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2023 AASHTO SALARY SURVEY



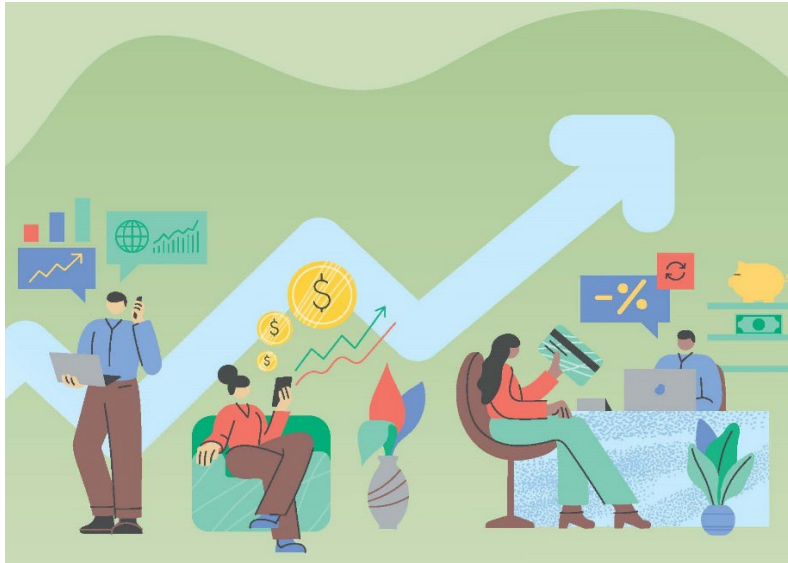
September 2024

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2023 AASHTO SALARY SURVEY



Coordinated by the Office of
Human Resources
South Carolina Department of Transportation
for the AASHTO Subcommittee on Personnel and Human Resources

Henry McMaster, Governor of South Carolina
Justin P. Powell, Secretary of South Carolina Department of Transportation
Rontreal J. Tyler, HR Director, South Carolina Department of Transportation

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Welcome to the 2023 AASHTO Salary Survey

The South Carolina Department of Transportation's Office of Human Resources was responsible for the coordination of this year's salary survey. The salary questionnaire was sent to all 50 states and 44 states submitted data, resulting in an 88 percent response rate. These results could not have been possible without the respondents' support, cooperation, and responsiveness to our e-mails and phone calls. This data will be invaluable to states as they utilize this information to determine appropriate market salaries for respective positions and will assist them in their ability to forecast salaries for future budget years.

Thank you for your participation and assistance in preparing the 2023 *AASHTO Salary Survey*.

Rontreal J. Tyler, HR Director, SCDOT

PREFACE

The 2023 *AASHTO Salary Survey* has been prepared to provide job classifications and salary information on positions currently used by the transportation industry.

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

This document contains 89 matched titles divided into 5 broad job categories. The categories are: administrative, engineering, general, maintenance, and other. For each title, a brief description, number of incumbents, salary range, and actual salary are included. A benefits section is also included, with information on medical insurance, paid time off, and retirement plans. States were instructed to submit data effective July 1, 2023.

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, 2023–2024

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2023 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	4,131	24	\$55,415	No	9/1/2022	4.00%
Alaska	2,479	26	\$80,297	Yes	7/1/2023	2.50%
Arizona	3,674	26	\$72,518	No	n/a	0.00%
Arkansas	3,750	26	\$53,961	No	6/17/2023	3.37%
California	20,790	12	\$96,122	Yes	7/1/2023	3.00%
Connecticut	3,214	26	\$84,651	Yes	7/1/2023	2.50%
Delaware	1,942	26	\$41,111	Yes	7/1/2023	
Florida	5,232	26	\$71,619	Yes	7/1/2023	5.00%
Georgia	3,947	24	\$59,315	No	6/1/2023	0.00%
Hawaii	2,244	24	\$64,727	Yes	7/1/2023	4.59%
Illinois	5,116	24	\$79,704	Yes	1/1/2024	2.95%
Indiana	3,847	26	\$60,099	No	12/10/2023	3.00%
Iowa	2,518	26	\$71,448	Yes	7/1/2023	3.00%
Kansas	2,188	26	\$53,332	Yes	6/11/2023	5.00%
Kentucky	4,218	24	\$56,854	No	7/1/2023	6.00%
Louisiana	4,029	26	\$56,057	No	7/15/2022	3.00%
Maine	1,547	26	\$59,466	Yes	12/31/2023	6.00%
Massachusetts	4,514	26	\$95,073	Yes	1/14/2024	4.00%
Michigan	2,509	26	\$78,355	Yes	10/1/2022	5.00%
Minnesota	5,084	26	\$74,296	Yes	7/1/2023	5.50%
Mississippi	2,537	24	\$47,106	No	7/1/2023	4.00%
Missouri	4,637	24	\$57,589	No	3/1/2023	8.70%
Montana	1,895	26	\$63,641	Yes	11/5/2022	2.00%
Nebraska	2,089	27	\$60,788	Yes	7/1/2023	5.00%
Nevada	1,567	26	\$70,566	Yes	7/1/2023	13.00%
New Hampshire	1,667	26	\$57,172	Yes	7/1/2023	10.00%
New Jersey	3,205	26	\$76,425	Yes	7/1/2023	3.50%
North Carolina	9,119	26	\$66,575	No	7/1/2023	4.00%
North Dakota	815	12	\$74,225	No	7/1/2023	6.00%
Ohio	4,797	26	\$70,636	Yes	7/1/2023	3.00%
Oklahoma	2,273	26	\$62,140	No	12/31/2023	10.00%
Oregon	4,182	12	\$82,577	Yes	12/1/2022	3.10%
Pennsylvania	10,831	26	\$58,654	Yes	7/1/2023	2.50%
South Carolina	3,605	24	\$63,077	No	7/1/2023	5.00%
South Dakota	1,001	24	\$67,204	No	7/1/2023	7.00%
Tennessee	3,485	24	\$60,605	No	7/1/2013	1.50%
Texas	12,838	12	\$68,796	No	7/1/2023	5.00%
Utah	1,612	26	\$76,125	No	6/24/2023	5.00%
Vermont	1,170	26	\$69,699	Yes	7/2/2023	2.00%
Virginia	7,288	24	\$76,869	No	6/10/2023	5.00%
Washington	6,470	24	\$82,991	Yes	7/1/2023	4.00%
West Virginia	5,613	26	\$47,737	No	5/20/2023	5.00%
Wisconsin	2,990	26	\$70,762	Limited	10/22/2023	4.00%
Wyoming	1,695	12	\$63,016	No	7/1/2023	8.76%

Note: Colorado, Idaho, Maryland, New Mexico, New York, and Rhode Island 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	https://www.personnel.alabama.gov
Alaska	https://www.governmentjobs.com/careers/alaska/classspecs
Arizona	Not available
Arkansas	https://www.ardot.gov/divisions/human-resources/job-descriptions/ https://www.ardot.gov/wp-content/uploads/FY2024-Salary-Schedule-effective-2023.6.17.pdf
California	https://www.calhr.ca.gov/state-hr-professionals/Pages/pay-scales.aspx
Colorado	https://dhr.colorado.gov/state-hr-professionals/pay-plans
Connecticut	https://www.jobapscloud.com/CT/auditor/ClassSpecs.asp
Delaware	https://jobapscloud.com/de/auditor/classreports.asp
Florida	https://www.dms.myflorida.com/workforce_operations/state_human_resource_management
Georgia	https://doas.ga.gov/human-resources-administration/compensation/job-and-pay-system
Hawaii	https://dhrd.hawaii.gov/state-employees/classification-and-compensation/
Idaho	https://dhr.idaho.gov
Illinois	Not available
Indiana	https://www.in.gov/spd/compensation
Iowa	https://das.iowa.gov/state-employees/human-resources/classification-pay
Kansas	https://admin.ks.gov/offices/personnel-services/compensation--classification
Kentucky	https://personnel.ky.gov/_layouts/15/JobSpec/Search.aspx
Louisiana	https://www.civilservice.louisiana.gov
Maine	https://apps.web.maine.gov/cgi-bin/bhrrsalary/jobs.pl
Maryland	Not available
Massachusetts	Not available
Michigan	Not available
Minnesota	https://mn.gov/mmb/job-class-specs/
Mississippi	https://www.mspb.ms.gov
Missouri	Not available
Montana	https://hr.mt.gov/HR-Portal
Nebraska	https://das.nebraska.gov/personnel/classcomp/index.html
Nevada	https://hr.nv.gov/Resources/Resources/
New Hampshire	https://das.nh.gov/hr/compensation.aspx
New Jersey	https://www.state.nj.us/csc/seekers/jobs/announcements/title_search.html
New York	https://www.cs.ny.gov
North Carolina	https://oshr.nc.gov/state-employee-resources/classification-compensation/classification
North Dakota	https://www.omb.nd.gov/team-nd-careers/career-classifications
Ohio	Not available
Oklahoma	https://oklahoma.gov/omes/omes-careers/pay-bands.html
Oregon	https://apps.oregon.gov/DAS/Classification-Compensation/
Pennsylvania	https://www.hrm.oa.pa.gov/org-mgmt/Pages/default.aspx
South Carolina	https://admin.sc.gov/services/state-human-resources/classification-compensation
South Dakota	https://bhr.sd.gov/employees/classification-compensation/
Tennessee	https://www.tn.gov/hr/hr-business-partners/classification-compensation.html
Texas	Not available
Utah	https://jobdesc.utah.gov
Vermont	https://humanresources.vermont.gov/classification-position-management/classification
Virginia	https://www.dhrm.virginia.gov
Washington	https://ofm.wa.gov/state-human-resources/compensation-job-classes
West Virginia	https://transportation.wv.gov
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	Kaila Matney	(334) 353-9931	kaila.matney@personnel.alabama.gov
Alaska	Frank Hurt	(907) 465-8429	franklin.hurt@alaska.gov
Arizona	Laura Heath	(602) 712-8136	lheath@azdot.gov
Arkansas	Gregg Gibbs	(501) 569-2620	gregory.gibbs@ardot.gov
California	Ashley McGuckin	(916) 708-7194	Ashley.McGuckin@dot.ca.gov
Colorado	Melanie Vigil	(303) 757-9150	melanie.vigil@state.co.us
Connecticut	Rachel Colon	(860) 594-3133	rachel.colon@ct.gov
Delaware	Lola Agbonwaneten	(302) 760-2508	lola.agbonwaneten@delaware.gov
Florida	Victoria Kliner	(850) 414-4852	victoria.kliner@dot.state.fl.us
Georgia	Monica Ivey or Charles Lawrence	(404) 631-1500	mivey@dot.ga.gov clawrence@dot.ga.gov
Hawaii	Rey Domingo	(808) 587-2145	Rey.Domingo@hawaii.gov
Idaho	Joe Webber	(208) 334-8147	joe.webber@itd.idaho.gov
Illinois	Becky Koehler	(217) 782-5594	Becky.Koehler@illinois.gov
Indiana	Sherry Stolle	(317) 233-4779	sstolle@spd.in.gov
Iowa	Victoria Patterson	(515) 233-7748	victoria.patterson@iowadot.us
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Kentucky	Tracy Hyatt	(502) 564-4610	Tracy.Hyatt@ky.gov
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South Dakota	Geno Adams	(605) 773-8079	geno.adams@state.sd.us
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Utah	Linda Beus	(801) 538-7062	lindabeus@utah.gov
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Virginia	Lynn Doherty	(804) 837-1198	lynn.doherty@vdot.virginia.gov
Washington	Heidi Mabbott	(360) 705-7074	mabbboth@wsdot.wa.gov
West Virginia	Matthew Ball	(304) 414-6803	matthew.a.ball@wv.gov
Wisconsin	Shannon Marette	(920) 492-5635	shannon.marette@dot.wi.gov
Wyoming	Cristina Taylor	(307) 777-4362	cristina.taylor@wyo.gov

GUIDELINES FOR THE 2023 AASHTO SALARY SURVEY

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

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

1. Each state compared its job descriptions with the descriptions for the benchmark titles in the salary survey questionnaire and matched as many of the classes as possible.
2. A state could match multiple classifications to a single survey title as long as the state's titles were assigned to the same salary grade (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, 2023.
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 DATA:

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 abbreviations 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 (such as, 2 above and 2 below it) is the median. *CALCULATED AUTOMATICALLY.*

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

INSTRUCTIONS FOR SORTING AND USING THE ELECTRONIC SURVEY RESULTS

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

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

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

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

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

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

STATE ABBREVIATIONS AND AASHTO REGION NUMBERS

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

*AASHTO Regions:

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

A. ADMINISTRATIVE CLASSIFICATIONS

A1. Department of Transportation (DOT) Director

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Commissioner	1	53,560	137,114	220,667	550,000	550,000	550,000	GA	260%	2
Executive Director	1				344,000	344,000	344,000	TX	162%	4
Secretary of Transportation	1	199,976	254,989	310,001	298,000	298,000	298,000	SC	141%	2
Director, Department of Transportation	1				286,429	286,429	286,429	MO	135%	3
Secretary of Transportation	1	85,722	148,031	210,340	283,500	283,500	283,500	FL	134%	2
Agency Head 2, MESN	1	174,720	222,816	270,912	270,912	270,912	270,912	OR	128%	4
Secretary of Transportation	1	20,000	185,000	350,000	262,225	262,225	262,225	NC	124%	2
Transportation Commissioner	1				252,951	252,951	252,951	VA	119%	2
Director	1	214,214	238,996	263,778	250,796	250,796	250,796	AR	118%	2
Executive Director	1	64,815	96,574	128,333	245,000	245,000	245,000	OK	116%	4
Secretary DOT	1			243,888	243,888	243,888	243,888	WA	115%	4
Executive Director, UDOT	1	130,562	196,498	262,434	241,509	241,509	241,509	UT	114%	4
ALDOT Director	1				240,962	240,962	240,962	AL	114%	2
Commissioner of Transportation	1	148,333	228,801	309,268	225,500	225,500	225,500	CT	106%	1
Director	1	143,000	198,000	253,000	215,000	215,000	215,000	AZ	102%	4
Director/Department of Transp	1	190,232	208,186	226,139	214,332	214,332	214,332	CA	101%	4
Director of NDDOT	1				212,004	212,004	212,004	ND	100%	4
NJ Dept of Transp Commissioner	1				210,000	210,000	210,000	NJ	99%	1
DOTD Secretary (Unclassified)	1				202,363	202,363	202,363	LA	96%	2
Commissioner 3	1	187,200	249,300	311,400	198,528	198,528	198,528	TN	94%	2
Secretary/CEO, MassDOT	1	133,733	170,626	207,519	196,551	196,551	196,551	MA	93%	1
Unclassified	1	189,444	189,444	189,444	189,444	189,444	189,444	MI	89%	3
Commissioner—Transportation	1	187,001	187,001	187,001	187,001	187,001	187,001	MN	88%	3
Executive Director	1	133,638	153,684	173,730	183,000	183,000	183,000	MS	86%	2
Director—Appointed by Governor	1				183,000	183,000	183,000	NE	86%	4
Agency Head 1	1	104,936	189,969	275,002	177,500	177,500	177,500	IN	84%	3
Director of Transportation	1	175,056	175,056	175,056	175,056	175,056	175,056	HI	83%	4
Director 4	1	73,715	146,994	220,272	170,394	170,394	170,394	OH	80%	3
Cabinet Secretary	1				170,000	170,000	170,000	KS	80%	3
Commissioner, DOT/Pf	1	168,695	168,695	168,695	168,695	168,695	168,695	AK	80%	4
Secretary of Transportation	1	121,634	152,043	182,451	168,355	168,355	168,355	VT	80%	1
Commissioner Department of Transp	1	103,251	135,793	168,334	168,334	168,334	168,334	ME	79%	1
Department secretary	1				165,000	165,000	165,000	SD	78%	4
Commissioner	1	156,500	156,500	156,500	156,500	156,500	156,500	NH	74%	1
DOT Secretary	1	105,976	140,421	174,866	155,812	155,812	155,812	WI	74%	3
Cabinet Secretary	1				155,693	155,693	155,693	KY	74%	2
EXMT08—Executive Management 8	1	152,027	190,029	228,030	154,796	154,796	154,796	WY	73%	4
DOT Director	1	100,840	127,570	154,300	154,300	154,300	154,300	IA	73%	3
Cabinet Secretary	1				153,531	153,531	153,531	DE	73%	1
DOT Sec/Div of Hwys Commissioner	1	142,300	142,300	142,300	142,300	142,300	142,300	WV	67%	2
Director, Transportation	1	141,582	152,113	162,643	139,290	139,290	139,290	NV	66%	4
Director	1	131,144	131,144	131,144	131,144	131,144	131,144	MT	62%	4
Secretary of Transportation	1							IL		3
# Incumbents & Averages:	43	135,648	174,955	215,248	211,752	211,752	211,752			
Group Weighted Average:						211,752				
Median:						192,997				

A2. Major Division Director

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

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Ch Deputy III	1	150,913	245,234	339,555	222,044	222,044	222,044	NC	138%	2
General Admin Manager IV	2	118,953	203,401	287,848	213,885	216,917	219,949	VA	135%	2
Deputy Secretary	2	119,247	178,789	238,331	184,960	211,646	238,331	SC	131%	2
Assistant Secretary Strategic Dev	1	62,826	192,850	322,874	210,233	210,233	210,233	FL	130%	2
Deputy Commissioner 2	1	187,200	249,300	311,400	206,100	206,100	206,100	TN	128%	2
Deputy Director	3	110,000	159,500	209,000	197,950	197,950	197,950	AZ	123%	4
Highway Adminstrator	1	133,733	170,626	207,519	196,111	196,111	196,111	MA	122%	1
Dep Comissioner Of Transportation	2	126,520	193,581	260,642	189,625	192,187	194,750	CT	119%	1
Division Directors	14	129,121	184,668	240,214	175,052	185,565	202,419	TX	115%	4
Asst Sec, Urban Mobility & Access, Asst Sec, & Administration Div	3	146,904	165,246	183,588	183,588	183,588	183,588	WA	114%	4
Division Director	8	53,560	137,114	220,667	172,000	182,647	194,250	GA	113%	2
Engineering Mgr IV & UDOT/Region Dir	9	134,638	168,438	202,238	170,394	180,103	199,576	UT	112%	4
Business Operations Admin 2, MESN	3	116,616	148,584	180,552	172,044	177,716	180,552	OR	110%	4
Ast. Ch Engs—Plan, Opns, Des, Admin	4	155,636	173,200	190,763	169,832	177,190	187,434	AR	110%	2
Career Executive Assignment	102	113,652	174,168	234,684	113,652	174,359	214,164	CA	108%	4
Deputy Commissioner—Transportation	2	128,328	155,994	183,660	172,490	173,283	174,077	MN	108%	3
Sr Public Service Admin (Dep Sec)	2	51,540	125,772	200,004	170,556	173,226	175,896	IL	107%	3
Senior Deputy Director	1	135,500	153,239	170,977	170,977	170,977	170,977	MI	106%	3
Assistant Division Director	5	64,815	96,574	128,333	170,500	170,500	170,500	OK	106%	4
Division Director—Px	7	108,128	118,628	129,129	130,670	168,318	253,500	AK	104%	4
Deputy Secretary (Unclassified)	1				166,920	166,920	166,920	LA	104%	2
Transportation Division Director	5	93,288	130,593	167,898	161,670	166,446	167,898	IA	103%	3
Assistant Commissioner	5				162,000	162,000	162,000	NJ	101%	1
Deputy Director	4	161,028	161,028	161,028	161,028	161,028	161,028	HI	100%	4
Deputy Director (Manager IV)	3	102,336	136,446	170,556	157,020	158,504	160,824	ND	98%	4
Director P	2	114,360	142,945	171,530	156,029	156,029	156,029	SD	97%	4
Highway Operations Division Manager	1	84,820	106,028	127,236	154,877	154,877	154,877	NE	96%	4
Deputy Director/Commissioner	4	120,016	159,068	198,120	133,685	145,329	157,876	IN	90%	3
Deputy Director	3	138,462	148,761	159,059	136,221	143,828	159,043	NV	89%	4
Deputy Director	7	54,974	54,974	54,974	141,877	141,877	141,877	OH	88%	3
Exec Mgmt 2,3, & 5	6	104,042	144,893	185,744	126,504	139,945	158,394	WY	87%	4
Director/Appointed Official	4	130,110	135,099	140,088	130,110	137,547	144,983	DE	85%	1
Division Directors & DMV Commisioner	6	103,149	128,937	154,724	126,838	132,980	139,838	VT	83%	1
Division Administrator	5	77,854	113,870	149,885	131,040	131,248	132,080	WI	81%	3
Dirs—Gen Svcs, Motor Car Svcs, Trans Plan, Multimod Opns, Audits & Invest	5				126,908	130,968	131,984	MO	81%	3
Division Director	5	80,938	110,597	140,255	114,942	129,964	140,255	NH	81%	1
Senior Director/Directors	7				110,250	127,660	139,446	KS	79%	3
Dist Admns, Trans Plan Admn, Mcs Admn, Maint Admn	8	118,158	118,158	118,158	118,158	118,158	118,158	MT	73%	4
Executive Director	28				102,173	117,539	136,232	KY	73%	2
Div of Motor Vehs Commissioner	1	107,790	107,790	107,790	107,790	107,790	107,790	WV	67%	2
# Incumbents & Averages:	283	112,547	151,260	189,972	157,968	165,032	173,248			
Group Weighted Average:						161,166				
Median:						167,619				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Director Government Affairs Division	1	129,121	173,749	218,376	208,417	208,417	208,417	TX	157%	4
Legislative Affairs Manager	1	133,733	170,626	207,519	196,111	196,111	196,111	MA	148%	1
Policy Planning Manager III	1	91,058	157,417	223,775	180,889	180,889	180,889	VA	136%	2
Sr Director of External Relations—DOT	1	141,120	158,760	176,400	176,400	176,400	176,400	WA	133%	4
Deputy Secretary/Commissioner II	2	94,214	153,098	211,982	172,250	172,250	172,250	NC	130%	2
Dir of Govt & Legislative Relations	1	53,560	137,114	220,667	167,000	167,000	167,000	GA	126%	2
Government Relations Admin 1, MESN	1	105,972	134,952	163,932	163,932	163,932	163,932	OR	124%	4
Chief of Staff	1	71,433	127,739	184,045	158,552	158,552	158,552	FL	119%	2
Manager—Administration, UDOT	1	115,669	149,521	183,373	156,312	156,312	156,312	UT	118%	4
Pub Serv Executiv III—Dep Commisr	1	94,640	118,966	143,291	143,291	143,291	143,291	ME	108%	1
Asst Dep Dir, Leg Affairs	1	127,500	134,754	142,008	137,868	137,868	137,868	CA	104%	4
Transp Asst Planning Dir	6	117,158	138,454	159,749	117,158	137,848	159,749	CT	104%	1
Transp Govt & Community Relat Dir	1	111,583	135,710	159,836	137,787	137,787	137,787	MN	104%	3
Sr Pub Serv Admin (Dir of Leg Affairs)	1	101,832	138,924	176,016	133,260	133,260	133,260	IL	100%	3
Assistant Deputy Secretary	1	90,834	120,360	149,885	132,080	132,080	132,080	WI	100%	3
Policy, Planning & Intermodal Dev	1	103,149	128,937	154,724	130,728	130,728	130,728	VT	99%	1
Legislative Director	1	87,300	113,502	139,704	130,008	130,008	130,008	TN	98%	2
Media & Comm Relations Bureau Ch	1				129,588	129,588	129,588	AL	98%	2
Governmental Relations Director	1				126,908	126,908	126,908	MO	96%	3
Deputy Director	2	123,292	123,292	123,292	123,292	123,292	123,292	MT	93%	4
Program Manager III	1	116,480	133,533	150,585	121,938	121,938	121,938	SC	92%	2
Deputy Director/Ch Legislative Officer	1	54,974	54,974	54,974	120,952	120,952	120,952	OH	91%	3
Chief Leg Liason	1	60,723	85,479	110,235	115,500	115,500	115,500	AZ	87%	4
Governmental Relations Officer	1	95,784	119,548	143,312	113,984	113,984	113,984	AR	86%	2
Executie Policy Manager 3	1	110,240	137,067	163,893	112,666	112,666	112,666	PA	85%	1
Special Asst to the Commissioner II	2	88,082	96,369	104,657	111,560	112,505	113,451	AK	85%	4
Administrator of Legislative Affairs	1	50,759	75,631	100,502	108,500	108,500	108,500	OK	82%	4
Director of Policy	1				105,964	105,964	105,964	KS	80%	3
Special Assisstant	1				97,308	97,308	97,308	KY	73%	2
Transportation Executive Admin	1	61,750	77,150	92,550	92,550	92,550	92,550	WV	70%	2
Policy & Planning Coord	3	72,093	90,106	108,118	88,334	91,145	95,280	WY	69%	4
Legislative Director	0	75,010	99,411	123,812	80,990	80,990	80,990	IN	61%	3
Legislative Coordinator	1	51,482	64,351	77,220	58,525	58,525	58,525	NE	44%	4
# Incumbents & Averages:	42	94,157	122,396	150,636	131,836	132,577	133,395			
Group Weighted Average:						132,706				
Median:						130,008				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Director Communications Division	1	129,121	173,749	218,376	172,620	172,620	172,620	TX	144%	4
Pr & Marketing Manager IV	1	91,058	157,417	223,775	168,000	168,000	168,000	VA	140%	2
Asst. Secretary of Media Relations	1	126,136	160,959	195,782	162,897	162,897	162,897	MA	136%	1
Manager—Administration, UDOT	1	115,669	149,521	183,373	156,312	156,312	156,312	UT	130%	4
Director of Communications	1	115,951	156,808	197,664	147,000	147,000	147,000	GA	123%	2
Communications Director	1	118,980	135,786	152,592	145,176	145,176	145,176	WA	121%	4
TDOT Director	1	115,404	150,354	185,304	145,008	145,008	145,008	TN	121%	2
Sr Public Service Admin (Dir, Comms)	1	101,832	138,924	176,016	143,916	143,916	143,916	IL	120%	3
Division Head—Communications	1	128,622	143,139	157,655	140,712	140,712	140,712	AR	117%	2
Asst Dep Dir for Public Affairs	1	140,292	148,284	156,276	140,292	140,292	140,292	CA	117%	4
Division Director	1				138,000	138,000	138,000	NJ	115%	1
Program Manager III	1	116,480	133,533	150,585	136,500	136,500	136,500	SC	114%	2
State Office Administrator 17	1	106,679	125,856	145,032	134,380	134,380	134,380	MI	112%	3
Deputy Director 5	1	49,941	103,366	156,790	133,370	133,370	133,370	OH	111%	3
Public Service Manager 2	1	93,288	113,058	132,829	132,829	132,829	132,829	IA	111%	3
Director of Communications	1	113,432	159,763	206,093	132,437	132,437	132,437	CT	110%	1
Communications Manager 3, MESN	1	91,560	116,592	141,624	128,640	128,640	141,624	OR	107%	4
Public Information Director II	1	82,011	120,967	159,922	128,365	128,365	128,365	NC	107%	2
Communications Director	1				126,908	126,908	126,908	MO	106%	3
Discretionary/Non-Classified	1				123,775	123,775	123,775	NE	103%	4
Division Manager II	1	57,358	85,463	113,568	122,000	122,000	122,000	OK	102%	4
Senior Division Administrator	1	77,958	109,706	141,454	97,763	120,334	137,500	AZ	100%	4
Comms Division Director (Manager II)	1	71,676	95,568	119,460	119,460	119,460	119,460	ND	100%	4
Community Development Specialist	1	118,704	118,704	118,704	118,704	118,704	118,704	HI	99%	4
Director/Admin Management	1	78,541	98,176	117,811	117,703	117,703	117,703	DE	98%	1
Communications Director	1	45,875	78,788	111,700	110,649	110,649	110,649	FL	92%	2
Public Relations Director	1				110,094	110,094	110,094	LA	92%	2
Director of Communications	1	78,852	93,028	107,203	107,203	107,203	107,203	ME	89%	1
Public Relations Program Mgr	1	94,640	118,290	141,939	106,461	106,461	106,461	WY	89%	4
Public Relations Specialist Team Lead	1	74,308	100,548	126,789	105,000	105,000	105,000	MS	88%	2
Communications Director	1	72,072	95,503	118,934	104,000	104,000	104,000	WI	87%	3
Comm and PO Director	1	71,218	91,811	112,403	97,385	97,385	97,385	VT	81%	1
Public Information Officer 2	1	55,102	74,719	94,336	94,336	94,336	94,336	NV	79%	4
Department Communications Manager	1	87,526	95,607	103,688	93,517	93,517	93,517	AK	78%	4
Transportation Division Director	1	70,200	87,875	105,549	90,905	90,905	90,905	WV	76%	2
Press Secretary	1	74,191	93,429	112,666	90,367	90,367	90,367	PA	75%	1
Director of Communcations	1				88,200	88,200	88,200	KS	74%	3
Communications Director	2	75,010	99,411	123,812	84,560	87,780	91,000	IN	73%	3
Administrator I	1	62,576	75,865	89,154	77,649	77,649	77,649	NH	65%	1
Public Relations Spec Supervisor	1	77,122	77,122	77,122	77,122	77,122	77,122	MT	64%	4
Exempt Prof K	1	62,306	77,869	93,433	70,081	70,081	70,081	SD	58%	4
# Incumbents & Averages:	42	90,047	115,432	140,817	120,007	120,636	121,450			
Group Weighted Average:						119,854				
Median:						122,000				

