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Executive Summary of the American Association of State Highway and Transportation Officials
(AASHTO) Salary Survey

The attached American Associate of State Highway and Transportation Officials (AASHTO) 2023/2024 Salary Survey is a comprehensive overview of state DOT salaries across the United States. This survey was published in September 2024, so it is the most recent version of the survey available. It is an “apples-to-apples” comparison which accounts for benefits as well as gross pay (i.e., it analyzes “weighted” averages). According to the survey, the annual weighted average salary of DOT workers in the New England states are as follows (it should be noted that Rhode Island did not participate in this survey):

- Massachusetts \$95,073
- Connecticut \$84,651
- Vermont \$69,699
- Maine \$59,466
- New Hampshire \$57,172

According to the survey, New Hampshire Department of Transportation employees are some of the lowest paid staff in the country. *Another way to put it would be to say that NHDOT pay is roughly on par with the poorest states in the deep South despite a much higher cost of living.* For instance, NHDOT is comparable in pay to Alabama where the median home price is \$282,700 (41st in the U.S. according to Zillow), while NH median price in 2025 is \$565,650 (9th highest in the nation). New Hampshire has the tenth highest overall cost of living among all U.S. states according to the World Population Review. The fundamental mismatch between low compensation and a high cost of living is the primary cause of the 27% - 40% vacancy rates (depending on NHDOT bureau) the Department has experienced since 2019.

Sincerely,



Andre J. Briere
Deputy Commissioner

Atch: 2023/24 AASHTO Salary Survey