%	2
No match	0							ND		4
Geologist/Groundwater II	0	48,256	60,697	73,137				NE		4
Research Geologist	1	52,377	61,611	70,844	67,918	67,918	67,918	NH	92%	1
No match	0							NJ		1
Geoscientist—Advanced	5	39,686	54,361	69,035	48,713	59,932	64,644	NM	81%	4
No match	0							NV		4
Geologist 4	2	54,953	67,777	80,600	60,486	64,729	68,972	OH	88%	3
Transportation Manager II	1	45,321	64,205	83,088	75,000	75,000	75,000	OK	102%	4
Professional Geologist 1, E	3	62,280	77,142	92,004	83,448	87,696	92,004	OR	119%	4
Geologic Specialist	5	49,076	61,859	74,641	58,602	65,667	71,394	PA	89%	1
No match	0							RI		1
No match	0							SC		2
No match	0							SD		4
Geologist 3	3	34,896	45,360	55,824	44,940	45,488	46,572	TN	62%	2
Lab Geo Scientist III	1	48,278	63,616	78,953	78,574	78,574	78,574	TX	106%	4
Engineering Manager I	1	65,417	84,596	103,774	86,861	86,861	86,861	UT	118%	4
No match	0							VA		2
Chief Engineering Geologist	1	92,880	105,978	119,076	116,760	116,760	116,760	WA	158%	4
Hydrogeologist Advanced	2	47,673	78,676	109,678	66,560	67,267	67,953	WI	91%	3
Geologist 2	1	31,164	44,412	57,660	39,556	39,556	39,556	WV	54%	2
Geologist II (ENGE09)	2	49,536	61,920	74,304	53,040	53,460	53,880	WY	72%	4
# Incumbents & Averages:	75	54,969	69,798	84,069	67,636	70,524	73,002			
Group Weighted Average:						73,804				
Median:						67,153				

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			
Chemist IV	0							AK		4
Chemist II	3	39,290	52,490	65,690	50,119	52,727	56,686	AL	85%	2
Lead Chemist	0	55,068	72,041	89,013				AR		2
Transportation Materials Chem Analyst 2	1	36,814	51,321	65,828	45,900	45,900	45,900	AZ	74%	4
Associate Chemical Testing Engineer, Range A	7	91,968	103,566	115,164	115,164	115,164	115,164	CA	186%	4
No match	0							CO		4
No match	0							CT		1
Lab Manager II	1	54,827	68,534	82,241	81,981	81,981	81,981	DE	132%	1
Chemist III	3	30,622	65,071	99,519	38,415	41,939	48,987	FL	68%	2
Laboratory Scientist 2	0	29,974	41,214	52,454				GA		2
Chemist IV	1	52,956	65,688	78,420	75,432	75,432	75,432	HI	122%	4
Chemist	0	46,218	57,970	69,722				IA		3
Senior Chemist	2	42,249	54,134	66,019	47,320	52,624	57,928	ID	85%	4
Chemist 3	2	31,382	45,578	59,774	33,629	33,629	33,629	IN	54%	3
Chemist II	1	39,853	46,634	53,414	48,485	48,485	48,485	KS	78%	3
Chemist II	4	35,246			35,246	30,331	48,561	KY	49%	2
Professional Chemist 3	2	44,845	61,714	78,582	52,998	55,338	57,678	LA	89%	2
Chemist III	0	60,038	71,832	83,626				MA		1
No match	0							MD		1
No match	0							ME		1
No match	0							MI		3
Chemist 2	1	43,493	53,328	63,162	63,162	63,162	63,162	MN	102%	3
Senior Chemist	4	47,820	56,874	65,928	47,820	50,493	54,648	MO	82%	3
Chemist, Chief	1	45,644	62,778	79,912	50,230	50,230	50,230	MS	81%	2
Chemist	2	58,376	58,376	58,376	58,376	58,376	58,376	MT	94%	4
Chemist I	2	46,203	60,064	73,924	55,840	56,816	57,792	NC	92%	2
Chemist II	1	46,788	62,382	77,976	62,520	62,520	62,520	ND	101%	4
Chemist II	2	43,668	53,832	63,995	43,668	48,546	53,423	NE	78%	4
Supevising Lab Scientist	1	46,059	54,152	62,244	57,096	57,096	57,096	NH	92%	1
No match	0							NJ		1
Chemist—Supervisor	1	35,381	48,475	61,568	53,478	53,478	53,478	NM	86%	4
Chemist 5	1	56,689	70,731	84,773	77,402	77,402	77,402	NV	125%	4
Laboratory Scientist 2	2	45,760	53,123	60,486	50,086	50,086	50,086	OH	81%	3
Environmental/Chemical Laboratory Specialist III	1	36,784	52,111	67,437	56,500	56,500	56,500	OK	91%	4
No match	0							OR		4
Chemist 4	1	64,020	80,617	97,213	97,213	97,213	97,213	PA	157%	1
Principal Chemist	0	58,321	62,141	65,961				RI		1
Chemist II	1	39,960	56,948	73,935	56,674	56,674	56,674	SC	91%	2
No match	0							SD		4
No match	0							TN		2
Chemist IV	2	59,004	77,862	96,720	77,241	81,644	86,047	TX	132%	4
Chemist/Microbiologist IV	1	55,603	69,583	83,562	70,971	70,971	70,971	UT	115%	4
Scientist I	2	33,598	58,624	83,649	50,170	55,900	61,629	VA	90%	2
Chemist 3	1	56,580	66,336	76,092	70,620	70,620	70,620	WA	114%	4
Chemist Advanced	1	47,673	78,676	109,678	65,437	65,437	65,437	WI	106%	3
Chemist 3	2	33,036	47,082	61,128	47,211	49,184	51,157	WV	79%	2
No match	0							WY		4
# Incumbents & Averages:	57	46,995	61,196	75,062	59,239	60,190	62,093			
Group Weighted Average:						61,944				
Median:						56,500				

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			
No match	0							AK		4
No match	0							AL		2
Central Office Facilities Manager	0	60,086	77,350	94,613				AR		2
Landscape Architect 3	4	55,203	77,352	99,501	81,349	84,303	87,535	AZ	98%	4
Landscape Assoc. Caltrans Range D	89	91,572	103,074	114,576	91,572	111,528	114,576	CA	129%	4
Landscape Specialist	2	55,800	68,742	81,684	60,936	61,986	63,036	CO	72%	4
Landscape Designer Senior	1	70,584	86,178	101,772	83,372	83,372	83,372	CT	96%	1
No match	0							DE		1
No match	0							FL		2
Landscape Architect 2	0	32,971	45,335	57,699				GA		2
Landscape Architect V	0	59,616	73,932	88,248				HI		4
Roadside Development Specialist 3	1	55,141	70,273	85,405	85,405	85,405	85,405	IA	99%	3
Roadside Program Administrator	1	47,690	61,108	74,526	54,642	54,642	54,642	ID	63%	4
No match	0							IN		3
No match	0							KS		3
No match	0							KY		2
Landscape Architect	2	44,845	61,714	78,582	67,891	70,377	72,862	LA	81%	2
Landscape Architect II	3	68,533	82,243	95,952	95,952	95,952	95,952	MA	111%	1
Landscape Architect IV	1	49,899	64,989	80,078	74,183	74,183	74,183	MD	86%	1
Transportation Landscape Architect	2	43,784	51,615	59,446	59,449	59,449	59,449	ME	69%	1
Landscape Designer 12	1	55,307	66,820	78,332	78,332	78,332	78,332	MI	91%	3
Landscape Design Specialist	2	46,354	57,013	67,672	65,334	66,503	67,672	MN	77%	3
Senior Roadside Management Specialist	2	47,820	56,874	65,928	54,648	59,526	62,316	MO	69%	3
No match	0							MS		2
No match	0							MT		4
Engineer I	1	48,051	64,869	81,686	62,104	62,104	62,104	NC	72%	2
No match	0							ND		4
Highway Environmental Biologist	1	53,009	66,258	79,506	53,009	53,009	53,009	NE	61%	4
Supervisor III	1	46,059	54,152	62,244	54,717	54,717	54,717	NH	63%	1
Landscape Designer 1	3	67,290	81,510	95,729	95,729	95,729	95,729	NJ	111%	1
No match	0							NM		4
Landscape Architect	3	56,689	70,731	84,773	59,237		84,773	NV		4
No match	0							OH		3
No match	0							OK		4
No match	0							OR		4
Highway Designer	53	49,076	61,859	74,641	49,076	61,461	74,641	PA	71%	1
Supervising Landscape Architect	1	65,460	69,781	74,102	74,102	74,102	74,102	RI	86%	1
Program Coordinator II	0	39,960	56,948	73,935				SC		2
Landscape Architect	2	38,001	51,937	65,873	40,684	46,623	52,561	SD	54%	4
Landscape Architect	0	49,092	63,816	78,540				TN		2
Landscape Architect Assistant II	2	39,521	51,985	64,449	50,280	50,716	51,150	TX	59%	4
Architect	2	44,850	58,005	71,159	59,174	61,784	64,394	UT	72%	4
Architect/Engineer I	1	43,892	74,852	105,811	75,118	75,118	75,118	VA	87%	2
Transportation Planning Specialist 3	4	57,984	67,986	77,988	72,456	74,709	76,092	WA	86%	4
Landscape Architect Advanced	2	47,673	78,676	109,678	61,880	70,096	78,291	WI	81%	3
Landscape Architect	1	35,028	49,920	64,812	58,929	58,929	58,929	WV	68%	2
No match	0							WY		4
# Incumbents & Averages:	188	52,089	66,497	80,904	67,391	70,179	72,405			
Group Weighted Average:						86,397				
Median:						68,300				

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 Impact Analyst III	21	61,416	68,202	74,988	61,416	72,576	98,129	AK	105%	4
ALDOT Environmental Specialist Sr— Planning Option	1	43,339	58,013	72,686	55,327	55,327	55,327	AL	80%	2
Lead Environmental Impact Analyst	0	65,572	83,037	100,501				AR		2
No match	0							AZ		4
Associate Environmental Planner, Natural Science	99	65,808	74,118	82,428	65,808	76,674	82,428	CA	111%	4
Administrator IV, Envnt	31	62,616	77,130	91,644	63,216	71,900	81,672	CO	104%	4
No match	0							CT		1
Environmental Planners II–IV	10	39,093	57,979	76,864	47,599	52,795	57,992	DE	76%	1
Public Transportation Specialist III (Working Title: Environmental Spec IV)	6	36,382	77,310	118,238	62,446	65,045	67,621	FL	94%	2
Transp Environmental Planner 2	20	36,268	49,869	63,469	55,176	55,176	55,176	GA	80%	2
Environmental Health Specialist VI	1	64,476	79,956	95,436	95,436	95,436	95,436	HI	138%	4
Enviornmental Specialist Senior	10	52,229	66,404	80,579	80,579	80,579	80,579	IA	116%	3
Senior Environmental Planner	12	53,914	69,077	84,240	53,914	66,570	75,088	ID	96%	4
Environmental Manager 2	40	38,688	53,365	68,042	38,688	43,081	56,589	IN	62%	3
Environmental Program Administrator	3	56,118	65,634	75,150	59,730	62,350	64,969	KS	90%	3
Environmental Scientist V	14	42,647			44,137	55,039	67,374	KY	79%	2
Environmental Impact Specialist 3	16	44,845	61,714	78,582	49,442	58,305	66,186	LA	84%	2
Environmental Analyst III	9	63,011	75,371	87,731	70,181	81,355	87,731	MA	117%	1
Environmental Analyst IV	14	49,899	64,989	80,078	49,899	66,608	80,078	MD	96%	1
Senior Environmental Engineer	1	49,483	58,770	68,058	68,058	68,058	68,058	ME	98%	1
Resource Analyst 12	16	51,168	62,868	74,568	62,358	73,516	74,568	MI	106%	3
Transportation Specialist 4	25	52,973	65,585	78,196	65,334	78,613	92,958	MN	114%	3
Senior Environmental Specialist	3	47,820	56,874	65,928	48,696	52,100	57,804	MO	75%	3
No match	0							MS		2
Environmental Science Specialist	9	68,266	68,266	68,266	68,266	68,266	68,266	MT	99%	4
Environmental Specialist II	9	42,780	55,614	68,448	51,024	62,472	72,631	NC	90%	2
Environmental Scientist II	4	46,788	62,382	77,976	53,856	58,955	64,152	ND	85%	4
Highway Environmental Biologist	22	53,009	66,258	79,506	53,009	54,708	70,784	NE	79%	4
Environmentalist IV	8	54,717	64,370	74,022	54,717	67,706	74,022	NH	98%	1
Environmental Specialist 3	14	67,290	81,510	95,729	67,297	90,763	95,729	NJ	131%	1
Enviornmental Sceintist/Specailist— Advanced	10	39,686	54,361	69,035	56,793	59,336	64,164	NM	86%	4
Environmental Scientist 3	6	52,033	64,718	77,402	52,033		77,402	NV		4
Environmental Specialist 2	14	50,086	61,703	73,320	54,953	73,593	78,332	OH	106%	3
Environmental Programs Specialist III	1	33,440	47,374	61,307	56,500	56,500	56,500	OK	82%	4
Environmental Program Coordinator 3, E	36	62,280	77,154	92,028	75,708	89,070	92,028	OR	129%	4
Environmental Planner 2	25	49,076	61,859	74,641	49,076	59,891	74,641	PA	86%	1
Senior Environmental Scientist	2	60,609	64,576	68,543	65,069	66,806	68,543	RI	96%	1
Program Manager I	14	48,622	69,289	89,956	55,916	61,754	77,426	SC	89%	2
Enviornemental Scientist III	2	45,864	89,810	133,755	60,528	67,204	73,881	SD	97%	4
TDOT Env Studies Specialist Ad	20	46,752	60,780	74,808	50,568	54,800	66,888	TN	79%	2
Environmental Spec V	59	59,004	77,862	96,720	67,850	80,650	94,874	TX	116%	4
Research Consultant III	8	57,128	75,116	93,104	61,387	73,265	89,554	UT	106%	4
Environmental Specialist II	74	43,892	74,852	105,811	57,000	73,978	92,158	VA	107%	2
Transportation Planning Specialist 3	80	57,984	67,986	77,988	57,984	73,789	77,988	WA	107%	4
Environmental Analysis and Review Specialist Advanced	16	47,673	78,676	109,678	51,958	59,404	65,520	WI	86%	3
Environmental Resources Specialist 2	3	31,164	44,412	57,660	35,505	40,915	51,156	WV	59%	2
Natural Resources Analyst (ENNR09)	2	44,904	56,137	67,369	56,040	56,040	56,040	WY	81%	4
# Incumbents & Averages:	790	50,928	66,310	81,499	58,383	66,214	73,685			
Group Weighted Average:						69,257				
Median:						66,589				