A5. Attorney Series—Series of 2

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

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

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Senior General Counsel I	6	97,010	130,540	164,069	148,642	154,414	159,649	TX	156%	4
Staff Attorney 3	5	110,361	126,476	142,590	118,362	131,262	142,590	CT	133%	1
Counsel II	14	87,359	108,458	129,558	106,001	125,461	129,558	MA	127%	1
Attorney IV	4	94,224	102,999	111,774	112,242	120,374	128,544	AK	122%	4
Attorney III	4	83,004	111,332	139,661	103,637	120,023	129,588	AL	121%	2
Staff Attorney IV	1	89,170	106,580	123,989	119,556	119,556	119,556	VT	121%	1
Attorney	8	104,496	119,286	134,076	104,496	118,284	134,076	CA	119%	4
Attorney III	2	74,166	125,582	176,999	111,193	115,216	119,240	SD	116%	4
Attorney 5	5	81,681	99,185	116,688	96,158	113,801	124,862	OH	115%	3
Staff Attorney (Prof Svcs III)	1	71,676	95,568	119,460	110,592	110,592	110,592	ND	112%	4
Asst Attorney General 3	6	102,627	124,322	146,016	85,631	107,213	120,538	IA	108%	3
Attorney IV	3	95,811	109,787	123,763	97,309	107,023	111,881	SC	108%	2
Assoc Counsel	4	100,896	130,950	161,004	101,904	106,476	111,048	TN	108%	2
Attorney	6	97,295	101,893	106,490	97,295	102,659	106,490	MT	104%	4
Attorney III	29	84,878	116,708	148,537	97,736	101,736	109,948	NC	103%	2
Attorney	8	56,659	96,720	136,781	89,440	101,025	124,259	WI	102%	3
Admin Law Judge	8	60,723	85,479	110,235	100,430	100,430	100,430	AZ	101%	4
Staff Attorney	6	81,718	105,157	128,596	83,772	98,388	113,438	AR	99%	2
Staff Attorney 2	14	75,878	94,388	112,898	80,137	93,338	107,010	MN	94%	3
Attorney II	1	45,231	67,483	89,735	91,500	91,500	91,500	OK	92%	4
Public Serv Admin (Asst Ch Counsel)	6	91,920	116,820	141,720	84,288	90,528	96,000	IL	91%	3
Senior Attorney	49	57,125	107,408	157,692	73,500	89,421	110,549	FL	90%	2
Atty 2 (OGC—Govnr's Ofc of Gen Cnsl)	12	74,191	93,429	112,666	75,795	87,587	110,299	PA	88%	1
Associate Counsel	3	74,117	92,647	111,176	81,992	81,992	81,992	MO	83%	3
Attorney 3	8	57,408	84,989	112,570	66,602	78,151	98,426	LA	79%	2
Transportation Attorney 2	6	58,500	73,025	87,550	64,725	77,852	81,920	WV	79%	2
Attorney	9	61,838	83,876	105,914	61,838	75,826	93,713	KS	77%	3
Attorney I	1	56,345	76,243	96,141	68,000	68,000	68,000	MS	69%	2
Staff Attorney III	6	59,631	74,539	89,447	56,386	60,717	79,555	KY	61%	2
# Incumbents & Averages:	235	78,825	102,133	125,441	92,730	101,684	110,871			
Group Weighted Average:					98,989					
Median:					101,736					

A5(2). Chief Counsel (2nd in series)**Bachelor's Degree and graduation from law school plus five to seven years of experience. Member of the state bar.**

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
General Counsel	1	171,860	231,259	290,658	274,176	274,176	274,176	TX	180%	4
General Counsel, MassDOT/Mbta	1				220,000	220,000	220,000	MA	144%	1
Chief Counsel—0077	1	168,828	188,274	207,720	201,672	201,672	201,672	CA	132%	4
Ch Cnsl (OGC—Gov's Ofc of Gen Cnsl)	1	186,348	186,348	186,348	186,348	186,348	186,348	PA	122%	1
Attorney VI	1	156,000	169,610	183,219	183,219	183,219	183,219	SC	120%	2
Agency General Counsel II	1	112,219	182,356	252,493	172,250	172,250	172,250	NC	113%	2
Deputy General Counsel	1	92,325	124,322	156,318	172,000	172,000	172,000	GA	113%	2
General Counsel 3	1	130,062	157,718	185,373	168,168	168,168	168,168	MN	110%	3
Attorney Admin 20	1	129,786	148,606	167,426	167,426	167,426	167,426	MI	110%	3
Attorney IV	1	111,667	149,796	187,925	166,018	166,018	166,018	AL	109%	2
Chief Legal Counsel	1	141,492	157,457	173,422	165,152	165,152	165,152	AR	108%	2
General Counsel/Legal Coordinator	1	73,241	109,129	145,016	165,000	165,000	165,000	OK	108%	4
Attny VI (Ch Asst Attny Gen, Sect Supv)	1	104,657	114,553	124,449	162,650	162,650	162,650	AK	107%	4
Chief Counsel	1				160,491	160,491	160,491	MO	105%	3
General Counsel 3	1	132,900	172,650	212,400	160,008	160,008	160,008	TN	105%	2
General Counsel	1	60,004	103,401	146,798	150,438	150,438	150,438	FL	99%	2
Sr Public Service Admin (Ch Counsel)	1	101,832	138,924	176,016	149,244	149,244	149,244	IL	98%	3
General Counsel	1	120,016	159,068	198,120	144,000	144,000	144,000	IN	94%	3
Deputy Director/Chief Legal Counsel	1	54,974	113,162	171,350	143,541	143,541	143,541	OH	94%	3
Attorney IV	1	74,166	125,582	176,999	137,895	137,895	137,895	SD	90%	4
General Counsel (Prof Services IV)	1	85,752	114,330	142,908	135,852	135,852	135,852	ND	89%	4
Chief Counsel	1	77,958	109,706	141,454	135,300	135,300	135,300	AZ	89%	4
Agency Legal Director	1	121,848	143,996	166,144	134,441	134,441	134,441	CT	88%	1
Chief Legal Counsel	1	90,834	120,360	149,885	131,040	131,040	131,040	WI	86%	3
Attorney Supervisor	1	112,694	136,500	160,306	121,061	121,061	121,061	IA	79%	3
Senior Hearings Administrator	1	85,118	102,883	120,647	120,647	120,647	120,647	NH	79%	1
Dep Attorney General V	1				120,510	120,510	120,510	DE	79%	1
Attorney Supervisor	1	101,626	137,513	173,400	120,000	120,000	120,000	MS	79%	2
DOT General Counsel	1	85,150	102,510	119,870	119,550	119,550	119,550	WV	78%	2
Public Service Exec II—Chief Counsel	1	94,523	536,617	128,710	119,018	119,018	119,018	ME	78%	1
Chief Legal Counsel	1	118,158	118,158	118,158	118,158	118,158	118,158	MT	77%	4
Chief Counsel	1				115,029	115,029	115,029	KS	75%	3
Staff Attorney III	1	77,384	90,786	104,187	94,385	94,385	94,385	VT	62%	1

Incumbents & Averages:

33

109,428

153,296

167,852

152,566

152,566

152,566

Group Weighted Average:

152,566

Median:

149,244

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Supervisor Accounts Examiner	1	98,070	112,772	127,474	127,474	127,474	127,474	CT	171%	1
Public Service Administrator	14	88,980	112,332	135,684	94,812	120,892	137,244	IL	162%	3
Internal Auditor 3, MMN	4	79,212	97,914	116,616	116,616	116,616	116,616	OR	157%	4
Auditor V	3	66,259	87,463	108,666	96,075	98,140	98,140	TX	132%	4
Auditor VI	1	74,124	89,820	105,516	97,560	97,560	97,560	HI	131%	4
Auditor III	3	54,197	74,521	94,844	89,550	92,838	96,126	NC	125%	2
Auditor II	3	53,351	95,270	137,189	87,022	92,456	99,566	VA	124%	2
Assoc Mgmt Auditor	14	72,984	85,932	98,880	84,912	91,509	95,976	CA	123%	4
Audit Manager	2	74,191	93,429	112,666	86,514	87,473	88,431	PA	118%	1
Auditor III	7	67,350	83,322	99,295	73,666	87,134	99,295	MA	117%	1
Audit Specialist—DOT 4	5	65,748	77,082	88,416	84,192	87,130	88,416	WA	117%	4
Aot Audit Specialist III	1	63,211	81,112	99,012	85,696	85,696	85,696	VT	115%	1
Auditor P11/12	7	56,430	71,375	86,320	66,331	82,472	86,320	MI	111%	3
Internal Auditor Manager	1	65,185	81,481	97,777	81,481	81,481	81,481	DE	110%	1
Auditor 3	1	52,785	71,483	90,181	78,885	78,885	78,885	NV	106%	4
Auditor IV	3	62,254	85,010	107,765	70,283	78,139	82,326	UT	105%	4
Auditor III (Fiscal Services V)	7	59,652	79,536	99,420	72,060	77,514	82,260	ND	104%	4
Senior Auditor	4	65,832	82,285	98,738	74,056	75,776	78,536	WY	102%	4
Auditor 2	5	62,837	75,940	89,042	65,748	75,648	89,042	NJ	102%	1
Senior Auditor	5	59,350	73,990	88,629	59,350	69,305	71,793	MO	93%	3
Auditor Senior	3	52,666	86,903	121,139	65,312	68,890	76,045	WI	93%	3
Auditor Senior	6	59,508	73,529	87,550	60,468	68,612	80,137	MN	92%	3
Auditor/Examiner 3	3	59,331	78,955	98,579	68,560	68,560	68,560	GA	92%	2
Senior Auditor	2	68,420	68,420	68,420	68,420	68,420	68,420	MT	92%	4
Auditor 3	12	43,981	61,591	79,200	67,487	68,282	69,077	AZ	92%	4
Field Auditor 1	2	59,800	71,760	83,720	64,666	67,474	70,281	IN	91%	3
Senior Auditor	4	55,380	69,811	84,241	65,117	67,462	69,488	SC	91%	2
Auditor III	1	56,346	76,243	96,140	62,000	67,174	74,409	MS	90%	2
Auditor 3	5	53,400	66,648	79,896	61,236	66,864	74,760	TN	90%	2
Auditor IV	9	47,790	59,738	71,685	65,857	65,857	65,857	KY	89%	2
Auditor 3	5	46,842	69,368	91,894	54,350	65,524	77,459	LA	88%	2
Accountant/Auditor II	6	52,450	87,946	123,442	58,485	64,929	70,136	SD	87%	4
Staff Auditor	1	59,878	79,547	99,216	64,922	64,922	64,922	AR	87%	2
Auditor III	6	36,784	54,808	72,832	64,800	64,800	64,800	OK	87%	4
Transportation Accountant/Auditor Sr	12	48,750	60,650	72,550	48,750	60,163	72,550	WV	81%	2
Auditor, Senior	4	51,561	63,785	76,009	58,683	59,567	59,862	NE	80%	4
State Auditor	6	43,950	69,961	95,971	52,416	59,255	69,342	KS	80%	3
Accountant III	2	48,555	58,325	68,094	48,555	54,035	59,514	NH	73%	1
Staff Accountant	7	41,766	48,922	56,077	49,899	52,832	56,077	ME	71%	1
Accountant III	24	32,760	51,889	71,018	49,561	49,561	49,561	FL	67%	2
# Incumbents & Averages:	211	59,048	76,772	94,495	72,296	76,933	81,061			
Group Weighted Average:						74,396				
Median:						69,097				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Accountant 3, MMN	3	75,384	93,276	111,168	96,180	106,172	111,168	OR	149%	4
Associate Accountant	25	88,106	100,710	113,313	91,262	102,503	113,313	CT	144%	1
Accountant IV	9	54,197	74,521	94,844	93,079	98,443	103,807	NC	138%	2
Aot Manager IV	1	76,263	98,052	119,840	91,520	91,520	91,520	VT	128%	1
Financial Svcs Spec II	36	53,351	95,270	137,189	66,788	89,234	116,127	VA	125%	2
Accountant 3	8	59,322	67,501	75,681	73,840	88,816	92,040	IA	124%	3
Accountant 4	3	56,098	78,543	100,989	87,675	87,675	87,675	AZ	123%	4
Acctng/Budget Spec III (Fiscal Svcs V)	5	59,652	79,536	99,420	79,740	84,708	87,468	ND	119%	4
Accountant 3	1	57,483	78,133	98,783	84,606	84,606	84,606	NV	119%	4
Admin Analyst 3, Accounting	4	75,386	91,317	107,247	75,386	84,236	103,707	NJ	118%	1
Accountant III	15	61,195	75,609	90,022	66,946	83,844	90,022	MA	117%	1
Accountant V	8	68,556	83,058	97,560	68,556	82,431	97,560	HI	115%	4
Pub Service Coord I/Financial Analyst	5	62,504	73,726	84,947	68,723	82,185	84,947	ME	115%	1
Accounting Spec VII	5	66,259	87,463	108,666	66,780	78,256	95,319	TX	110%	4
Sr Acctng Offcr (Spec)	37	66,216	74,550	82,884	66,216	76,188	82,884	CA	107%	4
Accountant III	16	63,609	71,553	79,498	65,852	75,613	92,157	AK	106%	4
Accounting Officer Senior	8	57,587	71,065	84,543	56,397	75,142	80,137	MN	105%	3
Accountant 4	4	47,983	63,352	78,720	73,414	73,414	73,414	GA	103%	2
Accountant P11/12	11	52,374	67,423	82,472	52,374	72,956	82,472	MI	102%	3
Accountant Senior	6	52,666	86,903	121,139	69,410	72,883	75,317	WI	102%	3
Financial Analyst III	13	49,296	63,731	78,166	55,806	72,432	78,166	UT	101%	4
Staff Accountant	10	50,712	67,900	85,087	53,225	70,424	81,007	AL	99%	2
Accountant	7	59,878	79,547	99,216	59,878	68,387	78,234	AR	96%	2
Accountant IV	2	52,670	63,473	74,276	65,267	66,680	68,094	NH	93%	1
Fiscal Analyst 3	31	51,384	60,228	69,072	55,224	66,161	69,072	WA	93%	4
Senior Finanical Services Specialist	14	59,350	73,990	88,629	59,350	65,898	74,250	MO	92%	3
Accountant III	20	36,784	54,808	72,832	64,800	64,800	64,800	OK	91%	4
Accountant III	6	57,256	70,829	84,402	57,256	63,580	74,903	NE	89%	4
Senior Budget Analyst	1	63,544	78,385	93,226	63,544	63,544	63,544	OH	89%	3
Accountant 2	6	56,900	71,707	86,514	58,211	63,482	72,548	PA	89%	1
Accountant 3	13	40,914	60,591	80,267	52,458	61,086	68,078	LA	86%	2
Accountant	20	43,950	72,384	100,818	43,677	60,987	91,333	KS	85%	3
Senior Accountant/Fiscal Analyst	10	58,149	71,195	84,241	58,149	60,470	66,043	SC	85%	2
Accountant 3	2	59,700	74,598	89,496	60,300	60,300	60,300	TN	84%	2
Transportation Accountant/Auditor Sr	12	48,750	60,650	72,550	48,750	60,163	72,550	WV	84%	2
Accountant	4	53,848	58,202	62,556	53,848	59,017	62,556	MT	83%	4
Senior Accountant	3	50,149	62,691	75,234	56,582	57,436	59,047	WY	80%	4
Accountant 1	5	53,222	63,869	74,516	53,222	54,902	58,095	IN	77%	3
Accountant II	11	43,509	58,874	74,238	50,029	54,602	60,758	MS	76%	2
Fiscal Advisor II	16	42,195	52,744	63,293	42,195	46,810	51,425	DE	66%	1
Accountant IV	37	34,456	55,543	76,631	42,474	46,539	51,654	FL	65%	2
# Incumbents & Averages:	453	56,605	72,866	89,126	64,609	72,647	79,808			
Group Weighted Average:						71,394				
Median:						72,432				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Financial Services Manager IV	1	118,953	203,401	287,848	224,889	224,889	224,889	VA	158%	2
Career Exec Assign	1	113,652	174,168	234,684	199,320	199,320	199,320	CA	140%	4
Dir Financial Management Division	1	142,032	191,123	240,214	199,069	199,069	199,069	TX	140%	4
Deputy Chief 4, MESN	1	139,092	177,186	215,280	195,336	195,336	215,280	OR	137%	4
Accounting Director II	1	83,746	136,088	188,429	190,320	190,320	190,320	NC	134%	2
Assistant Director	1	99,000	145,500	192,000	187,764	187,764	187,764	AZ	132%	4
Director of Finance	1	80,508	108,824	137,140	180,000	180,000	180,000	GA	126%	2
Comptroller—DOT	2	60,004	103,401	146,798	178,099	178,099	178,099	FL	125%	2
Executive Finance Director	1	133,619	178,162	222,706	176,738	176,738	176,738	UT	124%	4
Chief Financial Officer	1	133,733	170,626	207,519	176,436	176,436	176,436	MA	124%	1
Transp Ch of Fiscal and Admin Svcs	1	126,720	149,748	172,776	166,562	166,562	166,562	CT	117%	1
Chief Financial Officer	1	120,016	159,068	198,120	164,056	164,056	164,056	IN	115%	3
Chief Financial Officer, (Ses)	1				162,000	162,000	162,000	NJ	114%	1
Chief Fiscal Officer	1	141,492	157,457	173,422	161,226	161,226	161,226	AR	113%	2
Dir—Accounting & Financial Services	1	125,040	142,674	160,308	156,612	156,612	156,612	WA	110%	4
Accounting Director III	1	96,281	129,104	161,928	154,138	154,138	154,138	AL	108%	2
Chief Financial Officer (Manager IV)	1	102,336	136,446	170,556	148,428	148,428	148,428	ND	104%	4
Accounting/Fiscal Manager III	1	116,480	133,533	150,585	146,055	146,055	146,055	SC	103%	2
Public Service Executive	1	107,536	130,239	152,942	145,134	145,134	145,134	IA	102%	3
State Division Admin 17	1	106,679	125,853	145,027	145,026	145,026	145,026	MI	102%	3
TDOT Director	1	115,404	150,354	185,304	145,008	145,008	145,008	TN	102%	2
Deputy Director/Chief Fiscal Officer	1	54,974	113,162	171,350	141,877	141,877	141,877	OH	100%	3
Transp Finance Management Director	1	103,815	126,376	148,937	141,170	141,170	141,170	MN	99%	3
Admin Services Officer II	2	116,712	151,746	186,780	127,692	140,148	152,604	HI	98%	4
Discretionary Non-Classified	1				139,957	139,957	139,957	NE	98%	4
Sr Public Service Admin (Bureau Ch of Budget & Fiscal Mgmt)	1	101,832	138,924	176,016	138,576	138,576	138,576	IL	97%	3
Director O	1	103,209	129,005	154,800	135,000	135,000	135,000	SD	95%	4
Financial Services Director	1				131,984	131,984	131,984	MO	93%	3
Director/Admin Management (Lin)	1				130,110	130,110	130,110	DE	91%	1
Pub Serv Exec II—Dir Bur of Fin & Admn	1	94,453	111,582	128,710	128,710	128,710	128,710	ME	90%	1
Dir, Bureau of Fiscal Management	1	110,240	137,067	163,893	125,771	125,771	125,771	PA	88%	1
Budget & Policy Manager	1	68,078	113,953	159,827	122,283	122,283	122,283	WI	86%	3
Financial Manager IV	2	64,815	96,574	128,333	122,000	122,000	122,000	OK	86%	4
Accounting Manager III	1	103,626	129,522	155,418	120,775	120,775	120,775	WY	85%	4
Financial Reporting Admin II	1	85,118	102,883	120,647	120,647	120,647	120,647	NH	85%	1
Administration Division Admin	1	118,158	118,158	118,158	118,158	118,158	118,158	MT	83%	4
Assistant Director Admin Services	1	119,128	127,989	136,849	117,119	117,119	117,119	NV	82%	4
Budget Admin 3/Accountant Admin 5	2	78,254	112,905	147,555	95,930	113,942	131,955	LA	80%	2
Bureau Chief of Fiscal	2				109,148	110,486	111,825	KS	78%	3
Transp Division Director	1	70,200	87,875	105,550	104,990	104,990	104,990	WV	74%	2
Accounting Manager	6	74,308	100,549	126,789	95,000	104,954	111,574	MS	74%	2
Finance & Administration Div Dir IV	1	76,263	98,056	119,849	104,228	104,228	104,228	VT	73%	1
# Incumbents & Averages:	52	102,851	135,116	167,380	146,984	147,979	149,368			
Group Weighted Average:						142,395				
Median:						143,443				

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, and local and wide-area networks. Forwards non-routine problems which cannot be solved by the Help Desk to other Information Specialists.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
IT Analyst 1	13	83,350	93,933	104,515	83,350	91,629	104,152	CT	134%	1
Service Desk Analyst II	19	73,568	92,181	110,795	73,568	91,571	101,394	MA	134%	1
IT System Administrator—Entry	8	68,628	90,306	111,984	87,888	90,938	92,340	WA	133%	4
Info Systems Spec 4, OAO	23	57,144	71,754	86,364	57,144	80,116	86,364	OR	117%	4
IT Specilist 2	1	49,920	63,128	76,336	76,336	76,336	76,336	IA	112%	3
Application Systems Analyst Int	4	61,022	80,873	100,724	61,022	70,073	82,770	IN	102%	3
IT Technician	2	45,396	59,004	72,612	56,892	64,752	72,612	CA	95%	4
IS Technical Svcs Prof & Sr	18	47,831	78,973	110,115	58,448	63,461	70,325	WI	93%	3
Computer Support Specialist	2	63,106	63,106	63,106	63,106	63,106	63,106	MT	92%	4
Infomation Technician 1	5	48,859	56,202	63,544	52,187	62,525	68,432	OH	91%	3
Senior Service Desk Analyst	4	43,981	61,591	79,200	56,870	60,938	66,549	AZ	89%	4
IT Helpdesk Coordinator Senior	1	50,292	62,215	74,137	60,008	60,008	60,008	NE	88%	4
Microcomputer/Network Technician II	1	55,205	61,659	68,114	59,105	59,105	59,105	AK	86%	4
Endpoint Technician I	4	50,232	67,237	84,241	51,982	57,218	61,387	SC	84%	2
Agency of Digital Services IT Spec I	4	44,761	57,158	69,555	44,761	53,585	65,790	VT	78%	1
Transportation Help Desk Analyst	1	41,600	51,575	61,550	51,290	51,290	51,290	WV	75%	2
IT Technician 4	2	44,454	59,915	75,377	51,072	51,072	51,072	NV	75%	4
Technology Support Consultant	15	41,870	56,732	71,594	45,061	50,627	60,991	KS	74%	3
IT Technician	3	43,836	59,683	75,530	45,266	49,989	59,436	AR	73%	2
Seniorr Info Systems Technician	3	47,113	56,536	65,959	47,113	49,783	55,123	MO	73%	3
Office Automation Specialist II	19	31,200	44,986	58,771	49,053	49,506	51,543	FL	72%	2
Helpdesk Specialist—Int	1	33,900	42,300	50,700	42,300	42,300	42,300	TN	62%	2
Data Entry Operator I	1	36,072	44,730	53,388	36,072	36,072	36,072	HI	53%	4
Client Support Technician I	2	32,000	43,300	54,600	32,000	34,411	36,821	MS	50%	2
# Incumbents & Averages:	156	49,806	63,295	76,784	55,912	60,850	65,638			
Group Weighted Average:							68,426			
Median:							59,556			