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			
Environmental Impact Analysis Mgr I	9	70,212	81,240	92,268	74,988	91,746	102,544	AK	96%	4
ALDOT Environmental Scientist Supervisor (Natural Science)	1	55,327	69,802	84,276	84,276	84,276	84,276	AL	88%	2
Division Head—Environmental	1	116,116	116,116	116,116	116,116	116,116	116,116	AR	121%	2
Environmental Program Manager	1	50,891	71,191	91,490	75,600	75,600	75,600	AZ	79%	4
Senior Environmental Planner	125	77,940	87,390	96,840	77,940	92,378	96,840	CA	97%	4
Administrator V, Envt	4	78,336	98,544	118,752	87,660	91,083	99,636	CO	95%	4
No match	0							CT		1
Principal Planner vacant	0	58,666	73,332	87,998				DE		1
Environmental Administrator—SES	10	26,446	78,708	130,969	72,504	80,921	99,000	FL	85%	2
Transportation Environmental Manager 2	4	52,331	56,955	61,579	73,439	73,439	73,439	GA	77%	2
No match	0							HI		4
Public Service Executive	1	95,098	121,805	148,512	135,262	135,262	135,262	IA	141%	3
Program Manager, Transportation	1	70,604	90,464	110,323	85,010	85,010	85,010	ID	89%	4
Sr Environmental Mgr Sup 3	4	50,856	71,136	91,416	57,391	61,852	66,187	IN	65%	3
Environmental Prog Administrative Spv	1	61,838	72,353	82,867	76,696	76,696	76,696	KS	80%	3
No match	0							KY		2
Engineer 7 DOTD	1	82,451	113,464	144,477	101,150	101,150	101,150	LA	106%	2
Environmental Analyst VI	1	79,760	95,957	112,153	112,153	112,153	112,153	MA	117%	1
Environmental Manager II	6	60,543	78,873	97,203	60,543	70,598	97,203	MD	74%	1
Environmental Services Director	1	67,662	80,434	93,205	93,205	93,205	93,205	ME	97%	1
Environmental Manager 14	1	59,737	73,871	88,004	88,004	88,004	88,004	MI	92%	3
Engineer Principal	157	67,547	85,180	102,813	81,954	101,143	113,942	MN	106%	3
Environmental Compliance Manager	1	55,692	66,186	76,680	57,804	57,804	57,804	MO	60%	3
DOT-Special Projects Administrator	1	62,508	85,949	109,390	85,348	85,348	85,348	MS	89%	2
Environmental Program Manager	2	81,370	81,370	81,370	81,370	81,370	81,370	MT	85%	4
Environmental Program Supervisor II	2	56,046	75,663	95,279	86,700	87,462	88,224	NC	91%	2
Planner IV	1	56,004	74,670	93,336	78,408	78,408	78,408	ND	82%	4
Highway Environmental Program Manager	8	57,978	72,474	86,969	60,877	73,209	74,549	NE	76%	4
Administrator III	1	64,974	77,201	89,427	85,410	85,410	85,410	NH	89%	1
Section Chief	16	84,748	102,896	121,043	104,912	118,270	121,043	NJ	124%	1
No match	0							NM		4
No match	0							NV		4
Environmental Administrator	1	77,875	94,598	111,321	118,726	118,726	118,726	OH	124%	3
Environmental Programs Manager II	1	50,759	71,908	93,057	76,230	76,230	76,230	OK	80%	4
Principal Executive Manager E, MMS	2	69,936	86,454	102,972	102,972	102,972	102,972	OR	108%	4
Environmental Planning Manager	1	64,020	80,617	97,213	68,343	68,343	68,343	PA	71%	1
Principal Environmental Scientist	2	62,603	66,924	71,245	67,477	69,361	71,245	RI	72%	1
Program Manager II	2	59,161	84,309	109,457	81,043	83,772	86,500	SC	88%	2
Engineering Manager II	1	50,315	83,741	117,166	74,339	74,339	74,339	SD	78%	4
TDOT Environmental Manager	0	51,540	67,008	82,476				TN		2
Natural Resources Sec Dir	1	76,356	102,747	129,137	103,954	103,954	103,954	TX	109%	4
Environmental Program Manager II	1	74,959	93,772	112,585	112,585	112,585	112,585	UT	118%	4
Environmental Manager II	18	57,342	96,053	134,764	82,849	103,694	133,840	VA	108%	2
Environmental Manager	7	84,072	95,952	107,832	84,072	102,300	107,832	WA	107%	4
DOT Technical Services Chief	1	55,785	92,019	128,253	95,555	95,555	95,555	WI	100%	3
Environmental Resources Program Manager 3	1	50,676	72,216	93,756	76,101	76,101	76,101	WV	79%	2
Natural Resources Program Manager (ENNR13)	1	77,448	96,804	116,160	85,200	85,200	85,200	WY	89%	4
	401	65,822	84,246	102,670	85,604	89,276	92,546			

Group Weighted Average:

95,727

Median:

85,379

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			
Archaeologist III	0							AK		4
ALDOT Environmental Specialist Sr— Archaeology Option	1	43,339	58,013	72,686	64,078	64,078	64,078	AL	97%	2
Lead Cultural Resources Specialist	1	65,572	83,037	100,501	69,576	69,576	69,576	AR	105%	2
No match	0							AZ		4
Associate Environmental Planner, Archeology	43	65,808	74,118	82,428	65,808	76,992	82,428	CA	117%	4
Administrator IV	4	62,616	77,130	91,644	70,980	73,548	75,708	CO	111%	4
No match	0							CT		1
Planner III	1	44,755	55,944	67,133		51,468		DE	78%	1
No match	0							FL		2
Transp Environmental Planner 2	1	32,971	45,335	57,699	55,176	55,176	55,176	GA	84%	2
Historic Resources Specialist (Archeology)	1	52,956	65,688	78,420	78,420	78,420	78,420	HI	119%	4
Enviornmental Specialist Senior	3	52,229	66,404	80,579	56,222	69,028	80,579	IA	105%	3
No match	0							ID		4
Senior Environment Manager	9	43,342	60,034	76,726	43,342	52,651	61,915	IN	80%	3
No match	0							KS		3
Archaeologist Coordinator	1	38,770			44,478	44,478	44,478	KY	67%	2
Environmental Impact Specialist DCL	1	54,933	75,598	96,262	68,099	68,099	68,099	LA	103%	2
No match	0							MA		1
Administrator II	1	46,857	60,935	75,012	73,593	73,593	73,593	MD	111%	1
No match	0							ME		1
Archaeologist Specialist 13	1	55,515	68,505	81,494	81,494	81,494	81,494	MI	123%	3
State Program Administrative Coord	7	63,162	78,540	93,918	65,334	85,128	93,918	MN	129%	3
Senior Historic Preservation Specialist	5	47,820	56,874	65,928	48,696	52,706	56,736	MO	80%	3
Historic Resources Specialist III	2	36,300	49,776	63,252	37,200	37,689	38,178	MS	57%	2
Archaeologist	1	68,266	68,266	68,266	68,266	68,266	68,266	MT	103%	4
Archaeologist II	6	39,611	51,495	63,378	48,458	52,314	56,645	NC	79%	2
No match	0							ND		4
No match	0							NE		4
Environmentalist III	1	46,059	54,152	62,244	57,096	57,096	57,096	NH	86%	1
Environmental Specialist 3, Archeology	0							NJ		1
No match	0							NM		4
Cultural Natural Resource Specialist 2	5	45,811	56,763	67,714	64,686		67,714	NV		4
Environmental Specialist 3	15	54,953	67,777	80,600	60,486	80,028	86,091	OH	121%	3
No match	0							OK		4
Environmental Program Coordinator 2, E	3	53,820	66,648	79,476	65,412	74,784	79,476	OR	113%	4
Historic Preservation Specialist	10	49,076	61,859	74,641	49,076	60,161	74,641	PA	91%	1
Principal Historic Preservation Specialist	1	56,141	59,763	63,384	58,122	58,122	58,122	RI	88%	1
Program Coordinator II	1	39,960	56,948	73,935	54,051	54,051	54,051	SC	82%	2
Senior Archaeologist	4	42,203	57,699	73,195	46,363	49,608	53,601	SD	75%	4
TDOT Environmental Manager	1	51,540	67,008	82,476	70,104	70,104	70,104	TN	106%	2
Archaeologist IV	1	59,004	77,862	96,720	82,500	82,500	82,500	TX	125%	4
UDOT Regional NEPA/NHPA Specialist	1	45,978	59,456	72,934	52,179	52,179	52,179	UT	79%	4
No match	0							VA		2
Transportation Planning Specialist 4	3	64,008	75,042	86,076	70,620	80,228	86,076	WA	121%	4
Environmental Analysis and Review Specialist Advanced	0	47,673	78,676	109,678				WI		3
Archaeologist 2	4	31,164	44,412	57,660	36,444	40,583	45,789	WV	61%	2
Senior Cultural Resource Specialist (CRCR09)	1	49,536	61,920	74,304	55,208	55,208	55,208	WY	84%	4
# Incumbents & Averages:	140	50,053	63,802	77,199	60,051	63,528	66,837			
Group Weighted Average:						66,044				
Median:						64,078				

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			
No match	0							AK		4
ALDOT Environmental Specialist Supervisor (Cultural Resources)	1	55,327	69,802	84,276	84,276	84,276	84,276	AL	104%	2
Section Head—Cultural Resources	1	78,078	95,620	113,162	83,200	83,200	83,200	AR	103%	2
Environmental Project Manager	1	39,983	55,773	71,564	60,008	60,008	60,008	AZ	74%	4
Associate Environmental Planner, Architectural History	12	65,808	74,118	82,428	65,808	79,014	82,428	CA	98%	4
Program Management II	1	84,984	106,920	128,856	115,908	115,908	115,908	CO	143%	4
No match	0							CT		1
Planner II	1	39,093	48,866	58,639	41,672	41,672	41,672	DE	52%	1
No match	0							FL		2
Transp Environmental Manager 2	3	59,134	81,300	103,465	80,783	80,783	80,783	GA	100%	2
No match	0							HI		4
Public Service Manager	1	57,866	80,465	103,064	80,642	80,642	80,642	IA	100%	3
No match	0							ID		4
Broad Band Executive	1	47,476	102,271	157,066	84,694	84,694	84,694	IN	105%	3
No match	0							KS		3
No match	0							KY		2
Environmental Impact Specialist DCL	1	54,933	75,598	96,262	74,568	74,568	74,568	LA	92%	2
Cultural Resources Specialist	0	57,283	68,384	79,485				MA		1
Environmental Manager II	1	60,543	78,873	97,203	97,203	97,203	97,203	MD	120%	1
Historic Preservationist	1	40,227	47,372	54,517	48,235	48,235	48,235	ME	60%	1
Transportation Planning Manager 15	1	64,480	80,881	97,281	97,281	97,281	97,281	MI	120%	3
Transp Cultural Resource Supervisor	1	72,203	87,905	103,607	103,607	103,607	103,607	MN	128%	3
Historic Preservation Manager	1	60,012	71,370	82,728	67,176	67,176	67,176	MO	83%	3
Historic Resources Specialist Lead	1	45,500	62,563	79,625	49,506	49,506	49,506	MS	61%	2
Historian	1	68,266	68,266	68,266	68,266	68,266	68,266	MT	84%	4
Archaeologist Supervisor	1	46,203	60,064	73,924	72,639	72,639	72,639	NC	90%	2
Archeologist II	3	51,120	68,160	85,200	79,728	82,472	84,384	ND	102%	4
No match	0							NE		4
Environmentalist IV	1	54,717	64,370	74,022	67,919	67,919	67,919	NH	84%	1
No match	0							NJ		1
Staff Manager—Environmental Science	1	44,782	53,071	61,359	68,066	68,066	68,066	NM	84%	4
Chief Cultural Resource Manager	1	59,237	73,968	88,698	88,698	88,698	88,698	NV	110%	4
Assistant Environmental Administrator	2	70,636	85,768	100,900	103,729	104,260	104,790	OH	129%	3
No match	0							OK		4
Natural Resources Specialist 5, MMN	1	69,936	84,000	98,064	98,064	98,064	98,064	OR	121%	4
Historic Preservation Manager	1	64,020	80,617	97,213	91,032	91,032	91,032	PA	113%	1
Supervising Historic Preservation Specialist	1	62,986	67,152	71,317	65,271	65,271	65,271	RI	81%	1
No match	0							SC		2
Administrator	1	54,641	75,764	96,886	69,700	69,700	69,700	SD	86%	4
Transportation Manager 2	1	69,084	89,796	110,508	77,496	77,496	77,496	TN	96%	2
Cultural Resources Sec Director	1	76,356	102,747	129,137	102,259	102,259	102,259	TX	127%	4
No match	0							UT		4
Environmental Manager II	1	57,342	96,053	134,764	107,832	107,832	107,832	VA	133%	2
Transportation Planning Specialist 5	1	70,620	82,818	95,016	95,016	95,016	95,016	WA	118%	4
No match	0							WI		3
Environmental Resources Program Manager 1	1	39,372	56,106	72,840	71,644	71,644	71,644	WV	89%	2
Archeology Manager (CRAR12)	0	65,964	82,452	98,940				WY		4
# Incumbents & Averages:	48	59,065	75,860	92,655	80,060	80,575	80,758			
Group Weighted Average:						80,799				
Median:						80,713				

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			
Transportation Planner I	15	70,212	78,024	85,836	73,728	89,646	111,002	AK	116%	4
Transportation Planner Senior	4	52,663	66,475	80,287	80,287	80,287	80,287	AL	104%	2
Senior Transportation Planner	0	65,572	83,037	100,501				AR		2
Planning Program Manager 2	7	55,203	77,352	99,501	86,000	88,241	92,000	AZ	114%	4
Senior Transportation Planner	33	77,940	87,390	96,840	77,940	94,759	96,840	CA	123%	4
Planning Specialist IV	8	62,616	77,130	91,644	68,352	74,675	86,112	CO	97%	4
Transportation Planner 2	40	74,036	90,297	106,557	74,036	90,297	106,557	CT	117%	1
Planning Spv (Blanket Starting Salary)	5	58,666	73,332	87,998	66,721	66,976	67,232	DE	87%	1
Public Transportation Specialist III	2	36,382	77,310	118,238	61,500	63,356	65,213	FL	82%	2
Urban Planning Specialist 3	2	40,983	56,352	71,720	50,894	53,491	60,693	GA	69%	2
Engineer (Civil) VI	1	72,528	89,946	107,364	107,364	107,364	107,364	HI	139%	4
Transportation Planner 4	9	67,018	85,041	103,064	76,710	97,335	103,064	IA	126%	3
Senior Transportation Manager	8	53,914	69,077	84,240	56,160	60,393	62,744	ID	78%	4
Broad Band Executive	1	47,476	102,271	157,066	85,456	85,456	85,456	IN	111%	3
Planner II	1	56,118	65,634	75,150	63,531	63,531	63,531	KS	82%	3
No match	0							KY		2
DOTD Program Specialist 5	1	51,917	77,044	102,170	51,917	51,917	51,917	LA	67%	2
Transportation Program Planner III	14	63,011	75,371	87,731	64,731	80,917	87,731	MA	105%	1
Administrator IV	3	53,193	69,297	85,401	69,273	71,590	76,224	MD	93%	1
Senior Planner	2	42,286	49,858	57,429	44,283	50,787	57,429	ME	66%	1
Transportation Planner 12	16	53,393	65,125	76,856	64,188	74,756	76,856	MI	97%	3
Planning Program Coordinator Transp	10	60,928	75,649	90,369	70,199	83,186	90,870	MN	108%	3
Senior Transportation Planner	13	47,820	56,874	65,928	47,820	51,124	57,804	MO	66%	3
DOT—Trans Planner Manager	2	43,849	60,293	76,737	48,012	52,919	57,826	MS	69%	2
Transportation Planner Band 6 Level 2	8	63,748	63,748	63,748	63,748	63,748	63,748	MT	83%	4
Transportation Planner I	1	39,611	51,495	63,378	43,172	43,172	43,172	NC	56%	2
Planner IV	4	56,004	74,670	93,336	76,908	85,485	90,804	ND	111%	4
Transportation Planner III	5	50,168	61,410	72,652	50,168	55,571	72,652	NE	72%	4
Senior Planner	1	54,717	64,370	74,022	64,974	64,974	64,974	NH	84%	1
Principal Planner, Transportation	4	67,290	81,510	95,729	95,729	95,729	95,729	NJ	124%	1
Urban & Regional Planner—Advanced	11	44,311	48,694	53,076	31,782	43,549	55,307	NM	56%	4
Transportation Planner/Analyst 3	1	56,689	70,731	84,773	80,973	80,973	80,973	NV	105%	4
Planner 3	10	50,086	61,703	73,320	52,270	60,750	78,332	OH	79%	3
Transportation Manager I	2	40,829	57,841	74,853	67,100	67,100	67,100	OK	87%	4
Planner 4, E and MMN	10	65,412	81,738	98,064	79,476	92,196	98,064	OR	120%	4
Transportation Planning Specialist 2	25	56,059	70,592	85,125	57,233	67,652	85,125	PA	88%	1
Senior Planner	0	50,218	54,323	58,427				RI		1
Engineer/Associate Engineer III	1	48,622	69,289	89,956	71,961	71,961	71,961	SC	93%	2
Engineer IV	1	50,315	83,741	117,166	78,219	78,219	78,219	SD	101%	4
TDOT Planning Spec—Advanced	7	46,752	60,780	74,808	53,760	58,339	70,812	TN	76%	2
Planner V	36	63,104	83,298	103,491	63,456	84,514	96,303	TX	110%	4
Program Specialist III	2	47,231	59,112	70,992	52,325	53,860	55,395	UT	70%	4
Prog Admin Specialist II	19	43,892	74,852	105,811	59,884	68,120	80,387	VA	88%	2
Transportation Planning Specialist 4	98	64,008	75,042	86,076	70,620	83,713	86,076	WA	109%	4
Urban and Regional Planner Advanced	22	47,673	78,676	109,678	54,100	58,739	70,449	WI	76%	3
Transportation Systems Analyst 3	3	27,732	39,522	51,312	45,667	48,319	53,472	WV	63%	2
Policy & Planning Analyst (BAPS09)	12	49,536	61,920	74,304	54,000	58,055	61,920	WY	75%	4
# Incumbents & Averages:	480	54,168	70,375	86,581	64,923	70,858	76,494			
Group Weighted Average:						77,139				
Median:						67,886				

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			
Land Surveyor II	2	83,304	91,002	98,700	94,836	106,459	118,082	AK	160%	4
No match	0							AL		2
Staff Land Surveyor	1	85,202	102,573	119,944	92,378	92,378	92,378	AR	139%	2
Engineer Chief Surveyor	1	50,891	71,191	91,490	77,328	77,328	77,328	AZ	117%	4
Senior Transp Surveyor, Caltrans	68	107,832	121,398	134,964	120,300	132,702	134,964	CA	200%	4
Professional Land Surveyor I	20	59,976	73,890	87,804	61,248	72,355	83,064	CO	109%	4
No match	0							CT		1
No match	0							DE		1
Prof Land Surveyor Supv I—SES and Prof Land Surveyor Supv II—SES	31	43,226	91,853	140,480	52,418	70,548	80,367	FL	106%	2
Sr. Survey Data Specialist	0	32,971	35,335	37,699				GA		2
Land Surveyor III	4	52,956	65,688	78,420	69,732	71,856	75,432	HI	108%	4
Land Surveyor Senior	6	57,866	73,674	89,482	73,611	86,837	89,482	IA	131%	3
Land Surveyor	5	47,690	61,108	74,526	49,920	57,204	68,037	ID	86%	4
Broad Band Executive	5	47,476	102,271	157,066	72,205	80,350	103,572	IN	121%	3
Land Surveyor II	2	58,885	68,911	78,936	71,750	67,791	76,696	KS	102%	3
Transp Engineering Technologist III	348	40,709			40,709	50,311	82,482	KY	76%	2
Surveyor 4	10	47,986	66,030	84,074	54,829	71,126	77,958	LA	107%	2
Civil Engineer III—Surveyor	3	64,560	77,224	89,887	69,993	81,323	89,887	MA	123%	1
Transp Engineering Technician IV	4	36,557	49,124	61,691	48,825	51,420	53,598	MD	78%	1
Supervisory Professional Land Surveyor	6	49,483	58,770	68,058	59,883	64,899	68,055	ME	98%	1
Land Surveyor Licensed 12/Spec 13	12	51,168	66,706	82,243	75,358	80,521	82,243	MI	121%	3
Land Surveyor Sr	27	62,473	77,006	91,538	78,822	90,014	102,813	MN	136%	3
District Land Survey Manager	5	55,692	66,186	76,680	55,692	58,070	62,316	MO	88%	3
DOT—District Surveyor Sr.	11	49,757	68,416	87,075	54,733	56,163	60,393	MS	85%	2
Senior Surveyor	7	69,783	72,163	74,543	69,783	70,910	74,543	MT	107%	4
No match	0							NC		2
Surveyor IV	2	56,004	74,670	93,336	78,264	79,488	80,712	ND	120%	4
Highway Registered Land Surveyor	5	50,168	60,394	70,620	50,168	59,735	64,118	NE	90%	4
Licensed Land Surveyor	2	54,717	64,370	74,022	64,974	67,905	70,844	NH	102%	1
See G2(2)	1				95,729	95,729	95,729	NJ	144%	1
Professional Surveyor Manager I	10	76,460	78,320	80,179	60,778	78,998	97,240	NM	119%	4
Professional Land Surveyor 2	3	67,714	84,784	101,853	92,895		101,853	NV		4
Surveyor 4	11	70,636	85,768	100,900	86,320	102,519	107,972	OH	155%	3
Professional Land Surveyor II	7	45,321	64,205	83,088	67,500	67,500	67,500	OK	102%	4
Professional Land Surveyor 2, E	11	65,412	81,018	96,624	75,708	92,744	96,624	OR	140%	4
Surveyor 2	11	56,059	70,592	85,125	58,602	77,221	85,125	PA	116%	1
Professional Land Surveyor	2	65,460	69,781	74,102	65,460	69,781	74,102	RI	105%	1
Engineer/Associate Engineer III	8	48,622	69,289	89,956	72,278	78,236	83,680	SC	118%	2
Land Surveyor	4	42,203	57,699	73,195	57,886	58,572	59,259	SD	88%	4
Civil Engineering Manager 1	4	69,084	89,796	110,508	85,380	85,380	85,380	TN	129%	2
Land Surveyor III	14	55,184	72,789	90,393	72,362	79,853	88,500	TX	120%	4
Land Surveyor	2	45,978	59,456	72,934	59,424	60,082	60,740	UT	91%	4
Engineering Technician IV	16	43,892	74,852	105,811	54,747	68,064	78,280	VA	103%	2
No match	0							WA		4
Surveyor Advanced	14	47,673	78,676	109,678	57,283	59,737	62,857	WI	90%	3
Transportation Engineering Technologist	75	39,372	56,106	72,840	48,503	59,690	76,203	WV	90%	2
Professional Land Surveyor (LRSU10)	4	54,072	67,584	81,096	65,400	67,166	68,298	WY	101%	4
# Incumbents & Averages:	784	56,353	73,017	89,289	68,634	74,974	81,920			
Group Weighted Average:						66,340				
Median:						71,491				

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			
Right-of-Way Agent III	17	57,336	63,774	70,212	57,336	68,979	81,816	AK	103%	4
Senior Right of Way Specialist	18	43,339	54,515	65,690	47,758	56,756	65,690	AL	85%	2
Lead Right of Way Acquisition Agent	0	55,068	72,041	89,013				AR		2
R-W Agent 3	3	36,814	51,321	65,828	48,300	48,300	48,300	AZ	72%	4
Associate Right of Way Agent; Senior Right of Way Agent E48	266	65,808	81,324	96,840	65,808	81,632	96,840	CA	122%	4
Real Estate Specialist IV	10	62,616	77,130	91,644	69,252	76,830	91,644	CO	114%	4
Supervising Property Agent	7	77,682	94,628	111,574	83,188	97,381	111,574	CT	145%	1
ROW IV	5	51,242	64,053	76,864	51,749	53,709	55,669	DE	80%	1
Right of Way Specialist III	15	36,382	77,310	118,238	48,788	52,831	56,000	FL	79%	2
Right of Way Specialist 3	27	32,971	45,335	57,699	54,450	54,450	54,450	GA	81%	2
Right of Way Agent VI	2	64,476	79,956	95,436	64,476	69,954	75,432	HI	104%	4
Right of Way Agent 3	9	52,520	66,227	79,934	59,134	74,214	79,934	IA	111%	3
Senior Right-of-Way Agent	5	53,914	69,077	84,240	57,346	64,883	72,134	ID	97%	4
Program Director 2	21	33,748	45,617	57,486	33,748	38,270	48,913	IN	57%	3
Right of Way Property Appraiser	8	37,981	44,450	50,918	39,904	45,112	50,918	KS	67%	3
Right of Way Unit Leader	19	38,770			38,956	48,821	58,436	KY	73%	2
Right of Way Agent 4	15	45,344	67,299	89,253	45,344	56,904	70,990	LA	85%	2
Right of Way Agent III	6	55,017	67,688	80,358	64,073	77,644	80,358	MA	116%	1
Real Property Specialist IV	14	46,857	60,935	75,012	58,548	66,925	73,593	MD	100%	1
Right of Way Appraiser II	4	43,784	51,615	59,446	50,045	57,096	59,446	ME	85%	1
Property Analyst 12	9	48,651	59,904	71,156	71,156	71,156	71,156	MI	106%	3
Real Estate Representative Senior	7	49,569	61,179	72,788	70,199	72,725	72,788	MN	108%	3
Senior Right of Way Specialist	16	47,820	56,874	65,928	48,696	51,608	57,804	MO	77%	3
DOT—Right or Way Agent, Advanced	4	33,005	45,382	57,759	35,268	37,223	39,414	MS	55%	2
Right of Way Specialist Agent IV	10	62,627	62,627	62,627	62,627	62,627	62,627	MT	93%	4
Real Property Agent II	29	42,780	55,614	68,448	51,705	57,304	70,306	NC	85%	2
Realty Officer III	3	51,120	68,160	85,200	57,420	61,588	64,380	ND	92%	4
Highway Right of Way Agent II	11	43,408	53,147	62,886	43,408	44,935	50,159	NE	67%	4
Supervisor IV	1	50,193	59,056	67,918	67,918	67,918	67,918	NH	101%	1
Realty Specialist 4, Transportation	4	73,768	89,445	105,122	101,638	104,251	105,122	NJ	155%	1
Appraiser & Assessors of Real Estate— Advanced	5	46,165	52,369	58,572	31,782	43,549	55,307	NM	65%	4
Right of Way Agent 3	8	52,033	64,718	77,402	56,689		77,402	NV		4
Realty Specialist 3	16	45,760	53,123	60,486	45,760	58,056	65,062	OH	87%	3
Transportation Specialist V	2	33,440	47,374	61,307	54,000	54,000	54,000	OK	80%	4
Right of Way Agent 2, E	25	59,340	73,488	87,636	62,280	83,630	87,636	OR	125%	4
General Real Estate Appraiser	12	49,076	61,859	74,641	49,076	52,550	59,932	PA	78%	1
Senior Real Estate Specialist	4	50,218	54,323	58,427	58,427	58,427	58,427	RI	87%	1
Right of Way Agent II	11	32,838	46,799	60,760	35,791	40,272	53,703	SC	60%	2
Senior Right of Way Specialist	8	42,203	57,699	73,195	49,067	52,377	56,305	SD	78%	4
TDOT Row Agent—Senior	5	40,392	52,500	64,608	48,960	51,722	61,728	TN	77%	2
ROW Agent V	16	48,278	63,616	78,953	48,803	64,552	74,850	TX	96%	4
Right of Way Agent III	4	43,556	58,245	72,934	48,588	58,996	71,556	UT	88%	4
Land Acq & Property Mgmt Agent III	18	43,892	74,852	105,811	59,606	69,163	76,771	VA	103%	2
Property and Acquisition Specialist 4	5	52,536	61,578	70,620	68,940	73,524	76,092	WA	110%	4
Real Estate Specialist Senior	15	47,673	78,676	109,678	47,673	51,708	58,780	WI	77%	3
Transportation Realty Agent 4	1	33,396	47,262	61,128	43,296	43,296	43,296	WV	65%	2
Lands Mgmt Program Analyst (LRLM09)	5	49,536	61,920	74,304	57,600	60,786	63,325	WY	91%	4
# Incumbents & Averages:	725	48,190	62,089	75,782	54,665	60,859	67,130			
Group Weighted Average:						67,109				
Median:						58,056				

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			
Right of Way Review Appraiser I	1	70,212	78,024	85,836	120,926	120,926	120,926	AK	177%	4
Senior Real Property Valuation Analyst	8	43,339	58,013	72,686	52,663	62,968	72,686	AL	92%	2
Reviewing Appraiser	2	65,572	83,037	100,501	76,752	77,493	78,234	AR	114%	2
Property Appraiser 4	3	43,240	60,355	77,469	61,502	62,093	63,000	AZ	91%	4
No match	0							CA		4
Appraiser II	7	62,616	77,130	91,644	67,908	74,623	84,384	CO	110%	4
Property Agent 2	26	70,584	86,178	101,772	70,584	86,178	101,772	CT	126%	1
ROW III & IV (Appraisers)	5	41,824	59,344	76,864	45,188	50,428	55,669	DE	74%	1
Right of Way Appraiser	24	36,382	77,310	118,238	47,836	61,475	68,944	FL	90%	2
Right of Way Appraiser, Sr.	1	40,983	56,352	71,720	60,439	60,439	60,439	GA	89%	2
Right of Way Agent VI	1	64,476	79,956	95,436	69,732	69,732	69,732	HI	102%	4
Right of Way Agent 3	2	54,038	66,986	79,934	79,934	79,934	79,934	IA	117%	3
Right of Way Appraiser	1	53,914	69,077	84,240	56,160	56,160	56,160	ID	82%	4
Program Director 1	11	37,778	51,376	64,974	37,778	49,470	64,974	IN	73%	3
Right of Way Property Appraiser Supervisor	6	46,093	53,966	61,838	50,918	58,201	64,969	KS	85%	3
Right of Way Program Specialist II	8	42,647			56,496	59,705	73,697	KY	88%	2
Right of Way Appraiser 4	2	48,526	72,010	95,493	72,384	72,530	72,675	LA	106%	2
Right of Way Agent III	1	55,017	67,688	80,358	77,218	77,218	77,218	MA	113%	1
Real Property Review Appraiser I	3	46,857	60,935	75,012	48,595	58,322	64,387	MD	86%	1
Right of Way Appraiser III	3	53,560	63,534	73,507	73,507	73,507	73,507	ME	108%	1
Property Analyst 12	6	48,651	59,904	71,156	66,497	70,379	71,156	MI	103%	3
Real Estate Specialist	7	56,752	70,449	84,146	72,788	78,425	84,146	MN	115%	3
Certified Appraiser	10	50,748	60,240	69,732	50,748	55,724	63,480	MO	82%	3
No match	0							MS		2
Right of Way Specialist Appraiser	4	65,654	65,654	65,654	65,654	65,654	65,654	MT	96%	4
Real Property Appraiser II	20	48,051	64,869	81,686	65,415	72,646	77,519	NC	107%	2
Realty Officer IV	5	56,004	74,670	93,336	61,428	76,474	92,436	ND	112%	4
Appraiser II	0	43,408	53,137	62,866				NE		4
Right of Way Appraiser Supervisor	2	59,573	70,620	81,666	74,022	74,022	74,022	NH	109%	1
Real Estate Appraiser 3	1	77,252	93,711	110,169	91,882	91,882	91,882	NJ	135%	1
No match	0							NM		4
Review Appraiser	1	54,330	67,652	80,973	80,973	80,973	80,973	NV	119%	4
Repeated elsewhere in the survey: See G15(1)	0							OH		3
Transportation Specialist V	2	33,440	47,374	61,307	54,000	54,000	54,000	OK	79%	4
No match	0							OR		4
Real Estate Appraiser Reviewer	7	56,059	70,592	85,125	61,203	68,035	74,641	PA	100%	1
Real Estate Appraiser II	1	58,321	62,141	65,961	65,961	65,961	65,961	RI	97%	1
State Appraiser II	4	39,960	56,948	73,935	46,698	57,119	68,861	SC	84%	2
No match	0							SD		4
Right of Way Appraiser 3	7	42,396	55,128	67,860	51,024	53,165	55,752	TN	78%	2
ROW Appraiser III	1	48,278	63,616	78,953	65,224	65,224	65,224	TX	96%	4
UDOT Certified General Appraiser	2	52,680	67,004	81,328	81,328	81,328	81,328	UT	119%	4
Land Acq & Property Mgmt Agent III	1	43,892	74,852	105,811	73,424	73,424	73,424	VA	108%	2
Property and Acquisition Specialist 6	2	59,448	69,684	79,920	86,076	86,076	86,076	WA	126%	4
No match	0							WI		3
Appraiser Senior	1	35,026	49,919	64,812	61,279	61,279	61,279	WV	90%	2
Review Appraiser (LRRP10)	1	54,072	67,584	81,096	75,866	75,866	75,866	WY	111%	4
# Incumbents & Averages:	200	51,541	66,334	80,898	66,103	69,719	73,513			
Group Weighted Average:						68,146				
Median:						69,732				