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, and more, 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Application Support II	7	77,222	96,214	115,205	90,930	116,766	124,313	MA	171%	1
IT Analyst 2	13	105,606	118,587	131,567	105,606	116,307	128,358	CT	170%	1
IT Applications Developer—Entry	2	73,764	86,478	99,192	89,868	93,318	96,768	WA	136%	4
IT Associate	207	54,192	75,084	95,976	59,568	85,717	95,976	CA	125%	4
Systems Analyst III	2	54,614	71,659	88,703	78,750	82,509	86,268	TX	121%	4
Database Administrator	5	49,650	72,811	95,971	71,939	80,697	88,481	KS	118%	3
IT Specialist 3	18	57,637	72,686	87,734	59,363	79,768	87,734	IA	117%	3
Programmer Analyst	4	49,028	76,287	99,940	72,600	78,471	87,120	AZ	115%	4
Information Technician 2	24	57,907	71,355	84,802	60,445	72,505	90,584	OH	106%	3
IT Specialist I	4	40,839	74,647	108,454	67,200	72,422	78,057	VA	106%	2
IT Coordinator	10	59,878	79,547	99,216	61,828	67,974	76,440	AR	99%	2
Information Systems Specialist 2, OAO	3	46,032	57,774	69,516	66,384	66,384	69,516	OR	97%	4
Programmer Analyst 1	1	43,268	56,869	70,469	65,000	65,000	65,000	GA	95%	2
Microcomputer/Network Specialist I	1	63,609	70,736	77,864	63,609	63,609	63,609	AK	93%	4
Distributed Comp Systems Consultant	16	45,848	69,525	93,201	52,426	62,337	73,965	FL	91%	2
IT Applications Developer	2	58,529	72,404	86,278	60,907	61,829	62,752	NE	90%	4
LAN Support Technician	10	49,114	63,869	78,624	51,288	59,604	70,925	IN	87%	3
Agency of Digital Services IT Spec II	9	49,616	63,908	78,200	49,961	59,046	69,596	VT	86%	1
Technical Manager II	2	50,280	69,030	87,780	54,888	56,784	58,680	IL	83%	3
IT Band A	1	56,280	68,232	80,184	56,280	56,280	56,280	HI	82%	4
Programmer/IT Sys Techn, Sr (Pc Opt)	39	43,788	58,499	73,210	43,788	55,591	69,689	AL	81%	2
Technical Assisant, Mis	4	45,990	55,290	64,589	45,990	53,223	64,589	NJ	78%	1
Transportation Program Analyst 1	10	48,750	60,650	72,550	48,750	51,641	72,550	WV	75%	2
Information Systems Technologist	8	50,883	61,060	71,236	50,883	51,400	55,019	MO	75%	3
Applications Developer I	2	40,138	54,311	68,485	44,258	46,129	48,000	MS	67%	2
# Incumbents & Averages:	404	54,898	71,100	87,158	62,900	70,212	77,611			
Group Weighted Average:						77,807				
Median:						65,000				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Applications Support/Developer III	14	98,042	121,010	143,978	98,042	128,433	145,900	MA	140%	1
IT Analyst 3	8	111,475	125,763	140,050	115,317	126,144	140,050	CT	138%	1
IT Specialist I	187	71,520	93,618	115,716	71,520	105,118	115,716	CA	115%	4
IT Applications Developer—Journey	37	79,296	92,970	106,644	83,316	103,242	106,644	WA	113%	4
IT Specialist II	10	53,351	95,270	137,189	81,900	98,356	124,425	VA	107%	2
Software Developer Specialist 1	2	63,544	78,385	93,226	97,032	98,311	99,590	OH	107%	3
IT Specialist 4	47	65,395	83,273	101,150	67,350	95,331	101,150	IA	104%	3
Information Systems Specialist 5, OAO	50	63,780	80,088	96,396	69,900	92,970	96,396	OR	101%	4
Programmer Analyst/IT Systems Spec	47	61,661	86,664	111,667	66,331	92,283	106,277	AL	101%	2
Software Developer—Advanced	6	66,096	85,746	105,396	89,088	91,436	96,648	TN	100%	2
Systems Analyst IV	6	62,004	81,780	101,556	89,250	91,125	93,712	TX	99%	4
Application Developer	2	65,968	93,250	120,532	84,700	89,358	94,017	AZ	98%	4
IT Professional 2	15	57,483	78,133	98,783	56,564	88,146	98,783	NV	96%	4
Application Systems Analyst Senior	8	70,122	92,911	115,700	75,932	87,405	109,320	IN	95%	3
Microcomputer/Network Specialist II	2	72,794	80,867	88,940	75,485	83,548	91,611	AK	91%	4
IT Analyst	12	69,940	80,464	90,987	72,202	81,729	97,292	AR	89%	2
IT Band B	20	60,912	79,236	97,560	65,916	80,248	97,560	HI	88%	4
IT Applications Developer Senior	10	70,333	87,007	103,680	70,333	76,431	77,692	NE	83%	4
Technical Support Specialist 1	5	62,837	75,940	89,042	62,837	76,231	89,042	NJ	83%	1
Infomation Transp Specialist	2	36,784	54,808	72,832	76,000	76,000	76,000	OK	83%	4
Software Developer	8	74,632	74,632	74,632	74,632	74,632	74,632	MT	81%	4
Comp Tech Bus App Analyst	3	60,112	75,150	90,189	71,062	73,467	75,296	WY	80%	4
IT Business Analyst II	5	55,380	69,811	84,241	59,108	73,000	84,241	SC	80%	2
Technical Mgr III	29	57,180	78,360	99,540	57,180	72,773	89,712	IL	79%	3
Distb Compt Sys Anlst II; Sr Info Tech Bus Conslt; Sr Net Sys Anlst—SES	15	43,151	71,967	100,783	53,750	71,764	84,963	FL	78%	2
IS Systems Dev Services Senior	6	57,366	83,741	110,115	64,938	71,053	79,706	WI	78%	3
Agency of Digital Svcs IT Specialist III	16	56,056	71,854	87,651	58,760	68,875	80,516	VT	75%	1
Application Developer	37	46,093	66,529	86,965	54,080	67,114	86,900	KS	73%	3
Resource Management Analyst III	9	44,803	58,244	71,685	53,069	60,014	68,993	KY	66%	2
Applications Developer II	2	55,878	75,610	95,342	58,378	59,045	59,712	MS	64%	2
Intermediate Info Systems Technologist	12	54,953	65,944	76,935	54,953	54,953	54,953	MO	60%	3
Transp Database Admin 1	2	51,350	63,950	76,550	51,350	53,150	54,950	WV	58%	2
# Incumbents & Averages:	634	63,134	81,343	99,552	71,259	83,178	92,262			
Group Weighted Average:						91,611				
Median:						80,989				

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. Research, plans, and develops long-range training programs in new and complex technologies. Classification is not supervisory, but may serve as lead worker.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
IT Subject Matter Expert	2	120,395	135,651	150,906	143,634	145,430	147,225	CT	141%	1
Applications Dev & Support Supv	7	99,512	122,825	146,137	126,058	136,095	141,881	MA	132%	1
Mgr, Bus Sys Support; Reg Mgr for IT	7	49,984	89,996	130,009	131,641	133,318	139,147	FL	129%	2
IT Specialist III	31	69,699	122,213	174,727	107,697	118,285	138,057	VA	115%	2
IT Specialist II	41	94,716	110,814	126,912	94,716	117,589	126,912	CA	114%	4
Data Administrator Manager 2	13	81,681	99,185	116,688	86,278	116,266	124,682	OH	113%	3
IT System Admin—Senior/Specialist	20	87,432	102,510	117,588	101,376	115,504	117,588	WA	112%	4
Software Developer—Lead	4	87,300	113,502	139,704	111,948	113,754	116,076	TN	110%	2
Info Systems Spec 7, OAO,E and Ua	65	75,552	94,878	114,204	95,028	112,385	114,204	OR	109%	4
IT Specialist 5	31	75,774	85,966	96,158	88,442	112,133	116,542	IA	109%	3
Program Analyst, Sr/IT Syst Spec, Sr	21	71,412	100,500	129,588	75,086	109,826	123,434	AL	107%	2
Systems Analyst V	23	72,886	98,077	123,267	89,250	108,313	123,267	TX	105%	4
Analyst/Programmer V	4	83,187	92,615	102,044	85,683	105,027	124,410	AK	102%	4
Application Systems Analyst Spec	8	79,118	101,829	124,540	80,676	101,093	116,037	IN	98%	3
IT Band C	9	74,124	96,414	118,704	80,184	98,075	114,132	HI	95%	4
Sr/Lead Applications Developer	2	71,677	100,744	129,812	90,200	97,861	105,522	AZ	95%	4
Computer Info Systems Manager	2	97,747	97,747	97,747	97,747	97,747	97,747	MT	95%	4
IT Professional 3	21	62,786	85,504	108,221	78,885	95,260	108,221	NV	92%	4
Application Developer III	1	66,502	84,107	101,712	93,929	93,929	93,929	SC	91%	2
IS Systems Dev Svcs Specialist	43	66,976	96,762	126,547	79,560	90,459	98,426	WI	88%	3
IT Applications Developer Lead	8	81,973	101,406	120,838	81,973	90,276	100,732	NE	88%	4
Transportation Database Admin 2	1	58,500	73,025	87,550	84,645	84,645	84,645	WV	82%	2
Sr Comp Tech Bus App Anslt	8	65,832	82,285	98,738	78,187	82,802	88,941	WY	80%	4
Agency of Digital Services IT Spec IV	9	71,286	88,361	105,435	75,732	82,775	90,937	VT	80%	1
Technical Manager IV	7	61,440	85,650	109,860	63,276	80,460	113,244	IL	78%	3
IT Project Manager	6				77,173	79,180	82,500	KS	77%	3
Systems Consultant IT	29	54,208	70,471	86,734	60,145	75,322	99,257	KY	73%	2
Lead Info Systems Technologist	20	66,176	82,721	99,265	66,176	75,183	80,239	MO	73%	3
Applications Developer III	5	60,907	82,415	103,923	63,407	72,803	81,816	MS	71%	2
Telecomms/Network Tech IV	3	54,100	67,625	81,150	58,110	59,182	60,254	DE	57%	1
# Incumbents & Averages:	451	74,582	95,372	116,162	88,228	100,033	109,000			
Group Weighted Average:						103,080				
Median:						97,968				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Chief Information Officer	1	189,046	254,385	319,724	269,049	269,049	269,049	TX	261%	4
Ch Info Admin 2, MESN (A Pay Option)	1	156,048	198,948	241,848	230,364	230,364	241,848	OR	223%	4
IT Manager II	1	91,058	157,417	223,775	199,495	199,495	199,495	VA	194%	2
Chief, Information Officer	1	195,684	199,812	203,940	195,684	195,684	195,684	CA	190%	4
Assistant Director	1	99,000	145,000	192,001	182,000	182,000	182,000	AZ	177%	4
Chief Information Officer	1	114,400	163,800	213,200	174,168	174,168	174,168	MA	169%	1
IT Director II	1	156,000	169,610	183,219	173,581	173,581	173,581	SC	168%	2
Chief Information Officer	1	53,560	137,114	220,667	170,850	170,850	170,850	GA	166%	2
Transportaiton Division Director	1	93,288	130,593	167,898	161,470	161,470	161,470	IA	157%	3
Discretionary Non-Classified	1				160,722	160,722	160,722	NE	156%	4
IT Manager 3	1	121,484	143,814	166,144	160,688	160,688	160,688	CT	156%	1
Director, Office of Info Technician	1	128,244	144,276	160,308	160,308	160,308	160,308	WA	156%	4
Agency CIO	1	115,404	150,354	185,304	160,008	160,008	160,008	TN	155%	2
Director, Office of IT	1	60,004	103,401	146,798	158,109	158,109	158,109	FL	153%	2
Director, IT (SES)	1				153,410	153,410	153,410	NJ	149%	1
IT Band D	2	105,900	137,658	169,416	141,072	148,626	156,180	HI	144%	4
Chief Information Officer	1	128,622	143,139	157,655	145,340	145,340	145,340	AR	141%	2
IT Director	1	107,302	147,563	187,824	145,251	145,251	145,251	IN	141%	3
IT Manager IV	1	101,657	137,555	173,452	144,516	144,516	144,516	MS	140%	2
IT Manager III	1	89,479	119,950	150,420	143,146	143,146	143,146	AL	139%	2
Deputy Director/Chief Info Officer	1	54,974	113,162	171,350	141,877	141,877	141,877	OH	138%	3
Managment Information Manager	1	86,070	122,710	159,349	133,994	133,994	133,994	WI	130%	3
Sr Public Service Admin (Bureau Ch of Info Processing)	1	101,832	138,924	176,016	133,260	133,260	133,260	IL	129%	3
Info Systems Dir	1				131,984	131,984	131,984	MO	128%	3
Director (Lin)	1				130,110	130,110	130,110	DE	126%	1
Chief IT Manager	2	78,509	107,459	136,409	116,844	123,516	130,187	NV	120%	4
Telecomms Director	1	90,775	111,400	132,024	121,950	121,950	121,950	VT	118%	1
Transportation Chief Data Officer	1	85,150	102,510	119,870	119,870	119,870	119,870	WV	116%	2
Operations Manager	2	118,158	118,158	118,158	118,158	118,158	118,158	MT	115%	4
Comp Tech Program Mgr III	1	103,626	129,522	155,418	116,569	116,569	116,569	WY	113%	4
Chief Information Officer	1				115,500	115,500	115,500	KS	112%	3
# Incumbents & Averages:	34	108,664	143,393	178,161	155,140	155,599	156,428			
Group Weighted Average:						153,349				
Group Weighted Average:						148,626				

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 repairs a variety of equipment, which may include radios, telephones, communication towers, and other components. Installs related software and configures installed units. Research technical data to ensure appropriate installation and use of equipment. Suggests new equipment or alternative ways to install equipment.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Telecomm Analyst II	16	73,567	91,549	109,532	99,318	104,586	109,532	MA	149%	1
Agency of Digital Services IT Spec V	2	86,777	107,666	128,554	88,608	97,375	106,142	VT	139%	1
Senior Telecomms Specialist	13	78,120	86,652	95,184	92,868	93,759	95,184	WA	134%	4
Communications Supervisor II	1	59,904	72,258	84,611	84,611	84,611	84,611	NH	120%	1
Electronics Technician III	18	46,817	64,374	81,930	68,890	81,509	82,753	NC	116%	2
IT Specialist	9	65,748	79,508	93,268	68,806	80,018	90,210	NJ	114%	1
Communications Technician 3	12	52,541	66,092	79,643	76,024	79,090	79,643	IA	113%	3
Communications Technologist	12	71,901	71,901	71,901	71,901	71,901	71,901	MT	102%	4
Electronic Technical Specialist III	11	49,774	66,560	83,346	63,461	71,111	83,346	UT	101%	4
IT Systems Techn, Sr—Telecom Opt	3	43,788	58,499	73,210	66,331	68,569	69,689	AL	98%	2
Info Systems Network Mgmt Spec III	4	33,440	49,826	66,212	68,000	68,000	68,000	OK	97%	4
Network Engineer Int	1	61,022	80,873	100,724	66,297	66,297	66,297	IN	94%	3
Radio Technician 2	26	52,012	62,619	73,226	63,892	65,996	69,405	MN	94%	3
Lead Electronics Technician	1	64,894	74,164	83,433	64,894	64,894	64,894	CT	92%	1
Electronics Technician III	19	45,244	58,826	72,408	57,000	63,464	68,487	TX	90%	4
IT Support Specialist 3	20	43,268	56,869	70,469	63,000	63,000	63,000	GA	90%	2
Network Comms Systems Analyst Adv	18	45,011	83,075	121,139	61,630	62,587	70,429	WI	89%	3
ITs Tech 3/IT Tech Support Analyst 3	6	53,498	82,015	110,531	61,422	62,161	65,853	LA	89%	2
TDOT ITs Comms Technician 2	6	53,400	66,648	79,896	53,940	61,862	70,740	TN	88%	2
Traffic Signal Technician III	8	57,200	65,780	74,360	57,200	58,793	59,450	SC	84%	2
ITs Specialist	11	47,398	64,389	81,380	48,932	56,874	70,876	AR	81%	2
Electronics Technician 4	1	46,479	62,682	78,885	55,603	55,603	55,603	NV	79%	4
Network Analyst III	6	44,803	58,244	71,685	49,711	55,033	72,298	KY	78%	2
Coms Tech II; Microw Coms Tech I & II	3	31,200	44,986	58,771	48,735	48,735	48,735	FL	69%	2
Electronics Technician	2	37,003	50,970	64,938	43,988	46,442	48,896	KS	66%	3
Network Infrastructure Specialist I	1	40,138	54,311	68,485	45,690	45,690	45,690	MS	65%	2
Transp Electronics Technician Senior	9	37,700	46,625	55,550	40,250	44,676	53,765	WV	64%	2
# Incumbents & Averages:	239	52,691	67,702	82,714	64,111	67,505	71,683			
Group Weighted Average:						70,222				
Median:						64,894				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
HR Analyst 3, MMN	17	71,820	88,806	105,792	71,820	100,955	105,972	OR	131%	4
HR Specialist II	18	70,278	87,254	104,230	79,651	100,776	104,230	MA	131%	1
HR Analyst II	33	53,351	95,270	137,189	78,750	97,023	119,173	VA	126%	2
HR Consultant 4	28	64,092	79,638	95,184	88,416	94,676	95,184	WA	123%	4
Technical Manager V	6	73,740	98,130	122,520	80,976	94,224	107,472	IL	122%	3
HR Consultant 1	3	68,298	84,794	101,289	92,227	92,227	92,227	MN	120%	3
HR Specialist VI	17	62,004	81,780	101,556	78,750	87,751	100,848	TX	114%	4
Department Personnel Manager I	1	50,712	72,317	93,922	85,087	85,087	85,087	AL	110%	2
Agency HR Consultant III	17	59,752	82,159	104,566	68,582	84,437	85,445	NC	109%	2
Personnel Assistant 2	3	72,014	87,188	102,361	78,758	82,130	85,502	NJ	106%	1
HR Consultant II	2	67,413	73,653	79,893	78,374	81,775	85,176	AK	106%	4
Human Capital Management Sr Analyst	32	61,339	74,360	87,380	61,339	80,020	93,517	OH	104%	3
Assoc Personnel Analyst	76	66,216	75,804	85,392	66,216	77,581	82,884	CA	101%	4
Personnel Officer 1	1	52,785	71,483	90,181	77,235	77,235	77,235	NV	100%	4
HR Administrator	10	47,790	59,738	71,685	73,268	76,712	87,844	KY	99%	2
HR Analyst Senior	6	47,564	67,567	87,570	72,724	76,711	80,000	AZ	99%	4
Public Service Coord I—HR Generalist	2	57,990	68,349	78,707	69,971	74,339	78,707	ME	96%	1
HR Management Specialist IV	1	36,784	54,808	72,832	73,000	73,000	73,000	OK	95%	4
HR Specialist	12	46,842	69,368	91,894	57,325	72,330	83,304	LA	94%	2
HR Professional 1	9	47,008	63,326	79,643	52,894	70,366	79,643	IA	91%	3
HR Manager I	7	58,149	71,195	84,241	63,308	69,967	76,587	SC	91%	2
TInt Acq, ER, Wrkfce Coords, C&C Spec.	3	59,878	79,547	99,216	64,480	69,229	73,398	AR	90%	2
HR Specialist IV	3	60,912	73,812	86,712	63,384	68,984	80,184	HI	89%	4
HR Specialist 3	6	47,983	63,352	78,720	60,571	66,980	70,438	GA	87%	2
Senior HR Specialist	13	59,350	73,990	88,629	59,350	66,654	71,793	MO	86%	3
HR Spec/HR Business Partner I	5	53,668	68,858	84,047	56,351	64,625	68,162	NE	84%	4
HR Specialist	9	61,249	64,590	67,930	61,249	64,539	67,930	MT	84%	4
HR Admininstrator II	3	59,446	76,336	93,225	61,734	64,313	65,832	VT	83%	1
HR Coordinator II	1	52,670	63,473	74,276	62,576	62,576	62,576	NH	81%	1
HR Generalist 3	6	53,400	66,648	79,896	56,904	60,704	71,136	TN	79%	2
HR Analyst/HR—Ses	32	45,309	73,046	100,783	53,550	58,375	74,241	FL	76%	2
Transportation HR Specialist Sr	10	46,150	57,350	68,550	46,150	55,053	61,510	WV	71%	2
HR Advisors	7				44,900	51,191	57,481	DE	66%	1
HR Generalist II	7	40,286	54,513	68,739	45,978	47,980	51,021	MS	62%	2
HR Professional I-III	21	39,853	57,502	75,150	39,874	47,533	65,500	KS	62%	3
# Incumbents & Averages:	427	56,356	72,941	89,526	66,449	74,230	80,578			
Group Weighted Average:						77,140				
Median:						73,000				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Director of HR Operations	1	100,461	127,855	155,248	145,445	145,445	145,445	MA	151%	1
Agency HR Director III	1	94,214	153,098	211,982	143,052	143,052	143,052	NC	149%	2
Human Capital Management Admin 2	1	90,043	109,387	128,731	137,738	137,738	137,738	OH	143%	3
HR Manager II	12	69,699	122,213	174,727	113,905	134,722	165,376	VA	140%	2
HR Manager 2, MMS	2	83,160	105,900	128,640	128,640	128,640	128,640	OR	134%	4
HR Director III	3	116,480	133,533	150,585	122,866	127,338	133,159	SC	133%	2
Class & Comp Mgr, HR Svcs Mgr, Recrmt Mgr, & Talent Acquisition Mgr	4	97,680	111,492	125,304	125,304	125,304	125,304	WA	130%	4
Deputy HR Director	2	73,822	98,880	123,938	119,000	120,000	121,000	GA	125%	2
Manager 2, HR	2	99,463	120,810	142,156	104,207	118,438	132,669	NJ	123%	1
HR Director 2	1	86,673	105,684	124,695	116,928	116,928	116,928	MN	122%	3
Technical Manager VI	4	80,040	106,140	132,240	111,936	111,936	111,936	IL	116%	3
HR Manager V & VI	9	72,886	104,240	135,594	98,406	109,472	121,120	TX	114%	4
HR Business Partner 2	2	100,896	130,950	161,004	105,000	106,986	108,972	TN	111%	2
HR Programs Manager III	3	50,759	75,631	100,502	102,000	102,000	102,000	OK	106%	4
Deputy Director of HR	1	48,141	77,256	106,371	99,324	99,324	99,324	FL	103%	2
HR Manager	7	78,140	98,353	118,565	85,696	96,405	110,073	VT	100%	1
Section Head—HR	2	81,718	105,157	128,596	94,120	95,589	97,058	AR	99%	2
Staff Services Manager I	39	78,756	88,296	97,836	78,756	92,997	97,836	CA	97%	4
Public Service Manager 1	1	65,395	90,969	116,542	92,706	92,706	92,706	IA	96%	3
HR Manager	3	91,939	91,939	91,939	91,939	91,939	91,939	MT	96%	4
Department Personnel Manager II	1	58,692	85,180	111,667	89,479	89,479	89,479	AL	93%	2
HR Officer II (Prof Services II)	3	59,652	79,536	99,420	84,192	87,380	92,952	ND	91%	4
HR Spec Mgr/HR Business Partner II	4	64,399	82,627	100,855	78,108	87,170	100,499	NE	91%	4
HR Manager B/HR Manager A	5	53,643	83,107	112,570	71,178	86,303	92,581	LA	90%	2
HR Branch Manager	3	52,568	65,710	78,852	83,515	86,125	91,343	KY	90%	2
Personnel Officer 2	1	57,483	78,133	98,783	84,606	84,606	84,606	NV	88%	4
Public Service Manager—HR Manager	6	62,504	73,726	84,947	68,723	80,621	84,947	ME	84%	1
Compensation Manager, HR Manager	8	66,176	82,721	99,265	80,239	80,239	80,239	MO	84%	3
HR Manager II	1	69,363	86,704	104,045	80,201	80,201	80,201	DE	83%	1
HR Specialist V	8	68,556	83,058	97,560	68,556	78,240	93,840	HI	81%	4
HR Supervisor	2	51,625	72,099	92,573	72,724	77,362	82,000	AZ	81%	4
Public Service Executive I-III	6	50,918	71,125	91,333	68,500	73,827	82,500	KS	77%	3
Transportation Division Manager 2	6	54,600	68,075	81,550	60,375	72,438	76,160	WV	75%	2
HR Team Lead	6	47,625	64,272	80,919	55,000	62,953	67,990	MS	66%	2
Administrator I	1	62,576	75,865	89,154	62,576	62,576	62,576	NH	65%	1
# Incumbents & Averages:	161	72,593	94,563	116,534	94,998	99,614	104,120			
Group Weighted Average:						96,087				
Median:						92,997				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Director HR Division	1	142,032	191,123	240,214	203,210	203,210	203,210	TX	149%	4
HR Director IV	1	156,000	169,610	183,219	183,219	183,219	183,219	SC	134%	2
Transportation Asst Bureau Chief	1	132,900	172,650	212,400	180,000	180,000	180,000	TN	132%	2
HR Manager III	1	91,058	157,417	223,775	175,875	175,875	175,875	VA	129%	2
Chief HR Officer	1	119,022	151,858	184,694	171,381	171,381	171,381	MA	126%	1
Career Exec Assign	1	113,652	174,168	234,684	169,644	169,644	169,644	CA	124%	4
Department HR Officer IV	1	116,712	151,746	186,780	167,892	167,892	167,892	HI	123%	4
HR Administrator 1, MESN	1	105,972	134,952	163,932	163,932	163,932	163,932	OR	120%	4
Agency HR Director IV	1	105,991	172,236	238,480	163,842	163,842	163,842	NC	120%	2
Dir, HR, Safety and Empl Exp—DOT	1	128,244	144,276	160,308	160,308	160,308	160,308	WA	118%	4
HR Director	1	115,951	156,808	197,664	159,000	159,000	159,000	GA	117%	2
Division Head—HR	1	128,622	143,139	157,655	146,614	146,614	146,614	AR	107%	2
Sr Pub Serv Admn (Bur Ch of Prsnl Mgt)	1	101,832	138,924	176,016	143,916	143,916	143,916	IL	105%	3
Deputy Director/Chief HR Officer	1	54,974	113,162	171,350	141,877	141,877	141,877	OH	104%	3
Discretionary Non-Classified	1				141,276	141,276	141,276	NE	104%	4
Director of HR	1	49,984	89,996	130,009	138,022	138,022	138,022	FL	101%	2
HR Director	1				131,984	131,984	131,984	MO	97%	3
HR Director (Manager III)	1	85,752	114,330	142,908	127,664	127,664	127,664	ND	94%	4
Public Service Manager 2	1	93,288	113,058	132,829	125,278	125,278	125,278	IA	92%	3
HR Programs Director	1	57,358	85,463	113,568	122,000	122,000	122,000	OK	89%	4
Chief HR Officer Statewide	1	92,314	130,212	168,109	120,120	120,120	120,120	AZ	88%	4
HR Consultant V	2	87,942	96,065	104,187	109,387	118,882	128,378	AK	87%	4
HR Director	1	83,200	109,875	136,550	118,580	118,580	118,580	VT	87%	1
HR Administrator	1	118,158	118,158	118,158	118,158	118,158	118,158	MT	87%	4
Department Personnel Manager IV	1	83,004	111,332	139,661	117,473	117,473	117,473	AL	86%	2
Maine DOT HR Director	1	86,050	101,660	117,270	117,270	117,270	117,270	ME	86%	1
HR Manager	1	74,308	100,549	126,789	107,283	107,283	107,283	MS	79%	2
HR Director D	1	70,325	104,115	137,904	103,626	103,626	103,626	LA	76%	2
Transportation Division Director	1	70,200	87,875	105,550	102,015	102,015	102,015	WV	75%	2
Bureau Chief of HR	1				97,125	97,125	97,125	KS	71%	3
Personnel Officer 3	1	65,626	89,460	113,295	97,050	97,050	97,050	NV	71%	4
Administrator IV	1	81,432	98,739	116,045	93,347	93,347	93,347	NH	68%	1
HR Manager III (Director)	1	83,575	104,469	125,363	91,410	91,410	91,410	DE	67%	1
# Incumbents & Averages:	34	96,516	127,581	158,646	136,660	136,948	137,235			
Group Weighted Average:					136,416					
Median:					131,984					