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			
Right of Way Agent VI	3	89,040	97,404	105,768	100,044	124,143	161,325	AK	124%	4
Right of Way Bureau Chief	1	74,479	103,056	131,633	105,403	105,403	105,403	AL	105%	2
Division Head—Right of Way	1	121,420	121,420	121,420	121,420	121,420	121,420	AR	121%	2
Senior Division Administrator	1	70,871	99,733	128,595	108,000	108,000	108,000	AZ	108%	4
Career Executive Assignmt, Range B	1	86,280	143,214	200,148	136,212	136,212	136,212	CA	136%	4
Program Management III	1	89,904	117,804	145,704	113,184	113,184	113,184	CO	113%	4
Transportation Rights of Way Director	1	109,846	129,808	149,770	127,384	127,384	127,384	CT	127%	1
Chief Right of Way	1	67,168	83,960	100,752	94,542	94,542	94,542	DE	95%	1
Director, Office of Right of Way	1	47,316	139,715	232,114	121,427	121,427	121,427	FL	121%	2
Right of Way Administrator	1	75,508	103,824	132,140	119,550	119,550	119,550	GA	120%	2
Right of Way Manager	1	101,508	135,222	168,936	116,172	116,172	116,172	HI	116%	4
Public Service Executive	1	95,098	121,805	148,512	135,262	135,262	135,262	IA	135%	3
Program Manager, ROW	1	59,571	76,326	93,080	67,018	67,018	67,018	ID	67%	4
Broad Band Executive	6	47,476	102,271	157,066	61,181	74,170	91,087	IN	74%	3
Manager/Administrator	1				94,556	94,556	94,556	KS	95%	3
No match	0							KY		2
Right of Way Agent 8	1	72,821	108,067	143,312	95,000	95,000	95,000	LA	95%	2
Right of Way Director—Manager IX	1	52,700	98,996	145,291	120,567	120,567	120,567	MA	121%	1
SHA Director of Real Estate	1	73,612	96,112	118,612	107,429	107,429	107,429	MD	107%	1
No match	0							ME		1
State Division Administrator 17	1	75,445	100,269	125,092	122,400	122,400	122,400	MI	122%	3
Real Estate Specialist Supv	5	62,097	75,983	89,868	86,882	89,262	89,868	MN	89%	3
Assistant to the State Design Eng—ROW	1	76,680	91,422	106,164	76,680	76,680	76,680	MO	77%	3
DOT—Special Projects Administrator	1	62,508	85,949	109,390	78,135	78,135	78,135	MS	78%	2
Right of Way Bureau Chief	1	94,090	94,090	94,090	94,090	94,090	94,090	MT	94%	4
Real Property Manger II	1	65,373	88,253	111,133	113,938	113,938	113,938	NC	114%	2
Right of Way Section Manager	1	61,728	82,308	102,888	85,164	85,164	85,164	ND	85%	4
Engineer VII	1	92,111	115,139	138,166	107,536	107,536	107,536	NE	108%	4
Transportation Bureau Administrator	1	79,435	93,859	108,283	108,283	108,283	108,283	NH	108%	1
Director, Right of Way and Access Management (SES)	0							NJ		1
General Manager 1	10	58,820	80,180	101,539	58,136	79,649	101,150	NM	80%	4
Chief, Right-of-Way	1	73,957	92,843	111,729	111,729	111,729	111,729	NV	112%	4
Real Estate Administrator 3	1	77,875	94,598	111,321	95,472	95,472	95,472	OH	95%	3
Transportation Manager IV	1	57,358	81,257	105,156	102,000	102,000	102,000	OK	102%	4
Principal Executive Manager G, MESN	1	89,112	110,172	131,232	125,064	125,064	125,064	OR	125%	4
Highway Administration Program Mgr 1	1	72,998	91,991	110,983	101,575	101,575	101,575	PA	102%	1
Administrator for Real Estate (DOT)	1	84,026	89,620	95,214	95,214	95,214	95,214	RI	95%	1
Program Manager III	1	71,982	102,581	133,179	117,529	117,529	117,529	SC	118%	2
Engineer Manager III	1	50,315	83,741	117,166	98,535	98,535	98,535	SD	99%	4
TDOT Director	1	76,704	107,388	138,072	105,372	105,372	105,372	TN	105%	2
Right of Way (ROW) Div Director	1	135,269	182,022	228,775	173,900	173,900	173,900	TX	174%	4
Dir, Right of Way and Prop Development—UDOT	1	69,092	89,325	109,557	109,557	109,557	109,557	UT	110%	4
Gen Admin Manager III	1	74,913	123,754	172,594	135,960	135,960	135,960	VA	136%	2
Real Estate Service Program Admin	1	97,428	111,186	124,944	115,392	115,392	115,392	WA	115%	4
No match	0							WI		3
Attorney 3	1	47,352	67,482	87,612	86,011	86,011	86,011	WV	86%	2
Land Management Prog Manager II (LRLM13)	1	77,448	96,804	116,160	96,804	96,804	96,804	WY	97%	4
# Incumbents & Averages:	63	76,637	102,642	128,647	105,714	107,132	108,905			
Group Weighted Average:						99,995				
Median:						107,536				

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			
No match	0							AK		4
No match	0							AL		2
Section Head—Beautification	1	78,078	95,620	113,162	83,460	83,460	83,460	AR	113%	2
AZ Highways Magazine Business Dir	1	70,871	99,733	128,595	90,000	90,000	90,000	AZ	122%	4
Staff Services Manager II	1	77,940	87,390	96,840	96,840	96,840	96,840	CA	131%	4
Program Manager II	1	84,984	106,920	128,856	96,300	96,300	96,300	CO	130%	4
No match	0							CT		1
Engineering/Planning/Survey Tech IV (SMV Blanket Starting Salary)	1	39,093	48,866	58,639	48,753	48,753	48,753	DE	66%	1
Right of Way Supervisor—SES (Working Title: Supervisor, Regulatory Field Ops)	1	36,382	77,310	118,238	56,000	56,000	56,000	FL	76%	2
Digital Media Communication Manager	2	46,311	63,678	81,044	62,140	63,202	64,264	GA	85%	2
No match	0							HI		4
Public Service Manager 1	1	57,866	80,465	103,064	103,064	103,064	103,064	IA	139%	3
No match	0							ID		4
No match	0							IN		3
No match	0							KS		3
No match	0							KY		2
DOTD Program Specialist 5	1	51,917	77,044	102,170	70,075	70,075	70,075	LA	95%	2
Dir. of Outdoor Advertising—Manager VI	1	41,017	76,507	111,996	98,585	98,585	98,585	MA	133%	1
No match	0							MD		1
Supervisor Graphics & Digital Services	1	47,965	56,888	65,811	60,882	60,882	60,882	ME	82%	1
No match	0							MI		3
Landscape Architect Sr	1	63,162	76,766	90,369	90,369	91,141	96,486	MN	123%	3
Outdoor Advertising Manager	1	55,692	66,186	76,680	55,692	55,692	55,692	MO	75%	3
DOT—Administrator I	1	51,847	71,290	90,732	59,071	59,071	59,071	MS	80%	2
Right of Way Outdoor Advertising	1	55,624	55,624	55,624	55,624	55,624	55,624	MT	75%	4
Administrative Officer I	1	36,677	47,680	58,683	41,912	41,912	41,912	NC	57%	2
No match	0							ND		4
Highway Relocation Supervisor	1	51,676	64,595	77,513	64,894	64,894	64,894	NE	88%	4
Supervisor III	1	46,059	54,152	62,244	62,244	62,244	62,244	NH	84%	1
Legal Specialist	1				80,000	80,000	80,000	NJ	108%	1
Line Manager II	1	41,446	52,328	63,209	35,381	48,479	61,568	NM	66%	4
Supervisor 2, Associate Engineer	1	56,689	70,731	84,773	73,957	73,957	73,957	NV	100%	4
Project Manager 1	1	70,636	85,768	100,900	91,998	91,998	91,998	OH	124%	3
Transportation Manager II	1	45,321	64,205	83,088	75,000	75,000	75,000	OK	101%	4
Operations & Policy Analyst 3, E	1	59,340	73,488	87,636	75,708	75,708	75,708	OR	102%	4
Right of Way Administrator 2	1	64,020	80,617	97,213	72,998	72,998	72,998	PA	99%	1
Chief Real Estate Specialist (DOT)	2	65,460	69,781	74,102	74,102	74,102	74,102	RI	100%	1
Program Manager I	1	48,622	69,289	89,956	89,956	89,956	89,956	SC	122%	2
No match	0							SD		4
Transportation Manager 2	1	69,084	89,796	110,508	81,960	81,960	81,960	TN	111%	2
Right of Way (ROW) Supervisor	1	63,104	83,298	103,491	94,620	94,620	94,620	TX	128%	4
Program Manager	1	47,231	63,183	79,135	69,844	69,844	69,844	UT	94%	4
Prog Admin Specialist III	1	57,342	96,053	134,764	77,826	77,826	77,826	VA	105%	2
Traffic Program Development and Performance Manager	1	92,880	105,978	119,076	119,076	119,076	119,076	WA	161%	4
No match	0							WI		3
Transportation Services Manager 2	1	35,028	49,920	64,812	51,386	51,386	51,386	WV	69%	2
Senior Lands Management Spec (LRLM08)	1	41,448	51,816	62,184	51,600	51,600	51,600	WY	70%	4
# Incumbents & Averages:	36	56,085	73,120	90,155	73,862	74,301	74,875			
Group Weighted Average:						73,988				
Median:						74,030				

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			
No match	0							AK		4
No match	0							AL		2
Consultant Coordinator	1	78,078	95,620	113,162	85,566	85,566	85,566	AR	128%	2
Administrative Services Officer 3	1	43,240	60,355	77,469	66,150	66,150	66,150	AZ	99%	4
No match	0							CA		4
Contract Administrator IV	13	62,616	77,130	91,644	63,600	69,812	86,400	CO	105%	4
Fiscal/Administrative Manager 1	8	90,282	106,693	123,104	95,781	109,443	123,104	CT	164%	1
Contract Service Administrator	1	54,827	68,534	82,241	67,955	67,955	67,955	DE	102%	1
Engineering Specialist IV	23	33,377	70,926	108,474	49,939	53,517	63,368	FL	80%	2
Contract Specialist 2	12	32,971	45,335	57,699	40,909	44,179	44,476	GA	66%	2
No match	0							HI		4
No match	0							IA		3
Grants/Contracts Officer	10	47,690	61,108	74,526	47,694	53,918	68,806	ID	81%	4
Broad Band Executive	1	47,476	102,271	157,066	79,560	79,560	79,560	IN	119%	3
Attorney II	1	56,118	65,634	75,150	75,000	75,000	75,000	KS	112%	3
No match	0							KY		2
Contracts/Grants Reviewer 4	1	39,603	58,781	77,958	65,312	65,312	65,312	LA	98%	2
Contract Specialist III	10	53,056	64,899	76,742	54,612	74,222	76,742	MA	111%	1
Procurement Administrator I	4	46,857	60,935	75,012	46,857	56,569	68,175	MD	85%	1
Contract/Grant Specialist	10	36,546	43,035	49,525	39,853	45,136	49,525	ME	68%	1
Departmental Analyst 12	9	48,651	59,904	71,156	71,156	71,156	71,156	MI	107%	3
State Program Admin Coordinator	41	63,162	78,540	93,918	65,334	85,128	93,918	MN	127%	3
No match	0							MO		3
DOT—Administrator II	1	56,785	78,080	99,374	59,210	59,210	59,210	MS	89%	2
Construction Admin Section Supervisor	1	71,906	71,906	71,906	71,906	71,906	71,906	MT	108%	4
Administrative Officer II	2	39,611	51,495	63,378	45,242	49,242	53,242	NC	74%	2
No match	0							ND		4
Highway Contracts Technician II	5	38,615	46,811	55,006	38,615	44,810	51,790	NE	67%	4
No match	0							NH		1
Contract Administrator 1	4	58,687	70,970	83,252	64,146	76,850	83,252	NJ	115%	1
Purchasing Agent—Advanced	11	37,782	46,545	55,307	39,019	48,311	55,519	NM	72%	4
Contract Compliance Manager	1	59,237	73,968	88,698	70,741	70,741	70,741	NV	106%	4
Project Manager 2	1	77,875	94,598	111,321	119,100	119,100	119,100	OH	178%	3
Administrative Programs Officer IV	4	50,759	71,908	93,057	64,798	67,461	69,045	OK	101%	4
Procurement and Contract Specialist 3, E, OAO	29	56,520	71,736	86,952	65,304	80,052	86,952	OR	120%	4
Administrative Officer 3	1	56,059	70,592	85,125	61,203	61,203	61,203	PA	92%	1
Contracts Specialist II	0	54,063	57,483	60,903				RI		1
Procurement Manager II	1	48,622	69,289	89,956	69,997	69,997	69,997	SC	105%	2
No match	0							SD		4
Trans Program Supervisor	1	49,092	63,816	78,540	55,500	55,500	55,500	TN	83%	2
Contract Specialist VI	39	42,244	55,602	68,960	48,750	58,949	68,106	TX	88%	4
Financial Analyst III	1	43,117	55,750	68,382	55,750	55,750	55,750	UT	83%	4
Program Administration Specialist II	18	43,892	74,852	105,811	61,800	71,353	98,171	VA	107%	2
Contract Specialist 3	1	55,152	64,674	74,196	70,620	70,620	70,620	WA	106%	4
Contracts Specialist Senior	8	36,608	60,383	84,157	39,686	44,907	50,419	WI	67%	3
No match	0							WV		2
Grants&Contract Admin Spec II (BAGC08)	2	41,448	51,816	62,184	48,000	51,013	54,027	WY	76%	4
# Incumbents & Averages:	277	51,462	67,277	83,092	61,848	66,560	71,136			
Group Weighted Average:						66,804				
Median:						67,461				

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			
Drafting Technician III	13	46,320	51,828	57,336	47,712	55,977	66,311	AK	84%	4
No match	0							AL		2
No match	0							AR		2
Transportation Engineer Specialist	4	43,240	60,354	77,469	57,689	59,586	61,801	AZ	89%	4
No match	0							CA		4
No match	0							CO		4
Drafter 2 (Highway)	4	59,650	68,180	76,709	76,709	76,709	76,709	CT	115%	1
No match	0							DE		1
Professional Engineer II (Working Title: CADD Applications Engineer)	2	39,656	77,725	115,793	67,959	71,836	75,713	FL	108%	2
No match	0							GA		2
No match	0							HI		4
No match	0							IA		3
No match	0							ID		4
Operations Analyst 3	1	41,054	54,275	67,496	42,404	42,404	42,404	IN	63%	3
Engineering Technician Senior	1	37,981	44,450	50,918	47,258	47,258	47,258	KS	71%	3
No match	0							KY		2
Engineering Technician DCL	9	47,986	66,030	84,074	57,117	67,156	77,480	LA	101%	2
No match	0							MA		1
No match	0							MD		1
No match	0							ME		1
No match	0							MI		3
Engineering Specialist	179	53,495	66,294	79,093	67,547	77,047	85,420	MN	115%	3
Senior CADD Support Specialist	1	47,820	56,874	65,928	48,696	48,696	48,696	MO	73%	3
No match	0							MS		2
Computer Systems Analyst CADD Spec	1	68,000	68,000	68,000	68,000	68,000	68,000	MT	102%	4
Operations Analyst	1	46,561	59,225	71,889	65,326	65,326	65,326	NC	98%	2
No match	0							ND		4
Highway Design Technician III	5	37,561	45,981	54,400	37,561	41,870	46,580	NE	63%	4
No match	0							NH		1
Principal Engr, Structural Bridge Design	8	67,290	81,510	95,729	79,930	84,670	92,569	NJ	127%	1
No match	0							NM		4
Engineering Drafter 3	3	42,094	51,991	61,888	45,811		61,888	NV		4
Transportation Technician 3	1	60,486	74,630	88,774	94,827	94,827	94,827	OH	142%	3
Computer Aided Drafting & Design Specialist V	27	33,440	47,374	61,307	56,500	56,500	56,500	OK	85%	4
Civil Engineering Specialist 2, E	1	51,264	63,486	75,708	75,708	75,708	75,708	OR	113%	4
Highway Draftsman Designer	27	43,012	54,201	65,389	43,012	51,543	65,389	PA	77%	1
Computer-Aided Design/Building Information Modeling Manager (DOT)	0	73,137	77,984	82,830				RI		1
IT Consultant I	1	39,960	56,948	73,935	65,058	65,058	65,058	SC	97%	2
No match	0							SD		4
Cadd Supervisor 1	6	42,396	55,128	67,860	46,884	51,118	55,020	TN	77%	2
Design Tech V	45	39,521	51,985	64,449	46,000	53,951	64,449	TX	81%	4
Technical Support Specialist II	2	51,260	65,198	79,135	59,759	60,500	61,241	UT	91%	4
No match	0							VA		2
No match	0							WA		4
CADD Specialist Senior	7	36,608	60,383	84,157	48,380	50,668	60,902	WI	76%	3
No match See G4(2)	0							WV		2
Design Specialist I (TNDE06)	1	35,544	44,424	53,304	44,372	44,372	44,372	WY	66%	4
# Incumbents & Averages:	350	47,413	60,178	72,943	57,926	61,338	64,984			
Group Weighted Average:						66,794				
Median:						59,586				

M. MAINTENANCE CLASSIFICATIONS

M1. Highway Maintenance Series—Series of 4

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.

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High			
Equipment Operator, Sub-Journey II	6	38,610	42,237	45,864	45,864	49,049	53,157	AK	147%	4
Transportation Maintenance Tech I	257	22,272	28,931	35,590	22,272	23,774	35,590	AL	71%	2
Maintenance Aide I	358	25,090	34,819	44,548	25,090	25,628	34,034	AR	77%	2
Highway Ops Tech 1	55	29,008	40,524	52,040	31,782	31,782	31,782	AZ	95%	4
Caltrans Highway Mtce Worker;	956	39,372	42,126	44,880	39,372	42,884	44,880	CA	128%	4
Caltrans Highway Landscape Mtce Wker										
LTC Trainee	7	22,716	27,498	32,280	30,744	34,761	40,128	CO	104%	4
Transportation Maintainer 1	85	39,933	46,105	52,276	39,933	46,105	52,276	CT	138%	1
Equip Opr I (Blanket Starting Salary)	35	27,531	32,885	38,238	27,531	27,531	27,531	DE	82%	1
Highway Maintenance Technician II	69	18,259	35,787	53,315	24,329	28,013	37,675	FL	84%	2
Equipment Operator 1	368	16,919	22,418	27,917	20,782	20,825	23,182	GA	62%	2
Equipment Operator I	35	42,972	42,972	42,972	42,972	42,972	42,972	HI	129%	4
Highway Technician Associate	543	35,630	43,898	52,166	35,630	47,090	52,166	IA	141%	3
Transportation Tech Apprentice	75	24,877	31,876	38,875	27,602	27,942	28,704	ID	84%	4
Highway Technician 3	767	31,200	39,247	47,294	31,200	32,532	45,967	IN	97%	3
Equipment Operator	363	26,998	31,585	36,171	27,726	29,405	39,901	KS	88%	3
Highway Technician Assistant I	326	27,600			27,600	31,236	57,651	KY	93%	2
Mobile Equipment Operator 2	119	25,896	36,171	46,446	25,896	30,634	45,136	LA	92%	2
Maintenance Equipment Operator I	247	42,891	50,975	59,058	44,024	58,086	67,310	MA	174%	1
Facility Maintenance Tech I	209	24,056	30,630	37,204	28,527	28,982	37,204	MD	87%	1
Transportation Worker I	311	26,270	30,066	33,862	29,016	30,564	33,862	ME	91%	1
Transp Maintenance Worker 6	15	34,798	39,509	44,220	34,798	40,718	44,220	MI	122%	3
Transportation Associate	56	38,795	39,411	40,027	38,795	39,777	40,027	MN	119%	3
Maintenance Worker	503	29,160	34,200	39,240	29,640	29,656	35,928	MO	89%	3
DOT—Maintenance Technician I	278	19,112	26,279	33,446	19,112	19,373	27,792	MS	58%	2
Maintenance Technician II	49	43,557	43,557	43,557	43,557	43,557	43,557	MT	130%	4
Transportation Worker I	1403	25,486	31,858	38,229	26,308	32,745	43,359	NC	98%	2
Transportation Technician I	12	26,784	35,712	44,640	34,176	35,749	35,892	ND	107%	4
Highway Maintenance Worker	0	27,477	32,782	38,087				NE		4
Highway Maintainer II	265	28,392	32,677	36,962	28,392	31,913	36,962	NH	95%	1
Highway Operations (HOT) Trainee	2	33,815	34,594	35,372	35,372	35,372	35,372	NJ	106%	1
Highway Maintenance Wker—Basic	98	21,195	29,037	36,878	27,394	29,564	37,020	NM	88%	4
No match	0							NV		4
Highway Technician 1	581	35,464	37,326	39,187	35,464	38,108	42,744	OH	114%	3
Transportation Equipment Operator I	82	20,780	27,696	34,611	26,667	27,727	30,800	OK	83%	4
Transp Maintenance Spec 1, OAO	23	34,596	41,874	49,152	36,876	44,930	49,152	OR	134%	4
Transportation Equipment Operator A	1829	29,888	36,920	43,951	28,323	34,000	44,920	PA	102%	1
Highway Maintenance Operator I	69	41,766	42,848	43,930	41,766	42,799	43,930	RI	128%	1
Trades Specialist II (02B)	435	18,229	25,979	33,728	24,960	25,855	33,728	SC	77%	2
Highway Maintenance Worker	252	29,993	39,457	48,921	31,512	35,479	40,664	SD	106%	4
TDOT Operations Technician	941	26,028	33,840	41,652	31,236	32,396	41,892	TN	97%	2
General Transp Tech I	177	23,781	29,320	34,859	26,736	30,936	34,859	TX	93%	4
Transportation Technician I	136	26,706	36,969	47,231	31,550	33,498	42,407	UT	100%	4
Transportation Operator II	16	21,521	39,583	57,644	27,500	29,317	33,500	VA	88%	2
Maintenance Technician 1	32	36,528	40,368	44,208	36,528	39,761	43,104	WA	119%	4
No match	0							WI		3
Transportation Worker 2 Equip Opr	1342	21,944	30,410	38,875	22,464	32,190	38,480	WV	96%	2
Hwy Maintenance Asst (TNHM03)	0	26,208	32,706	39,204				WY		4
# Incumbents & Averages:	13,787	29,113	35,583	42,018	31,326	34,307	40,266			
Group Weighted Average:						33,429				
Median:						32,396				

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			
Equipment Operator, Journey II	234	46,020	50,359	54,698	46,020	59,964	76,479	AK	148%	4
Transportation Maintenance Technician II	513	23,993	31,642	39,290	24,595	31,632	39,290	AL	78%	2
Maintenance Aide II	648	29,874	41,401	52,927	29,874	31,264	43,316	AR	77%	2
Highway Ops Tech 2	39	31,110	43,437	55,763	34,936	34,936	34,936	AZ	86%	4
Caltrans Equipment Operator II	1779	46,860	51,696	56,532	46,860	53,774	56,532	CA	132%	4
Transportation Maintenance I	772	35,064	42,456	49,848	37,044	44,861	49,848	CO	110%	4
Transportation Maintainer 2	572	41,756	48,144	54,531	41,756	48,144	54,531	CT	119%	1
Equipment Operator II & III (Blanket Starting Salary)	260	31,525	37,655	43,785	28,022	35,489	42,956	DE	87%	1
Senior Heavy Equipment Operator	98	19,902	39,008	58,114	30,000	34,768	45,498	FL	86%	2
Equipment Operator 2	91	18,611	25,125	31,639	23,317	24,149	27,277	GA	59%	2
Heavy Equipment Operator	7	55,908	55,908	55,908	55,908	55,908	55,908	HI	138%	4
No match	0							IA		3
Transportation Tech	109	28,637	43,792	58,947	31,678	35,216	43,451	ID	87%	4
Highway Technician 2	293	34,320	43,914	53,508	34,320	36,411	49,446	IN	90%	3
Equipment Operator Senior	249	29,744	34,799	39,853	30,493	35,603	43,966	KS	88%	3
Highway Technician Assistant II	241	30,000			30,000	36,732	57,645	KY	90%	2
Mobile Equipment Operator 1/Heavy	463	31,720	44,304	56,888	31,720	36,647	55,307	LA	90%	2
Maintenance Equipment Operator II	17	44,994	53,819	62,643	51,704	64,411	67,310	MA	159%	1
Facility Maintenance Tech III	549	30,472	39,091	47,710	32,679	39,861	47,710	MD	98%	1
Transportation Worker II	250	28,413	32,646	36,878	32,947	35,832	36,878	ME	88%	1
Transp Maintenance Worker 7/E8	295	35,880	42,390	48,900	37,564	47,295	48,900	MI	116%	3
Transportation Generalist	945	41,718	46,959	52,200	41,718	49,736	58,005	MN	123%	3
Intermediate Maintenance Worker	371	30,720	36,072	41,424	31,788	31,860	34,068	MO	78%	3
DOT—Maintenance Technician II	217	21,748	29,904	38,059	21,748	22,296	30,284	MS	55%	2
Maintenance Technician III	55	44,528	44,528	44,528	44,528	44,528	44,528	MT	110%	4
Transportation Worker II	669	27,780	34,725	41,670	31,200	36,748	45,129	NC	91%	2
Transportation Technician II	188	31,908	42,540	53,172	35,892	45,776	52,680	ND	113%	4
Highway Maintenance Worker, Senior	524	31,591	37,804	44,017	31,591	33,769	47,318	NE	83%	4
Highway Maintainer III	141	31,762	36,733	41,704	31,762	37,258	41,704	NH	92%	1
Highway Operations Technician (HOT) 1	318	33,881	40,581	47,281	36,858	43,509	47,281	NJ	107%	1
Hwy Maintenance Wkr—Operational	455	23,525	32,220	40,914	31,453	32,897	39,958	NM	81%	4
Highway Maintenance Worker 3	305	30,485	43,587	56,689	30,485		56,689	NV		4
Highway Technician 2	792	37,044	39,644	42,244	36,628	42,641	45,947	OH	105%	3
Transportation Equipment Operator II	128	21,441	29,757	38,072	29,524	32,942	34,100	OK	81%	4
Transp Maintenance Spec 2, OAO	697	37,560	45,864	54,168	38,244	50,902	59,508	OR	125%	4
Transportation Equipment Operator B	2002	33,663	41,947	50,230	33,663	43,830	53,579	PA	108%	1
Highway Maintenance Operator II	22	41,713	44,188	46,662	41,713	41,718	46,662	RI	103%	1
Trades Specialist III	578	22,182	31,614	41,046	28,895	31,871	41,046	SC	79%	2
No match	0							SD		4
No match	0							TN		2
General Transp Tech III	1169	29,439	37,914	46,388	32,752	39,011	46,388	TX	96%	4
Transportation Technician II	160	29,796	38,514	47,231	31,550	36,651	47,231	UT	90%	4
Transportation Operator II	2028	21,521	39,583	57,644	26,146	37,234	53,051	VA	92%	2
Maintenance Technician 2	497	40,104	44,442	48,780	40,104	48,193	56,580	WA	119%	4
No match	0							WI		3
Transportation Wkr 3 Equipment Opr	371	23,732	32,780	41,828	35,027	40,140	43,534	WV	99%	2
Hwy Maintenance Techn (TNHM05)	273	32,364	40,452	48,540	36,000	37,135	42,512	WY	91%	4
# Incumbents & Averages:	20,384	32,442	40,332	48,163	34,668	40,084	47,557			
Group Weighted Average:						40,600				
Median:						37,185				

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 Operator, Lead/Journey III	113	49,277	53,908	58,539	51,110	66,453	81,296	AK	145%	4
Transportation Maintenance Techn III	213	26,465	35,441	44,417	28,517	37,076	44,417	AL	81%	2
Crew Leader	141	42,380	57,692	73,003	42,380	47,646	58,370	AR	104%	2
Highway Operations Tech 4	85	36,814	51,321	65,828	41,744	43,622	45,151	AZ	95%	4
Caltrans Hwy Mtce Leadworker; Caltrans Landscape Mtce Leadworkr	530	49,128	55,458	61,788	49,128	60,327	61,788	CA	132%	4
Transportation Maintenance II	245	46,800	56,670	66,540	52,452	55,498	58,620	CO	121%	4
Trans Maintenance Crew Leader	93	55,361	63,127	70,892	55,361	63,127	70,892	CT	138%	1
Equip Oper IV (Blanket Starting Salary)	71	38,619	46,129	53,638	38,619	40,215	41,812	DE	88%	1
Hwy Maintenance Tech Coordinator	81	21,693	44,418	67,143	28,981	35,498	48,776	FL	78%	2
Highway Maintenance Foreman 2	112	29,974	41,214	52,454	40,296	41,514	43,786	GA	91%	2
Highway Maintenance Supervisor I	8	52,416	53,490	54,564	52,416	52,685	54,564	HI	115%	4
Equipment Operator Senior	121	38,875	48,111	57,346	40,040	55,759	57,346	IA	122%	3
Transportation Tech, Ops (TTO)	225	37,723	48,335	58,947	39,790	40,719	51,646	ID	89%	4
Highway Technician 1	419	37,414	48,139	58,864	37,414	39,644	51,212	IN	87%	3
Equipment Operator Specialist	109	32,760	38,355	43,950	33,579	40,006	48,362	KS	88%	3
Highway Equipment Operator IV	312	34,800			36,557	42,010	52,370	KY	92%	2
Highway Foreman 2	83	38,854	54,267	69,680	38,854	47,798	63,794	LA	105%	2
Highway Maintenance Forman III	69	50,152	58,874	67,595	50,152	64,826	75,222	MA	142%	1
Facility Maintenance Tech IV	204	34,390	44,288	54,186	41,855	46,688	54,186	MD	102%	1
Transportation Crew Leader	111	32,926	38,210	43,493	32,926	40,980	44,678	ME	90%	1
Transp Maintenance Worker 9	81	42,515	48,578	54,641	51,105	54,250	54,641	MI	119%	3
Transportation Generalist Senior	437	42,929	50,467	58,004	44,767	56,292	64,665	MN	123%	3
Maintenance Crew Leader	413	36,576	43,188	49,800	36,576	38,755	47,820	MO	85%	3
DOT—Maintenance Technician IV	78	30,058	41,331	52,603	30,059	32,260	38,198	MS	71%	2
Maintenance Crew Leader	19	47,440	47,440	47,440	47,440	47,440	47,440	MT	104%	4
Transportation Worker III	296	30,280	37,850	45,420	34,307	39,700	60,916	NC	87%	2
Transportation Technician III	43	35,124	46,836	58,548	47,964	54,257	57,972	ND	119%	4
Highway Maintenance Crew Chief	123	29,018	38,168	47,318	33,170	39,155	49,687	NE	86%	4
Highway Patrol Foreman	94	38,584	44,866	51,147	38,584	48,480	51,147	NH	106%	1
Highway Operations Tech (HOT) 2	99	36,932	44,330	51,728	48,440	51,728	51,811	NJ	113%	1
Hwy Maintenance Wkr—Advanced	268	26,229	35,943	45,656	36,080	37,072	46,890	NM	81%	4
Highway Maintenance Worker 4	78	42,094	51,991	61,888	42,094		61,888	NV		4
Highway Technician 3M	262	38,625	42,193	45,760	40,768	47,557	49,628	OH	104%	3
Transportation Equipment Operator IV	92	25,128	35,598	46,068	40,155	44,127	44,171	OK	97%	4
Transp Maintenance Coordinator 2, OAO	34	42,780	52,524	62,268	54,168	60,800	62,268	OR	133%	4
Highway Foreman 3	101	43,012	54,201	65,389	43,951	57,374	66,765	PA	125%	1
Highway Field Operations Supervisor	19	45,486	49,372	53,258	47,634	52,319	53,258	RI	114%	1
Trades Specialist IV (SHMF)	268	26,988	38,460	49,932	33,448	38,436	49,932	SC	84%	2
Lead Highway Maintenance Worker	82	34,548	47,216	59,883	36,296	41,989	48,027	SD	92%	4
TDOT Operations Technician Senior	151	33,228	43,200	53,172	39,876	41,994	48,288	TN	92%	2
Gen Transportation Specialist I	633	32,926	42,486	52,045	34,212	43,701	52,045	TX	96%	4
Transportation Technician III	181	34,139	44,130	54,121	39,087	46,894	54,121	UT	103%	4
Transportation Operator III	247	25,718	46,201	66,683	32,843	43,265	55,427	VA	95%	2
Maintenance Technician 3	100	44,208	49,026	53,844	46,452	54,404	62,436	WA	119%	4
No match	0							WI		3
Transportation Worker 3 Crew Chief	302	27,732	39,522	51,312	41,828	44,003	49,150	WV	96%	2
Highway Maintenance Spec II (TNHM07)	69	41,448	51,816	62,184	36,947	48,155	50,452	WY	105%	4
# Incumbents & Averages:	7,915	37,404	46,764	56,066	41,096	47,256	54,072			
Group Weighted Average:						45,718				
Median:						46,688				