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Public Service Administrator	1	91,920	116,820	141,720	133,260	133,260	133,260	IL	140%	3
ADA & Title VI Compliance Prgm Mgrs	2	80,174	107,884	135,594	130,200	132,300	134,400	TX	139%	4
State Program Admin Mgr Principal	1	96,800	117,816	138,831	130,020	130,020	130,020	MN	137%	3
Equal Opportunity & Diversity Director	1				126,908	126,908	126,908	MO	133%	3
AA Manager 1	2	81,681	99,185	116,688	121,597	123,330	124,862	OH	130%	3
Dir, Title VI Accessibility	1	88,183	111,963	135,742	118,803	118,803	118,803	MA	125%	1
Operations & Policy Analyst 4, MMN	38	83,160	102,798	122,436	94,332	118,201	122,436	OR	124%	4
Transportation Asst Commissioner	1	85,150	102,510	119,870	116,549	116,549	116,549	WV	123%	2
Staff Services Manager III	1	105,108	112,224	119,340	114,144	114,144	114,144	CA	120%	4
EEO Assistant Administrator	1	73,822	98,880	123,938	112,000	112,000	112,000	GA	118%	2
Diversity and Inclusion Manager	1	80,664	92,052	103,440	103,440	103,440	103,440	WA	109%	4
HR Director II	1	85,176	104,470	123,763	99,566	99,566	99,566	SC	105%	2
EO Specialist 2	3	81,518	96,336	111,153	83,963	95,077	108,772	CT	100%	1
Department Specialist 13	1	60,320	75,171	90,022	90,022	90,022	90,022	MI	95%	3
Civil Rights Administrator III	1	50,759	75,631	100,502	88,000	88,000	88,000	OK	93%	4
Civil Rights Program Coordinator	1	59,444	76,333	93,222	85,467	85,467	85,467	VT	90%	1
Civil Rights Compliance Specialist	1	62,306	77,869	93,433	85,208	85,208	85,208	SD	90%	4
HR Manager, EEO Coordinator	1	62,504	73,726	84,947	84,947	84,947	84,947	ME	89%	1
AA Compliance Officer 2	1	54,080	68,952	83,824	83,824	83,824	83,824	IA	88%	3
EEO Officer	1	55,102	74,719	94,336	82,434	82,434	82,434	NV	87%	4
Civil Rights Specialist VI	1	74,124	89,820	105,516	80,184	80,184	80,184	HI	84%	4
Transp Equal Employ Unit Superv (Int)	2	50,712	67,900	85,087	79,003	80,005	81,007	AL	84%	2
AA Specialist 2	4	62,837	75,940	89,042	62,837	78,123	89,042	NJ	82%	1
Civil Rights Compliance Manager	4	51,625	72,099	92,573	66,663	78,032	85,196	AZ	82%	4
Civil Rights ADA Coord	10	65,832	82,285	98,738	74,056	76,468	83,105	WY	80%	4
Agency HR Consultant II	2	51,616	70,972	90,328	73,888	73,888	73,888	NC	78%	2
Civil Rights Prog Admin I (Prog Mgmt II)	1	49,956	66,621	83,286	73,296	73,296	73,296	ND	77%	4
HR Managerr I (EEO/AA Officer)	2	65,185	81,481	97,777	71,296	72,315	73,333	DE	76%	1
ADA/EEO/Employee Relations Officer	5	39,853	57,501	75,150	53,464	64,936	82,688	KS	68%	3
Internal EEO Coordinator	1	59,878	79,547	99,216	63,388	63,388	63,388	AR	67%	2
Equal Opportunity Specialist	3	60,818	60,818	60,818	60,818	60,818	60,818	MT	64%	4
Insp Spec; Opns & Mgmt Consultant II (Working Title: EEO Investigator)	1	43,151	67,706	92,260	59,268	59,268	59,268	FL	62%	2
Internal Affairs Officer 3	2	42,900	51,506	60,112	50,043	54,630	57,217	IN	57%	3
Program Specialist III	1	52,670	63,473	74,276	52,670	52,670	52,670	NH	55%	1
Compliance Program Specialist 4	1	43,784	64,834	85,883	52,645	52,645	52,645	LA	55%	2
Program Specialist III	4	66,944	90,584	114,224	41,208	51,446	62,676	MS	54%	2
# Incumbents & Averages:	105	66,279	83,669	101,060	86,095	88,767	90,986			
Group Weighted Average:						95,124				
Median:						84,386				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Career Exec Assign	1	113,652	174,168	234,684	190,776	190,776	190,776	CA	204%	4
Director of Civil Rights, (Ses)	1				158,700	158,700	158,700	NJ	170%	1
Diversity, Equity & Incl Admin 1, MESN	1	105,972	134,682	163,392	156,048	156,048	156,048	OR	167%	4
Program Manager III	1	116,480	133,533	150,585	150,150	150,150	150,150	SC	161%	2
Deputy Director	1	113,208	145,176	145,176	145,176	145,176	145,176	WA	156%	4
State Division Administrator 17	1	10,679	77,856	145,032	145,032	145,032	145,032	MI	155%	3
Dbe Programs Manager	1	80,174	107,884	135,594	134,741	134,741	134,741	TX	144%	4
Civil Rights Director	1	103,815	126,376	148,937	131,586	131,586	131,586	MN	141%	3
External Civil Rights Director	1				126,908	126,908	126,908	MO	136%	3
Director, Contract Compliance	1	88,183	111,963	135,742	126,877	126,877	126,877	MA	136%	1
AA Manager 2	2	90,043	109,387	128,731	117,125	124,956	132,787	OH	134%	3
EEO Director	1	104,151	123,083	142,014	124,176	124,176	124,176	CT	133%	1
Civil Rights Coordinator (DOT)	1	105,900	137,658	169,416	122,208	122,208	122,208	HI	131%	4
Manager, EO Office	1	49,984	89,996	130,009	117,616	117,616	117,616	FL	126%	2
DOT Manager	1	68,078	113,953	159,827	113,963	113,963	113,963	WI	122%	3
EEO Assistant Administrator	1	73,822	98,880	123,938	110,000	110,000	110,000	GA	118%	2
Admin External Civil Rights	1	108,527	116,599	124,671	107,031	107,031	107,031	NV	115%	4
Deputy Administrator—Tier III	1	82,482	111,609	140,735	105,000	105,000	105,000	MS	113%	2
Program Manager I	1	65,876	90,580	115,283	103,807	103,807	103,807	NC	111%	2
Highway Programs Administrator	1	61,331	76,663	91,994	103,746	103,746	103,746	NE	111%	4
Transportation Division Director	1	70,200	87,875	105,550	102,015	102,015	102,015	WV	109%	2
DOTD Program Director	1	65,728	97,303	128,877	101,130	101,130	101,130	LA	108%	2
Civil Rights Bureau Chief	1	97,747	97,747	97,747	97,747	97,747	97,747	MT	105%	4
Equal Opportunity Manager 2	1	84,597	106,612	128,627	94,436	94,436	94,436	PA	101%	1
Program Admin Specialist II	6	53,351	95,270	137,189	80,070	88,642	107,162	VA	95%	2
Civil Rights Administrator III	1	50,759	75,631	100,502	88,000	88,000	88,000	OK	94%	4
Civil Rights Complicance Manager	2	51,625	72,099	92,573	84,700	86,515	88,330	AZ	93%	4
Civil Rights Program Manager	1	67,246	86,339	105,432	86,112	86,112	86,112	VT	92%	1
Civil Rgts Prog Admin II (Prog Mgmt III)	2	59,652	79,536	99,420	84,564	85,848	87,132	ND	92%	4
Trans Eql Empl Unit Supv (Exter/Dbe)	2	50,712	67,900	85,087	79,003	80,005	81,007	AL	86%	2
External EEO Coordinator	1	59,878	79,547	99,216	78,260	78,260	78,260	AR	84%	2
Small Business Development Director	1	76,596	98,946	121,296	77,364	77,364	77,364	TN	83%	2
Technical Mgr IV (Civil Rights Spec)	3	61,440	85,650	109,860	73,440	74,772	77,436	IL	80%	3
Business Analyst Supervisor	1	70,824	93,142	115,461	74,360	74,360	74,360	UT	80%	4
Program Specialist III	1	52,670	63,473	74,276	71,156	71,156	71,156	NH	76%	1
Dep Principal Asst (Civil Rights Admin)	1	61,258	76,573	91,888	68,648	68,648	68,648	DE	74%	1
Policy Dev Spec—Civil Rights Coord	2	57,990	68,349	78,707	66,851	66,851	66,851	ME	72%	1
Field Auditor 2	4	53,222	63,869	74,516	53,222	59,058	68,035	IN	63%	3
Public Service Executive II	8	39,853	52,396	64,938	42,588	49,643	80,549	KS	53%	3
# Incumbents & Averages:	61	73,722	98,062	121,538	104,983	105,873	107,745			
Group Weighted Average:						93,290				
Median:						103,746				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Tech Mgr V (Supplies & Svcs Unit Ch)	1	73,740	98,130	122,520	111,996	111,996	111,996	IL	155%	3
Buyer IV	1	73,567	91,549	109,532	109,532	109,532	109,532	MA	152%	1
Senior Buyer	1	68,806	83,243	97,680	97,680	97,680	97,680	NJ	135%	1
Transportaion Manager 1	1	76,596	98,946	121,296	91,680	91,680	91,680	TN	127%	2
Buyer 4	1	52,785	71,483	90,181	90,181	90,181	90,181	NV	125%	4
Buyer Specialist 13	1	60,320	75,171	90,022	90,022	90,022	90,022	MI	125%	3
Procurement Officer II	11	53,351	95,270	137,189	76,700	85,777	100,697	VA	119%	2
Procurement Specialist III	7	63,609	71,553	79,498	68,114	82,035	105,726	AK	114%	4
Procurement Support Manager	1	60,133	70,887	81,640	81,640	81,640	81,640	ME	113%	1
Purchasing Agent 3	7	57,637	72,686	87,734	59,363	81,230	87,734	IA	112%	3
Procurement Specialist III	5	54,197	74,521	94,844	77,112	80,883	82,754	NC	112%	2
Purchasing Agent Senior	2	52,666	86,903	121,139	79,456	79,456	79,456	WI	110%	3
Sourcing Planner	5	63,544	78,385	93,226	72,488	78,965	96,408	OH	109%	3
Proc & Contracts Spec 2, OAO & E	17	60,288	76,998	93,708	57,024	78,186	93,708	OR	108%	4
AOT Contract Admin III	2	56,056	71,854	87,652	71,718	77,128	82,538	VT	107%	1
Assoc Govern Prog Analyst	71	66,216	74,550	82,884	66,216	76,394	82,884	CA	106%	4
Procurement & Supply Specialist 4	11	58,104	68,112	78,120	72,552	76,075	78,120	WA	105%	4
Purchasing Agent I (Fiscal Svcs IV)	2	49,956	66,606	83,256	70,788	74,778	78,768	ND	104%	4
Senior Procurment Specialist	13	47,564	67,597	87,570	72,552	72,791	73,029	AZ	101%	4
Proc Mgr 1 Exempt/Proc Mgr 2 Exempt	1	57,408	84,989	112,570	72,446	72,446	72,446	LA	100%	2
Buyer 2	3	52,033	63,956	75,878	71,932	71,932	71,932	MN	100%	3
Purchasing Agent III	3	52,541	67,943	83,346	59,904	70,373	83,262	UT	97%	4
Purchasing Admin 1	3	59,800	71,760	83,720	61,105	69,243	76,711	IN	96%	3
Purchaser V	13	48,158	62,818	77,477	59,878	67,827	72,971	TX	94%	4
Buyer	3	60,112	75,150	90,189	67,635	67,640	67,642	WY	94%	4
Procurement & Supply Specialist IV	2	60,912	73,812	86,712	65,916	67,236	68,556	HI	93%	4
Management Analyst 2	2	56,900	71,707	86,514	60,734	65,830	70,925	PA	91%	1
Transportation Division Manager 1	1	48,750	60,650	72,550	65,070	65,070	65,070	WV	90%	2
Procurement Officer	2	37,981	56,565	75,150	57,750	64,050	70,350	KS	89%	3
Senior Procurement Agent	6	59,350	73,990	88,629	59,350	62,580	71,793	MO	87%	3
Purchasing Specialist	2	51,246	69,459	87,672	57,226	60,138	63,050	AR	83%	2
Procurement Manager I	8	58,149	71,195	84,241	58,149	60,132	63,262	SC	83%	2
Purchasing Agent	2	59,832	60,045	60,258	59,832	60,045	60,258	MT	83%	4
Procurement Officer	4	54,174	67,017	79,860	54,174	58,758	70,870	NE	81%	4
Contracting and Acquisitions Agent	4	30,593	45,584	60,575	57,000	57,000	57,000	OK	79%	4
Department Proc Officer II	2	36,876	49,268	61,661	54,526	56,609	58,692	AL	78%	2
Procurement Officer II	5	43,509	58,874	74,238	47,888	49,971	51,428	MS	69%	2
Purchasing Agent I	4	40,730	52,949	65,168	43,040	48,660	61,214	KY	67%	2
Purchasing Agent III	12	31,200	46,782	62,364	43,080	46,483	50,477	FL	64%	2
# Incumbents & Averages:	242	55,113	71,255	87,396	69,063	73,294	78,012			
Group Weighted Average:						72,247				
Median:						72,446				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Director Procurement Division	1	129,121	173,749	218,376	175,697	175,697	175,697	TX	171%	4
Fiscal Admin Manager 2	5	117,158	138,454	159,749	147,168	155,501	159,749	CT	151%	1
TDOT Director	1	115,404	150,354	185,304	145,008	145,008	145,008	TN	141%	2
Procurement Manager 3, MMS	1	91,560	116,592	141,624	141,624	141,624	141,624	OR	138%	4
Manager, Contractual Svcs Office	1	58,553	108,503	158,452	139,109	139,109	139,109	FL	135%	2
Program Manager III	1	116,480	133,533	150,585	136,500	136,500	136,500	SC	133%	2
Manager 2, Procurement	2	104,207	126,609	149,011	129,098	131,587	134,076	NJ	128%	1
Asst Director, Proc & Mat Management	1	102,672	117,174	131,676	131,676	131,676	131,676	WA	128%	4
Asst Chief Procurement Officer	3	92,325	124,322	156,318	117,000	120,333	127,000	GA	117%	2
State Admin Manager 15	1	87,471	106,645	125,818	125,677	125,677	125,677	MI	122%	3
Procurement Manager	1	88,183	111,963	135,742	122,720	122,720	122,720	MA	119%	1
Tech Mgr VI (Proc & Contracts Sect Ch)	1	80,040	106,140	132,240	117,264	117,264	117,264	IL	114%	3
Chief Procurement Officer	1	60,723	85,479	110,235	115,162	115,162	115,162	AZ	112%	4
Sourcing Supervisor	3	74,339	90,241	106,142	101,400	107,571	113,214	OH	105%	3
Assistant Finance Director	1	70,824	96,491	122,158	109,886	109,886	109,886	UT	107%	4
Division Director I	1	50,759	71,908	93,057	108,500	108,500	108,500	OK	106%	4
Procurement Specialist V	5	81,973	89,461	96,949	81,973	97,876	108,493	AK	95%	4
Procurement Manager	1	70,967	104,677	138,386	103,807	103,807	103,807	NC	101%	2
Deputy Administrator—Tier III	1	82,482	111,609	140,735	100,000	100,000	100,000	MS	97%	2
Public Service Manager 1	1	65,395	90,969	116,542	99,382	99,382	99,382	IA	97%	3
Staff Services Manager I	19	78,756	88,296	97,836	78,756	90,431	97,836	CA	88%	4
Equipment Operations Manager	1	65,626	89,460	113,295	97,050	97,050	97,050	NV	94%	4
Pub Svc Mgr II—Dir Div of Contract Proc	1	75,629	89,191	102,752	95,014	95,014	95,014	ME	92%	1
Purchasing Agent Mgmt Supervisor	1	61,630	101,639	141,648	93,059	93,059	93,059	WI	91%	3
Transportation Assistant Director	1	61,750	77,150	92,550	92,550	92,550	92,550	WV	90%	2
Purchasing Manager	1	78,915	98,654	118,394	91,123	91,123	91,123	WY	89%	4
AOT Contract Specialist IV	5	63,211	81,112	99,012	66,144	73,977	90,937	VT	72%	1
Section Lead Proc (Fiscal Svcs V)	1	59,652	79,536	99,420	90,420	90,420	90,420	ND	88%	4
State Program Admin Supervisor Sr	1	60,134	73,612	87,090	88,844	88,844	88,844	MN	86%	3
Assistant Director	1	75,010	99,411	123,812	88,729	88,729	88,729	IN	86%	3
Purchasing Program Manager	1	85,562	85,562	85,562	85,562	85,562	85,562	MT	83%	4
Mat & Svcs Manager PennDOT	1	84,597	106,612	128,627	84,597	84,597	84,597	PA	82%	1
Procurement Manager	1	64,062	80,078	96,094	81,384	81,384	81,384	NE	79%	4
General Svcs Manager—Procurement	1	66,176	82,721	99,265	80,239	80,239	80,239	MO	78%	3
Procurement Director 4 Exempt	1	65,728	97,303	128,877	73,944	73,944	73,944	LA	72%	2
Purchasing Manager	1	59,878	79,547	99,216	72,904	72,904	72,904	AR	71%	2
General Services Supervisor	2	53,225	71,352	89,479	53,225	56,700	60,175	AL	55%	2
# Incumbents & Averages:	73	78,383	100,976	123,568	104,384	105,984	107,538			
Group Weighted Average:						102,776				
Median:						99,382				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Director Statewide Fleet	1	129,121	173,749	218,376	179,006	179,006	179,006	TX	174%	4
Supv Equipment Engineer	1	158,676	169,470	180,264	171,672	171,672	171,672	CA	167%	4
Transportation Maintenance Director	5	126,720	149,748	172,776	141,832	150,048	154,671	CT	146%	1
Transportation Engineer 5	1	90,043	109,387	128,731	137,738	137,738	137,738	OH	134%	3
TEF—Fleet Administrator	1	107,928	123,144	138,360	134,340	134,340	134,340	WA	131%	4
State Equipment Fleet Manager	1	93,558	102,346	111,134	122,325	122,325	122,325	AK	119%	4
State Fleet Director (Manager II)	1	71,676	95,568	119,460	120,876	120,876	120,876	ND	118%	4
Supv Central Motor Pool Operations	1	90,644	110,000	129,355	120,752	120,752	120,752	NJ	117%	1
MassDOT Fleet Coordinator III	1	80,751	100,151	119,551	119,551	119,551	119,551	MA	116%	1
Equipment Supt	1	78,509	107,459	136,409	116,844	116,844	116,844	NV	114%	4
Program Admin Specialist III	2	69,699	122,213	174,727	114,386	116,801	119,215	VA	114%	2
Fleet Manager 3, MMS	1	91,560	116,592	141,624	116,592	116,592	116,592	OR	113%	4
Public Service Manager 1	1	65,395	90,969	116,542	116,542	116,542	116,542	IA	113%	3
Engineer 7	1	85,925	120,308	154,690	113,318	113,318	113,318	LA	110%	2
Transp Division Engineering Dir	1	79,950	96,190	112,430	112,430	112,430	112,430	WV	109%	2
Hwy Administration Program Mgr 1	1	84,597	106,612	128,627	110,240	110,240	110,240	PA	107%	1
Program Manager II	1	85,176	104,470	123,763	106,606	106,606	106,606	SC	104%	2
Maintenance Operations Manager	1	56,098	78,543	100,989	106,480	106,480	106,480	AZ	104%	4
Equipment Management Coord	1	71,412	95,924	120,437	106,277	106,277	106,277	AL	103%	2
Manager Fleet Services	1	82,222	97,250	112,278	103,834	103,834	103,834	ME	101%	1
Deputy Administrator	1	82,482	111,609	140,735	100,000	100,000	100,000	MS	97%	2
Department Manager 14	1	66,518	82,867	99,216	99,216	99,216	99,216	MI	97%	3
Transportation Manager 2	1	87,300	113,502	139,704	98,256	98,256	98,256	TN	96%	2
Equipment Program Mgr	1	78,915	98,654	118,394	98,003	98,003	98,003	WY	95%	4
Equipment Bureau Chief	1	97,747	97,747	97,747	97,747	97,747	97,747	MT	95%	4
Division Director	1	93,002	123,253	153,504	97,000	97,000	97,000	IN	94%	3
Equipment Operations Manager	2	60,216	77,865	95,514	95,514	95,514	95,514	UT	93%	4
Fleet Manager	1	69,940	90,987	112,034	95,498	95,498	95,498	AR	93%	2
Prof Civil Engineer II	1	93,642	97,230	100,818	94,906	94,906	94,906	KS	92%	3
AOT Senior Manger II	1	86,777	111,803	136,828	94,432	94,432	94,432	VT	92%	1
Fleet Support Manager	1	49,158	67,592	86,026	92,685	92,685	92,685	NC	90%	2
Programs Manager III	1	40,829	60,835	80,841	92,500	92,500	92,500	OK	90%	4
Tech Mgr VI (Fleet & Facil Svcs Sect Ch)	1	80,040	106,140	132,240	92,316	92,316	92,316	IL	90%	3
Admin II	2	68,094	82,866	97,637	80,984	87,165	93,347	NH	85%	1
General Services Manager—Fleet	1	66,176	82,721	99,265	80,239	80,239	80,239	MO	78%	3
Fleet Program Officer	1	52,666	86,903	121,139	75,005	75,005	75,005	WI	73%	3
Highway Fleet Manager	1	55,623	69,531	83,439	73,576	73,576	73,576	NE	72%	4
Opns Anlst II/Mgmt Anlst II/Eng Spec III (Fleet Mgr)	8	32,656	66,719	100,783	68,250	70,497	79,695	FL	69%	2
Fleet Services Manager	1	52,567	65,710	78,852	69,648	69,648	69,648	KY	68%	2
Motor Vehicle Opns Manager	3	47,983	63,352	78,720	61,765	63,098	63,765	GA	61%	2
# Incumbents & Averages:	56	79,050	100,699	122,349	105,730	106,239	106,816			
Group Weighted Average:					103,016					
Median:					101,917					