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

Typically requires graduation from high school or G.E.D. plus experience equal to five 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 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			
Equipment Operator Foreman II	6	54,873	60,011	65,150	73,437	78,507	83,090	AK	137%	4
Transp Maintenance Superintendent	69	33,902	45,294	56,686	33,902	49,869	56,686	AL	87%	2
Area Maintenance Supervisor	84	55,068	72,041	89,013	55,068	61,509	70,148	AR	107%	2
Highway Ops Tech Supervisor	63	43,240	60,354	77,469	58,826	58,868	61,424	AZ	103%	4
Caltrans Mtce Area Superintendent	234	54,600	68,118	81,636	62,340	75,788	81,636	CA	132%	4
Caltrans Bridge Mtce Supervisor	99	50,316	60,924	71,532	60,960	65,119	69,972	CO	114%	4
Transportation Maintenance III	44	65,228	75,238	85,247	65,228	75,238	85,247	CT	131%	1
M1(4). Highway Maintenance Supervisor (4th in series)	22	41,322	53,513	65,704	47,307	48,964	50,621	DE	85%	1
Maintenance Area Supervisor I & II	107	25,774	50,517	75,259	36,436	41,920	52,258	FL	73%	2
Hwy Maint Supervisor I—SES; Hwy Maint Supervisor II—SES; Hwy Maint Supervisor III—SES	18	32,971	45,335	57,699	42,270	45,446	52,661	GA	79%	2
Highway Maint. Superintendent	3	58,092	75,564	93,036	65,376	74,824	79,548	HI	131%	4
Construction & Maintenance Superintendent VI	48	42,245	54,132	66,019	48,214	51,439	64,085	ID	90%	4
Principal Transp Tech, Maintenance	127	41,158	53,729	66,300	41,158	44,258	57,838	IN	77%	3
Maintenance Operations Sup 3	164	36,171	42,328	48,485	38,002	46,993	62,958	KS	82%	3
Highway Maintenance Supervisor	114	39,600			45,024	48,160	64,869	KY	84%	2
Hwy Technician Superintendent II	61	41,579	58,074	74,568	41,579	49,497	65,832	LA	86%	2
Parish Hwy Maint. Superintendent	19	52,658	61,755	70,852	54,138	71,724	77,971	MA	125%	1
Highway Maintenance Forman IV	15	44,017	57,141	70,265	55,931	63,754	68,939	MD	111%	1
Facility Maintenance Supervisor II	33	44,574	52,790	61,006	46,738	59,229	75,067	ME	103%	1
Transportation Operation Manager	39	48,089	64,896	81,702	50,897	67,784	81,702	MI	118%	3
Transp Maintenance Supervisor 11/13	19	57,769	72,326	86,882	64,665	81,495	86,882	MN	142%	3
Transp Operations Supervisor 3	42	50,748	60,240	69,732	50,748	53,544	61,128	MO	93%	3
Maintenance Superintendent	123	39,399	54,174	68,949	39,399	42,344	48,815	MS	74%	2
DOT—Maintenance Superintendent II	15	60,959	60,959	60,959	60,959	60,959	60,959	MT	106%	4
Maintenance Section Person C	201	42,780	55,614	68,448	43,636	58,581	67,040	NC	102%	2
Transportation Supervisor II	72	51,120	68,160	85,200	56,160	64,990	72,624	ND	113%	4
Transportation Services Supervisor II	90	39,250	49,062	58,874	41,211	46,834	58,874	NE	82%	4
Highway Maintenance Supervisor	14	45,302	53,102	60,902	55,515	59,792	60,902	NH	104%	1
Maintenance Supervisor	61	49,010	59,106	69,202	60,228	67,583	69,202	NJ	118%	1
Crew Supervisor, Highway Ops	105	28,766	39,406	50,045	38,815	42,271	52,478	NM	74%	4
Highway Maintenance Wkr—Supervisor	17	49,778	61,868	73,957	56,689		73,957	NV		4
Highway Maintenance Supervisor 2	44	44,158	49,410	54,662	45,489	53,684	59,072	OH	94%	3
Transportation Manager 1	101	33,440	47,374	61,307	52,381	54,948	55,000	OK	96%	4
Transportation Superintendent II	66	54,816	67,848	80,880	54,816	76,765	85,992	OR	134%	4
Principal Executive/Manager C, MMS	36	64,020	80,617	97,213	65,389	81,013	97,213	PA	141%	1
Highway Maintenance Manager	12	57,486	61,248	65,009	57,486	64,382	65,009	RI	112%	1
Highway Maint Field Superintendent	38	32,838	46,799	60,760	40,668	48,171	60,617	SC	84%	2
Trades Specialist V (RMF)	25	42,203	57,699	73,195	50,232	54,058	63,481	SD	94%	4
Highway Maintenance Supervisor	53	42,396	55,128	67,860	50,880	54,524	59,688	TN	95%	2
TDOT Operations Technician Supervisor	64	48,278	63,616	78,953	59,148	69,186	78,953	TX	121%	4
Maint Section Supervisor	89	39,066	52,242	65,417	45,978	56,176	65,417	UT	98%	4
Roadway Operations Manager I	208	33,598	58,624	83,649	49,602	60,559	73,013	VA	106%	2
Transpor Operations Manager II	78	50,004	58,620	67,236	57,984	67,874	77,988	WA	118%	4
Maintenance Supervisor	0							WI		3
No Match	53	35,028	49,920	64,812	46,657	56,603	66,884	WV	99%	2
Highway Administrator 2	19	59,172	73,968	88,764	66,000	68,482	69,887	WY	120%	4
Hwy Maintenance Supv II (TNHM11)										
# Incumbents & Averages:	3,014	45,708	58,384	70,920	51,857	59,630	67,858			
Group Weighted Average:						57,283				
Median:						59,048				

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			
Mechanic, Automotive, Sub-Journey	2	38,610	42,237	45,864	40,346	42,939	45,533	AK	96%	4
Equipment Mechanic	55	27,806	35,573	43,339	27,806	34,345	43,339	AL	76%	2
Mechanic	97	35,594	49,239	62,883	35,594	39,278	44,434	AR	87%	2
Equipment Repair Tech	63	29,008	40,524	52,040	39,126	39,436	44,478	AZ	88%	4
Caltrans Heavy Equipment Mechanic	306	56,508	60,822	65,136	56,508	63,174	65,136	CA	141%	4
Equipment Mechanic II	7	43,536	52,716	61,896	50,124	51,269	55,140	CO	114%	4
Qualified Craft Worker (Auto & Mech Equipment)	54	50,326	57,609	64,892	50,326	57,609	64,892	CT	128%	1
Equipment Mechanic I, II, III	19	31,525	37,654	43,783	31,525	31,802	32,079	DE	71%	1
Automotive Equipment Mechanic I	2	17,160	33,037	48,913	31,211	32,584	33,956	FL	73%	2
Mechanic 1	13	22,520	30,402	38,283	28,000	28,326	29,416	GA	63%	2
Heavy Vehicle/Cons Equip Mechanic I	8	57,948	57,948	57,948	57,948	57,948	57,948	HI	129%	4
Mechanic	37	33,463	42,877	52,291	33,467	39,181	50,086	ID	87%	4
Equipment Mechanic 2	148	35,126	45,344	55,562	35,126	37,268	50,553	IN	83%	3
Equipment Mechanic	58	31,262	36,566	41,870	26,333	36,085	49,451	KS	80%	3
Transp Automobile/Truck Tech III	21	32,400			35,720	42,366	46,773	KY	94%	2
Mechanic 2	8	29,640	41,403	53,165	29,640	34,603	46,675	LA	77%	2
Motor Equipment Mechanic II	2	43,424	50,663	57,901	48,510	56,716	64,922	MA	126%	1
Heavy Equip Maintenance Tech II	27	32,364	41,591	50,818	32,364	39,086	45,507	MD	87%	1
Field Heavy Vehicle & Equip Tech	37	32,240	37,461	42,682	36,400	41,388	42,682	ME	92%	1
Heavy Equipment Mechanic 9/E10	50	42,515	50,596	58,676	42,515	56,661	58,676	MI	126%	3
Heavy Equipment Mechanic	115	52,200	56,324	60,448	52,200	59,445	60,448	MN	132%	3
Intermediate Equipment Technician	17	36,576	43,188	49,800	36,576	37,160	38,556	MO	83%	3
DOT—Equipment Repairer I	23	25,811	35,491	45,170	25,811	27,031	29,526	MS	60%	2
Mechanic/Machinist	61	47,440	47,440	47,440	47,440	47,440	47,440	MT	106%	4
Vehicle & Equipment Repair Tech I	78	30,280	37,850	45,420	32,352	36,277	48,438	NC	81%	2
Fleet & Equipment Technician I	2	31,908	42,540	53,172	40,716	44,328	47,940	ND	99%	4
Automotive/Diesel Mechanic	92	38,118	45,477	52,836	38,118	39,553	47,769	NE	88%	4
Welder Mechanic I	10	35,589	41,351	47,112	35,589	41,431	47,112	NH	92%	1
Automotive Mechanic	90	44,016	53,019	62,022	44,016	58,487	62,022	NJ	130%	1
Bus & Truck Mechanic & Diesel Engine Specialist-Operational	27	21,295	29,087	36,878	29,148	31,798	33,408	NM	71%	4
Highway Equipment Mechanic 1	49	45,811	56,763	67,714	45,811		67,714	NV		4
Automotive Mechanic 2	81	37,044	39,644	42,244	37,044	42,489	45,947	OH	95%	3
Fleet Specialist III	29	25,128	35,598	46,068	37,143	38,936	39,000	OK	87%	4
Heavy Equipment Technician 1, OAO	36	56,052	61,812	67,572	52,404	65,134	73,992	OR	145%	4
Diesel and Construction Equip Mech	394	37,986	47,610	57,233	37,986	43,271	57,233	PA	96%	1
Diesel Heavy Equipment Mechanic	8	44,093	47,068	50,043	44,093	45,842	47,920	RI	102%	1
Mechanic II	23	22,182	31,614	41,046	27,875	30,865	38,347	SC	69%	2
Equipment Mechanic	2	29,993	39,457	48,921	35,900	36,410	36,920	SD	81%	4
TDOT Mechanic	110	28,716	37,320	45,924	34,464	35,349	44,916	TN	79%	2
Equip Mechanic II	21	31,144	40,139	49,134	33,802	42,649	49,109	TX	95%	4
Journey Auto Worker	44	33,220	40,883	48,546	34,243	39,541	46,479	UT	88%	4
Equipment Serv Repair Tech I	144	25,718	46,201	66,683	34,456	45,246	55,329	VA	101%	2
Equipment Technician 3	99	48,780	52,680	56,580	48,780	57,719	65,580	WA	129%	4
No match	0							WI		3
Transportation Worker 2 Mechanic	54	21,944	30,410	38,875	26,645	31,195	35,110	WV	69%	2
Heavy Mechanic (TDHM06)	48	35,544	44,424	53,304	39,537	42,808	50,735	WY	95%	4
# Incumbents & Averages:	2,671	35,768	43,810	51,776	38,239	42,783	48,637			
Group Weighted Average:						44,916				
Median:						40,470				

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			
Mechanic, Automotive, Advanced Journey/Lead	108	46,020	50,359	54,698	46,020	58,032	74,022	AK	121%	4
Equipment Mechanic, Senior	40	29,954	38,856	47,758	29,954	41,013	45,502	AL	86%	2
No match	0							AR		2
Equipment Repair Lead Tech	17	31,110	43,437	55,763	40,477	43,443	48,499	AZ	91%	4
Caltrans Heavy Equip Mech Lead Wkr	42	62,040	66,762	71,484	65,148	70,115	71,484	CA	146%	4
Equipment Mechanic III	89	50,316	60,924	71,532	56,964	61,528	65,664	CO	129%	4
Transp Maint Crew Leader (Auto)	12	55,361	63,127	70,892	55,361	63,127	70,892	CT	132%	1
Equip Mech IV (Blanket Starting Salary)	39	38,619	46,129	53,638	33,729	38,923	44,117	DE	81%	1
Automotive Equipment Mechanic II	63	21,693	44,418	67,143	34,201	37,272	48,179	FL	78%	2
Mechanic Foreman	3	29,974	41,364	52,754	34,557	35,843	36,749	GA	75%	2
Heavy Vehicle/Cons Equip Mechanic II	1	61,488	61,488	61,488	61,488	61,488	61,488	HI	128%	4
No match	0							IA		3
No match	0							ID		4
Highway Mechanic Sup 4	32	42,744	54,522	66,300	42,744	45,115	52,631	IN	94%	3
Equipment Mechanic Senior	4	34,445	40,269	46,093	38,896	42,276	48,485	KS	88%	3
Transp Automobile/Truck Technician IV	18	37,200			43,301	45,079	51,112	KY	94%	2
Mechanic 4	16	33,946	47,404	60,861	37,461	44,296	59,176	LA	93%	2
Motor Equipment Mechanic III	44	45,831	53,380	60,928	54,009	64,298	70,181	MA	134%	1
Heavy Equip Maintenance Tech III	102	34,390	44,288	54,186	34,390	44,063	53,175	MD	92%	1
Heavy Vehicle & Equipment Technician	21	35,027	38,033	41,038	31,158	38,942	41,038	ME	81%	1
Heavy Equipment Mechanic 11	9	46,363	55,359	64,355	61,214	64,006	64,355	MI	134%	3
Heavy Equipment Field Mechanic	39	53,682	57,911	62,139	60,448	62,097	62,139	MN	130%	3
Senior Equipment Technician	132	40,668	48,180	55,692	40,668	43,542	52,656	MO	91%	3
DOT—Equipment Repairer II	30	29,590	40,687	51,783	29,590	31,411	34,390	MS	66%	2
Working Shop Foreman	13	48,409	48,409	48,409	48,409	48,409	48,409	MT	101%	4
Vehicle & Equip Repair Technician III	89	39,611	51,495	63,378	46,225	51,612	66,001	NC	108%	2
Fleet & Equipment Technician III	25	38,772	51,696	64,620	45,636	51,331	58,308	ND	107%	4
Automotive/Diesel Mechanic Lead	6	40,978	48,889	56,799	40,978	43,848	50,168	NE	92%	4
Welder Mechanic II	1	37,086	43,108	49,130	49,130	49,130	49,130	NH	103%	1
Asst Crew Supervisor, Mechanics	14	46,873	56,489	66,104	63,966	65,799	66,104	NJ	137%	1
Bus & Truck Mechanic & Diesel Engine Specailist—Advanced	35	23,525	32,220	40,914	32,338	37,070	41,865	NM	77%	4
Highway Equipment Mechanic 2	18	47,711	59,226	70,741	47,711		70,741	NV		4
Automotive Technician	175	40,768	45,427	50,086	40,768	50,009	54,163	OH	104%	3
Fleet Specialist IV	9	27,827	39,422	51,017	46,000	46,000	46,000	OK	96%	4
Heavy Equipment Technician 2, OAO	40	62,268	68,814	75,360	62,268	73,932	75,360	OR	154%	4
No match	0							PA		1
Supervisor Fleet Maintenance (DOT)	1	47,634	51,525	55,416	55,416	55,416	55,416	RI	116%	1
Mechanic III	145	26,988	38,460	49,932	32,955	36,395	46,366	SC	76%	2
Equipment Technician	29	34,548	47,216	59,883	39,520	43,070	43,408	SD	90%	4
TDOT Mechanic Senior	24	34,896	45,360	55,824	41,880	42,324	44,808	TN	88%	2
Equip Mechanic IV	131	34,918	45,024	55,130	39,818	47,535	52,885	TX	99%	4
Lead Auto Worker	11	35,078	43,169	51,260	38,190	44,080	49,987	UT	92%	4
Equipment Serv Repair Tech II	68	33,598	58,624	83,649	37,902	49,365	57,138	VA	103%	2
Equipment Tech Lead	43	52,536	56,730	60,924	57,984	61,460	70,620	WA	128%	4
No match	0							WI		3
Transportation Worker 3 Mechanic	191	23,732	32,780	41,828	37,419	39,733	43,950	WV	83%	2
Senior Heavy Mechanic (TDHM07)	21	38,568	48,216	57,864	47,986	52,476	57,864	WY	110%	4
# Incumbents & Averages:	1,950	39,923	49,005	58,019	44,864	49,388	54,872			
Group Weighted Average:						47,868				
Median:						46,000				

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			
Mechanic, Automotive, Foreman I	2	49,277	53,908	58,539	60,743	61,484	62,225	AK	110%	4
Equipment Repair Supervisor	11	33,086	43,541	53,995	42,266	47,324	50,119	AL	85%	2
Shop Supervisor	11	50,466	67,079	83,692	50,466	55,694	59,176	AR	100%	2
Equipment Shop Supervisor	15	33,435	46,624	59,812	49,574	51,375	56,130	AZ	92%	4
Caltrans Highway Mechanic Supervisor	48	63,420	69,246	75,072	66,072	73,971	75,072	CA	132%	4
Equipment Mechanic IV	7	54,084	65,496	76,908	64,980	65,650	67,320	CO	117%	4
Transportation Garage Supervisor	10	59,587	68,758	77,928	59,587	68,758	77,928	CT	123%	1
Highway Equipment Superintendent	4	50,621	60,464	70,306	50,621	50,621	50,621	DE	91%	1
Automotive/Marine Equip Repair Spvr	22	25,774	50,517	75,259	43,730	47,393	54,503	FL	85%	2
Mechanic Shop Supervisor	8	40,983	56,352	71,720	35,594	38,655	48,828	GA	69%	2
Automotive Mechanic Supervisor II	2	67,980	69,360	70,740	67,980	67,980	67,980	HI	122%	4
No match	0							IA		3
Shop Superintendent	6	42,245	54,132	66,019	45,240	50,447	56,347	ID	90%	4
Program Director E7	6	41,574	57,018	72,462	45,442	55,530	61,249	IN	99%	3
Equipment Mechanic Specialist	22	36,171	42,328	48,485	37,992	43,337	51,942	KS	78%	3
Transp Automobile/Truck Tech V	9	39,600			45,024	47,568	57,920	KY	85%	2
Mechanic Supervisor A	9	36,317	50,721	65,125	39,333	44,526	50,856	LA	80%	2
Motor Equipment Mechanic IV	14	47,855	55,968	64,080	61,602	68,409	77,971	MA	122%	1
Heavy Equipment Maintenance Spvr I	39	38,880	50,286	61,691	41,774	52,142	61,691	MD	93%	1
Transportation Crew Supervisor	69	39,936	47,164	54,392	39,936	50,582	54,392	ME	90%	1
Heavy Equip Mechanic Supervisor 12	4	50,627	61,069	71,510	71,510	71,510	71,510	MI	128%	3
No match	0							MN		3
Equipment Technician Supervisor	15	45,288	53,802	62,316	45,288	48,778	51,684	MO	87%	3
DOT—Equip Opr Superintendent	8	35,787	49,207	62,627	35,787	39,023	62,627	MS	70%	2
Shop Superintendents	11	74,543	74,543	74,543	74,543	74,543	74,543	MT	133%	4
Vehicle & Equip Repair Supervisor I	99	42,780	55,614	68,448	46,064	54,799	67,045	NC	98%	2
Fleet & Equip Services Supervisor	8	43,032	57,372	71,712	53,388	64,612	69,876	ND	116%	4
Hwy Mechanic District Supervisor	8	48,312	60,392	72,471	50,727	56,884	59,852	NE	102%	4
Equipment Mechanic Foreman II	8	43,410	50,888	58,365	55,515	58,008	58,365	NH	104%	1
Crew Supervisor Mechanics	16	51,254	61,865	72,476	70,118	72,182	72,476	NJ	129%	1
Bus & Truck Mechanic & Diesel Engine Specailist—Supervisor	10	26,229	35,943	45,656	36,080	40,988	46,990	NM	73%	4
Hwy Equip Mechanic Supervisor 1	11	54,330	67,652	80,973	73,957		80,973	NV		4
Transportation Manager 2	110	48,089	54,090	60,091	50,502	61,937	81,910	OH	111%	3
Fleet Specialist V	9	33,440	47,374	61,307	55,000	55,000	55,000	OK	98%	4
Auto/Heavy Equipment Supervisor, MMS	4	57,528	69,204	80,880	69,936	81,066	92,568	OR	145%	4
Mechanic Supervisor	87	43,012	54,201	65,389	43,012	52,313	65,389	PA	94%	1
Fleet Management Officer (DOT)	2	65,192	69,707	74,222	74,222	74,222	74,222	RI	133%	1
Trades Specialist V (SHOP)	44	32,838	46,799	60,760	40,668	45,886	52,426	SC	82%	2
Equipment Shop Foreman	4	42,203	57,699	73,195	49,233	52,442	56,201	SD	94%	4
TDOT Regional Garage Supervisor	4	42,396	55,128	67,860	50,880	50,880	50,880	TN	91%	2
Equipment Supervisor	21	55,184	72,789	90,393	70,427	77,091	84,847	TX	138%	4
Shop Supervisor	10	36,999	45,560	54,121	43,242	49,303	54,121	UT	88%	4
Equipment Services Repair Manager I	36	33,598	58,624	83,649	49,142	59,834	68,990	VA	107%	2
Equipment Tech Supervisor	15	57,984	62,610	67,236	64,008	68,013	77,988	WA	122%	4
No match	0							WI		3
Highway Equipment Supervisor 1	12	31,164	44,412	57,660	46,230	48,873	50,556	WV	87%	2
Heavy Mech Supervisor II (TDHM09)	15	49,536	61,920	74,304	60,300	62,693	64,542	WY	112%	4
# Incumbents & Averages:	885	45,365	56,684	67,870	52,903	57,263	63,360			
Group Weighted Average:						55,895				
Median:						55,000				

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			
No match	0							AK		4
No match	0							AL		2
No match	0							AR		2
No match	0							AZ		4
Drawbridge Operator	13	41,820	44,922	48,024	48,024	48,024	48,024	CA	133%	4
No match	0							CO		4
DOT Drawbridge Attendant	25	39,304	44,538	49,771	41,485	45,628	49,771	CT	126%	1
Equipment Operator I	8	27,531	32,885	38,238	25,860		27,531	DE		1
Engring Spec IV (Working Title: Senior Certified Bridge Inspector—Operator	1	33,377	70,926	108,474	59,354	59,354	59,354	FL	164%	2
No match	0							GA		2
No match	0							HI		4
No match	0							IA		3
No match	0							ID		4
No match	0							IN		3
No match	0							KS		3
No match	0							KY		2
Bridge Operator 2	162	25,896	36,171	46,446	25,896	29,863	45,136	LA	82%	2
Bridge Operator II	3	39,556	45,682	51,807	51,807	51,807	51,807	MA	143%	1
No match	0							MD		1
Bridge Operator	8	22,568	25,698	28,829	22,568	26,255	28,829	ME	72%	1
Bridge Operator E8	1	38,792	43,846	48,900	42,328	42,328	42,328	MI	117%	3
No match	0							MN		3
No match	0							MO		3
DOT—Bridge Tender Sr.	5	18,973	26,088	33,203	18,973	20,073	21,473	MS	55%	2
No match	0							MT		4
Bridge Operator	11	25,486	31,858	38,229	31,200	31,200	31,200	NC	86%	2
No match	0							ND		4
No match	0							NE		4
Lift Bridge Worker III	8	34,278	39,790	45,302	39,957	43,900	45,302	NH	121%	1
Bridge Operator	52	38,576	46,340	54,104	38,576	50,864	54,104	NJ	140%	1
No match	0							NM		4
No match	0							NV		4
No match	0							OH		3
No match	0							OK		4
Transp Maintenance Spec 2, OAO	11	37,560	45,864	54,168	42,780	51,179	54,168	OR	141%	4
No match	0							PA		1
No match	0							RI		1
No match	0							SC		2
No match	0							SD		4
No match	0							TN		2
Bridge Tender	4	29,439	37,914	46,388	32,400	35,567	39,351	TX	98%	4
No match	0							UT		4
No match	0							VA		2
Bridge Tender	12	34,860	38,460	42,060	40,104	43,340	44,208	WA	120%	4
No match	0							WI		3
No match	0							WV		2
No match	0							WY		4
# Incumbents & Averages:	324	32,534	40,732	48,930	37,421	41,384	42,839			
Group Weighted Average:						36,219				
Median:						43,620				

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			
Commercial Veh Enforcement Officer II	15	46,320	51,828	57,336	46,320	52,326	70,032	AK	113%	4
No match	0							AL		2
Law Enforcement Officer*	73	38,844	53,302	67,759	41,990	48,353	52,910	AR	105%	2
ECD Full Authority	89	36,814	51,321	65,828	42,954	50,630	53,094	AZ	109%	4
No match	0							CA		4
No match	0							CO		4
No match	0							CT		1
No match	0							DE		1
Weight Inspector I	63	19,902	39,008	58,114	26,283	29,868	35,624	FL	65%	2
No match	0							GA		2
Motor Carrier Safety Officer III	5	42,480	55,212	67,944	45,900	53,213	67,944	HI	115%	4
Motor Vehicle Officer	55	47,179	56,620	66,061	44,179	57,827	66,061	IA	125%	3
Port-of-Entry Inspector	50	33,463	42,877	52,291	33,467	40,880	50,752	ID	88%	4
No match	0							IN		3
No match	0							KS		3
No match	0							KY		2
No match	0							LA		2
No match	0							MA		1
MDTA Motor Carrier Inspector II	19	34,390	44,288	54,186	35,629	42,477	51,209	MD	92%	1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
No Match	0							MO		3
DOT—Enforcement Officer I	17	35,029	48,165	61,301	35,029	37,087	38,329	MS	80%	2
Motor Vehicle Safety Inspector Officer II	4	44,592	44,592	44,592	44,592	44,592	44,592	MT	96%	4
No match	0							NC		2
No match	0							ND		4
No match	0							NE		4
No match	0							NH		1
No match	0							NJ		1
No match	0							NM		4
No match	0							NV		4
No match	0							OH		3
No match	0							OK		4
Motor Carrier Enforcement Offr 1, OAO	57	37,560	45,864	54,168	36,612	48,135	54,168	OR	104%	4
No match	0							PA		1
No match	0							RI		1
No match	0							SC		2
Motor Carrier Inspector	27	33,196	43,680	54,163	34,680	36,741	40,580	SD	79%	4
No match	0							TN		2
No match	0							TX		4
Motor Carrier Specialist II	7	31,487	40,017	48,546	31,821	35,505	43,368	UT	77%	4
No match	0							VA		2
No match	0							WA		4
State Patrol Inspector	90	43,680	55,380	67,080	45,760	57,574	66,123	WI	124%	3
No match	0							WV		2
Port of Entry Assistant I (PSPE04)	41	29,004	36,252	43,500	32,011	32,400	34,001	WY	70%	4
# Incumbents & Averages:	612	36,929	47,227	57,525	38,482	44,507	51,252			
Group Weighted Average:						46,247				
Median:						44,592				

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			
Motor Vehicle Customer Services Rep II	0							AK		4
No match	0							AL		2
Office Manager—AHP Permit	1	55,068	72,041	89,013	63,050	63,050	63,050	AR	175%	2
No match	0							AZ		4
No match	0							CA		4
No match	0							CO		4
License & Application Analyst	6	58,640	66,465	74,289	58,640	66,465	74,289	CT	185%	1
No match	0							DE		1
Administrative Weight Inspector	24	25,774	50,517	75,259	30,016	33,239	37,060	FL	92%	2
No match	0							GA		2
Motor Carrier Safety Officer IV	2	45,900	59,742	73,584	51,648	51,648	51,648	HI	143%	4
No match	0							IA		3
Technical Records Specialist 2	7	33,463	42,877	52,291	33,467	35,696	39,229	ID	99%	4
No match	0							IN		3
No match	0							KS		3
No match	0							KY		2
Transportation Permits Specialist 3	9	24,211	35,880	47,549	38,355	41,926	47,549	LA	116%	2
Customer Service Rep III, RMV	41	43,341	51,839	60,336	43,341	53,232	60,336	MA	148%	1
Customer Agent III	226	34,390	44,288	54,186	35,629	43,347	54,186	MD	120%	1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
Senior Motor Carrier Agent	16	34,680	40,824	46,968	34,680	37,274	44,484	MO	104%	3
DOT—Enforcement Officer III	19	38,260	52,923	67,585	38,620	40,094	42,183	MS	111%	2
Motor Vehicle Safety Inspector Corporal	24	46,717	46,717	46,717	46,717	46,717	46,717	MT	130%	4
No match	0							NC		2
Licensing Spec II (Motor Carrier Section)	3	29,124	38,832	48,540	38,244	41,428	43,560	ND	115%	4
Staff Assistant I	3	30,534	37,176	43,817	30,534	31,593	33,711	NE	88%	4
No match	0							NH		1
No match	0							NJ		1
No match	0							NM		4
No match	0							NV		4
Permit Technician 2	14	42,244	48,599	54,953	43,867	53,406	59,176	OH	148%	3
No match	0							OK		4
Motor Carrier Enforcement Off 2, OAO	13	40,908	50,154	59,400	42,780	55,386	69,384	OR	154%	4
No match	0							PA		1
No match	0							RI		1
Program Manager I	1	48,622	69,289	89,956	69,237	69,237	69,237	SC	192%	2
Motor Carrier Inspector Specialist	7	34,548	47,216	59,883	38,750	39,469	42,619	SD	110%	4
Admin Services Assistant 3	1	33,228	43,200	53,172	40,512	40,512	40,512	TN	113%	2
No match	0							TX		4
Motor Carrier Specialist IV	1	39,066	49,684	60,301	55,061	55,061	55,061	UT	153%	4
No match	0							VA		2
Transportation Planning Tech 2	11	42,060	49,320	56,580	50,004	55,301	58,656	WA	154%	4
Transportation Customer Rep Advanced	4	38,252	48,383	58,513	38,272	39,769	41,995	WI	110%	3
Customer Service Representative	324	20,472	29,178	37,884	20,472	24,172	32,164	WV	67%	2
Port of Entry Specialist (PSPE06)	8	35,544	44,424	53,304	42,396	45,094	48,530	WY	125%	4
# Incumbents & Averages:	765	38,045	48,677	59,308	42,795	46,222	50,232			
Group Weighted Average:						35,995				
Median:						43,347				

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			
Maintenance Specialist, Traffic Control & Electrical Systems, Journey II/LD	1	52,124	57,018	61,913	61,484	61,484	61,484	AK	135%	1
Traffic Signal Technician	20	27,806	37,211	46,615	29,225	35,970	46,615	AL	79%	1
No match	0							AR		3
Signal/lighting/Electrical Technician 1	17	31,110	43,437	55,763	44,739	44,739	44,739	AZ	98%	2
Caltrans Electrician I	63	55,080	59,274	63,468	55,080	57,901	63,468	CA	127%	2
Electrical Trades II	25	54,084	65,496	76,908	60,780	64,822	68,124	CO	143%	4
Qualified Craft Worker (Electrical)	31	50,326	57,609	64,892	50,326	57,609	64,892	CT	127%	1
Intelligent Transportation System Techs I-IV (Career Ladder)	17							DE		1
Engineering Specialist II	2	33,377	70,926	108,474	34,777	35,477	36,177	FL	78%	2
Traffic Signal Technician 1	8	22,520	30,402	38,283	29,479	30,367	33,772	GA	67%	2
Electronic Traffic Signal Technician	2	67,164	67,164	67,164	67,164	67,164	67,164	HI	148%	4
No match	0							IA		4
Traffic Signal Electrician	3	33,463	42,877	52,291	44,658	48,436	50,752	ID	106%	4
Traffic Signal Tech 2	28	32,552	42,432	52,312	32,552	33,654	38,496	IN	74%	3
Network Service Technician	9	43,950	51,418	58,885	43,950	50,113	57,630	KS	110%	4
Highway Traffic Technician I	7	30,375			31,504	38,711	57,922	KY	85%	2
Electrician	26	29,640	41,403	53,165	29,640	37,216	51,688	LA	82%	3
Electrician II	14	49,599	59,564	69,529	60,342	67,763	69,529	MA	149%	4
ITS Technician II Traffic Operations OPT	11	36,557	49,124	61,691	36,557	41,164	49,734	MD	91%	4
Traffic Control Electrician	3	32,240	37,461	42,682	41,080	42,148	42,682	ME	93%	1
Electrician Master Licensed 11	7	46,363	55,359	64,355	61,214	63,906	64,355	MI	140%	4
No match	0							MN		3
Traffic Signal and Lighting Technician	27	32,928	38,706	44,484	32,928	33,247	35,292	MO	73%	3
DOT—Traffic Signal Technician	3	26,584	36,554	46,523	26,584	28,224	29,243	MS	62%	2
Electronic Repair Technician	11	64,031	64,031	64,031	64,031	64,031	64,031	MT	141%	4
Electronics Technician I	48	32,703	40,879	49,054	34,681	41,976	53,697	NC	92%	2
Highway Traffic Control Specialist II	9	35,124	46,836	58,548	43,656	48,052	52,284	ND	106%	4
No match	0							NE		4
Traffic Signal Technician II	3	32,926	38,168	43,410	32,296	34,264	35,589	NH	75%	1
Micro-Electronic Systems Technician	10	46,017	55,456	64,894	58,601	63,635	64,894	NJ	140%	1
Engineer Technician—III	5	34,070	44,294	54,517	39,567	43,831	50,237	NM	96%	4
No match	0							NV		4
Traffic Signal Technician 1	13	38,625	42,193	45,760	39,624	42,380	47,736	OH	93%	3
No match	0							OK		4
No match	0							OR		4
No match	0							PA		1
No match	0							RI		1
Electronics Technician II	6	26,988	38,460	49,932	34,588	38,819	43,068	SC	85%	2
No match	0							SD		4
No match	0							TN		2
Sign Technician I	8	26,332	33,844	41,355	33,843	36,880	40,480	TX	81%	4
No match	0							UT		4
Electronic Technician I	13	25,718	46,201	66,683	39,696	45,578	55,396	VA	100%	2
Transportation Systems Tech A	2	45,288	50,220	55,152	51,300	52,572	53,844	WA	116%	4
No match	0							WI		3
Electronics Technician 2	9	24,912	35,502	46,092	25,603	35,280	40,092	WV	78%	2
Technical Ops Spec II (TNT007)	13	38,568	48,216	57,864	40,800	44,393	48,405	WY	98%	4
# Incumbents & Averages:	474	38,156	47,742	57,084	42,798	46,418	51,015			
Group Weighted Average:						45,485				
Median:						43,831				

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			
No match	0							AK		4
Service Patrol Operator	24	25,200	32,245	39,290	25,200	31,853	39,290	AL	77%	2
No match	0							AR		2
No match	0							AZ		4
No match	0							CA		4
No match	0							CO		4
No match	0							CT		1
No match	0							DE		1
No match	0							FL		2
Highway Emergency Response Oper 2	57	24,772	34,061	43,350	32,986	39,558	40,958	GA	96%	2
No match	0							HI		4
No match	0							IA		3
Incident Response Technician	2	33,463	42,877	52,291	38,501	38,501	38,501	ID	93%	4
Highway Incident Tech Worker	20	32,552	42,432	52,312	35,126	35,888	39,119	IN	87%	3
No match	0							KS		3
Highway Safety Patrol Officer	18	23,346			24,515	27,573	34,576	KY	67%	2
No match	0							LA		2
MassDOT Emerg Serv Patrol Person I	14	36,611	41,529	46,446	46,466	59,517	63,693	MA	144%	1
Emergency Response Tech Senior	57	34,390	44,288	54,186	34,390	43,097	54,186	MD	104%	1
No match	0							ME		1
No match	0							MI		3
No match	0							MN		3
Motorist Assistance Operator	36	34,680	40,824	46,968	34,680	36,226	42,912	MO	88%	3
No match	0							MS		2
No match	0							MT		4
Transportation Worker II	3	27,780	34,725	41,670	34,203	34,788	35,853	NC	84%	2
No match	0							ND		4
No match	0							NE		4
No match	0							NH		1
Safety Service Patrol Operator	39	38,576	46,340	54,104	42,027	52,571	54,104	NJ	127%	1
Automotic Service Technician and Mechanic—Operational	10	19,261	26,375	33,488	26,475	29,532	32,572	NM	72%	4
No match	0							NV		4
No match	0							OH		3
No match	0							OK		4
OAO	25	39,168	47,946	56,724	42,780	53,900	56,724	OR	131%	4
No match	0							PA		1
No match	0							RI		1
Incident Responder I	37	26,988	38,460	49,932	29,821	32,335	42,830	SC	78%	2
No match	0							SD		4
Highway Response Operator 2	47	28,716	37,320	45,924	37,626	38,546	49,456	TN	93%	2
No match	0							TX		4
Roadway Safety Specialist I	8	31,487	40,685	49,882	32,802	40,061	54,142	UT	97%	4
No match	0							VA		2
Maintenance Tech 2—Incident Response	28	40,104	44,442	48,780	48,780	53,609	56,580	WA	130%	4
No match	0							WI		3
No match	0							WV		2
No match	0							WY		4
# Incumbents & Averages:	425	31,068	39,637	47,690	35,399	40,472	45,969			
Group Weighted Average:						41,250				
Median:						38,524				

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 Coverage	Average Monthly Dollar Amount Paid by DOT	Average Percentage of Premium Paid by DOT
Employee Only	\$643	84%
Employee + Child	\$923	79%
Employee + Children	\$996	78%
Employee + Spouse	\$1,020	78%
Employee + Family	\$1,242	77%

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	28	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
11%	Defined Benefit Plan Only (i.e., pension)
0%	Defined Contribution Plan Only (e.g., 457, 401(k) plan)
89%	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: 95.7%

Average employee contribution of *all* defined benefit plans, including non-contributory plans: 6.3%

Average employee contribution of contributory defined benefit plans only: 14.3%

Percentage of defined contribution plans that are non-matching: 50.0%

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	\$1,432									
Arizona	\$272	84%	\$385	84%	\$671	84%	\$575	84%	\$671	84%
Arkansas	\$403	79%	\$635	75%	\$635	75%	\$748	66%	\$981	66%
California	\$583		\$1,170		\$1,518		\$1,170		\$1,518	
Colorado	\$501		\$932		\$932		\$939		\$1,324	
Connecticut	\$604	85%	\$1,218	75%	\$1,019	84%			\$1,517	77%
Delaware	\$668	96%	\$1,381	96%	\$1,381	96%	\$1,015	96%	\$1,727	96%
Florida	\$643								\$1,529	
Georgia	\$1,022	30%	\$951	30%	\$951	30%	\$878	30%	\$807	30%
Hawaii	\$369	63%	\$894	63%	\$1,136	62%	\$894	63%	\$1,136	62%
Idaho	\$1,032	95%	\$969	89%	\$92	81%	\$923	85%	\$839	77%
Indiana	\$461	92%							\$1,467	92%
Iowa	\$672	94%	\$1,518	91%	\$1,518	91%	\$1,518	91%	\$1,518	91%
Kansas	\$566	88%	\$829	65%	\$829	65%	\$829	77%	\$829	51%
Kentucky	\$620	93%	\$772	87%	\$772	78%	\$949	76%	\$1,052	76%
Louisiana	\$507	75%	\$581		\$581		\$886		\$926	
Maine		85%		60%		60%		60%		60%
Maryland	\$408	80%	\$734	80%	\$1,020	80%	\$734	80%	\$1,020	80%
Massachusetts		75%								75%
Michigan	\$544	80%	\$957	80%	\$957	80%	\$1,283	80%	\$1,501	80%
Minnesota	\$631		\$1,225	90%	\$1,225	90%	\$1,225	90%	\$1,225	90%
Mississippi	\$376	95%	\$531	67%	\$688	52%	\$819	43%	\$1,023	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	\$576	79%	\$1,182	79%	\$1,182	79%	\$1,527	79%	\$2,046	79%
Nevada	\$741		\$741		\$741		\$741		\$741	
New Hampshire	\$737		\$1,473		\$2,357		\$1,473		\$2,357	
New Jersey	\$320		\$595				\$640		\$916	
New Mexico	\$409	80%	\$737	80%	\$737	80%	\$921	80%	\$1,208	80%
North Carolina	\$479		\$479		\$479		\$479		\$479	
North Dakota	\$1,241								\$1,241	
Ohio	\$604	85%	\$1,659	85%	\$1,659	85%	\$1,659	84%	\$1,659	84%
Oklahoma	\$641		\$871		\$1,015		\$1,313		\$1,678	
Oregon	\$661	95%	\$1,133	95%	\$1,133	95%	\$1,346	95%	\$1,812	95%
Pennsylvania	\$1,053	89%	\$1,053	89%	\$1,053	89%	\$1,053	89%	\$1,053	89%
Rhode Island										80%
South Carolina	\$375	79%	\$575	80%	\$575	80%	\$743	75%	\$930	75%
South Dakota	\$706	100%	\$706		\$706		\$706		\$706	
Tennessee	\$599	80%	\$898	80%	\$898	80%	\$1,258	80%	\$1,557	80%
Texas	\$622	100%	\$860	78%	\$860	78%	\$978	73%	\$1,217	67%
Utah	\$518	92%	\$1,069	92%	\$1,427	92%	\$1,069	92%	\$1,427	92%
Virginia	\$687	86%	\$1,229	84%	\$1,802	85%	\$1,229	84%	\$1,802	85%
Washington	\$830		\$830		\$830		\$830		\$830	
West Virginia	\$288		\$402		\$402		\$769		\$769	
Wisconsin		88%								87%
Wyoming	\$833	85%	\$1,267	85%	\$1,267	85%	\$1,660	85%	\$1,900	85%
Average	\$643	84%	\$923	79%	\$996	78%	\$1,020	78%	\$1,242	77%

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	24	27	30	33	33	34.5	13
California	17	17	21	21	22	23	24	11
Colorado	22	22	25	28	31	31	31	10
Connecticut	30	30	33	33	33	38	38	12
Delaware	15	15	15	18	21	21	21	10
Florida	27	27	30	34	34	34	34	9
Georgia	30	30	33	36	36	36	36	12
Hawaii	42	42	42	42	42	42	42	13
Idaho	24	25	25	28	31	33	33	10
Indiana	24	24	27	29	29	32	32	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	12	15	18	21	24	24	24	9
Maine	24	24	27	30	33	36	36	12
Maryland	32	32	32	42	42	47	47	11
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	3
New Jersey	30	30	33	33	38	43	43	12
New Mexico	23	25	25	28	33	33	33	10
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	33	35	35	40	40	11
Oregon	27	27	31	34	38	42	45	10
Pennsylvania	22	30	30	30	35	35	41	11
Rhode Island	29	29	34	37	39	45	47	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	24	26	27	29	32	35	38	10
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	28	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	Defined Contribution Plan
Alabama	Both	6.00%	No
Alaska	Both	6.75%	Yes
Arizona	Both	11.64%	Yes
Arkansas	Defined Benefit	6.00%	No
California	Defined Benefit		Yes
Colorado	Both	8.00%	Yes
Connecticut	Both	2.00%	No
Delaware	Both		
Florida	Both	3.00%	No
Georgia	Both	1.25%	Yes
Hawaii	Both	7.80%	No
Idaho	Both	6.79%	No
Indiana	Both	0.00%	Yes
Iowa	Both	6.29%	Yes
Kansas	Both	6.00%	Yes
Kentucky	Both	6.00%	Yes
Louisiana	Defined Benefit	8.00%	No
Maine	Both	7.65%	No
Maryland	Both	7.00%	No
Massachusetts	Both	11.00%	No
Michigan	Both	4.00%	Yes
Minnesota	Both	5.00%	Yes
Mississippi	Defined Benefit	9.00%	No
Missouri	Both	0.00%	No
Montana	Both	7.90%	Yes
Nebraska	Both	4.80%	Yes
Nevada	Defined Benefit	28.00%	No
New Hampshire	Both	7.00%	Yes
New Jersey	Both	7.50%	No
New Mexico	Both	8.90%	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	6.25%	No
Rhode Island	Both	3.75%	Yes
South Carolina	Both	9.00%	Yes
South Dakota	Both	6.00%	No
Tennessee	Both	0.00%	Yes
Texas	Both	9.50%	No
Utah	Both	0.00%	Yes
Virginia	Both	5.00%	Yes
Washington	Both	7.38%	Yes
West Virginia	Both	6.00%	No
Wisconsin	Both	6.80%	No
Wyoming	Both	2.93%	Yes
Average		6.32%	



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