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Program Admin Manager III	2	69,699	122,213	174,727	153,915	154,310	154,704	VA	164%	2
Project Dev & Evaluation Manager	1	107,928	123,144	138,360	138,360	138,360	138,360	WA	147%	4
Project Manager, Transportation	1	94,945	115,276	135,607	135,607	135,607	135,607	NJ	144%	1
Transportation Planning Director	1	103,815	126,376	148,937	131,586	131,586	131,586	MN	140%	3
Planner 4, E	11	77,088	99,762	122,436	113,892	119,073	119,592	OR	126%	4
Bicycle & Pedestrian Supervisor	1	72,886	98,077	123,267	116,487	116,487	116,487	TX	124%	4
Program Admin 3	1	74,339	90,241	106,142	112,091	112,091	112,091	OH	119%	3
Urban Planning Manager	1	94,765	118,560	142,355	108,326	108,326	108,326	UT	115%	4
Admin Officer 3	1	64,959	81,810	98,661	98,661	98,661	98,661	PA	105%	1
Transportation Planner 2	1	62,358	79,466	96,574	96,574	96,574	96,574	IA	102%	3
AOT Planning Coordinator III	1	63,211	81,112	99,012	96,262	96,262	96,262	VT	102%	1
Transportation Planning Spec 13	1	65,832	80,704	95,576	95,576	95,576	95,576	MI	101%	3
Senior Transp Planner	1	90,756	101,766	112,776	95,292	95,292	95,292	CA	101%	4
Civil Engineer IV	1	62,576	78,837	95,098	95,098	95,098	95,098	NH	101%	1
Policy & Planning Supv I	4	86,424	108,035	129,646	88,789	89,876	90,566	WY	95%	4
Transp Mgmt Officer II (Prog Mgmt III)	1	59,652	79,536	99,420	89,256	89,256	89,256	ND	95%	4
Public Service Coord—Policy Dev Spec	10	64,272	76,035	87,797	78,062	85,176	87,797	ME	90%	1
Transportation Program Planner II	6	76,895	92,385	107,874	76,895	84,559	107,874	MA	90%	1
Transportation Manager I	1	40,829	60,835	80,841	82,000	82,000	82,000	OK	87%	4
Transportation Manager 1	1	76,596	98,946	121,296	80,472	80,472	80,472	TN	85%	2
Bicycle–Pedestrian Coordinator	1	59,878	79,547	99,216	79,898	79,898	79,898	AR	85%	2
Roadside Design Specialist	1	66,176	82,721	99,265	79,751	79,751	79,751	MO	85%	3
Highway Planning Manager	1	66,753	83,440	100,127	79,589	79,589	79,589	NE	84%	4
Transportation Planner III	1	73,116	89,567	106,018	78,343	78,343	78,343	SC	83%	2
Public Service Executive II	1	58,885	70,876	82,867	74,550	74,550	74,550	KS	79%	3
Bike and Pedestrian Coordinator	1	53,311	70,678	88,044	71,500	71,500	71,500	GA	76%	2
Engineer IV	1	68,556	83,058	97,560	68,556	68,556	68,556	HI	73%	4
Urban & Regional Planner Advanced	1	52,666	86,903	121,139	67,891	67,891	67,891	WI	72%	3
Eng Spec IV (Bic/Ped Coord)	4	48,876	74,359	99,842	58,124	66,959	70,980	FL	71%	2
Planner IV	1	57,568	71,960	86,352	66,556	66,556	66,556	DE	71%	1
Development Specialist 1	1	59,800	71,760	83,720	64,662	64,662	64,662	IN	69%	3
Transportation Planner	1	62,113	62,113	62,113	62,113	62,113	62,113	MT	66%	4
Transportation Planner Analyst 3	1	57,483	78,133	98,783	61,763	61,763	61,763	NV	66%	4
# Incumbents & Averages:	64	69,546	88,431	107,317	90,803	91,720	92,677			
Group Weighted Average:						94,245				
Median:						85,176				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Engineer Manager Licensed 15	1	94,390	116,719	139,048	123,552	123,552	123,552	MI	150%	3
Assoc Transportation Planner	226	76,644	86,316	95,988	76,644	88,866	95,988	CA	108%	4
Highway Liaison Manager	1	53,071	66,338	79,604	84,995	84,995	84,995	NE	103%	4
Public Transportation Specialist III	58	52,086	79,398	106,711	72,541	83,399	94,114	FL	101%	2
Transportation Planning Spec 2	4	64,959	81,810	98,661	75,795	83,135	94,436	PA	101%	1
Transportation Manager I	5	40,829	60,835	80,841	82,000	82,000	82,000	OK	99%	4
Program Specialist IV	3	57,389	69,187	80,984	80,984	80,984	80,984	NH	98%	1
Public Involvement Planner II	2	58,184	76,549	94,913	80,850	80,850	80,850	TX	98%	4
Transportation Planner 1	18	74,184	88,284	102,384	74,184	80,231	102,384	CT	97%	1
Trans Project Mgr (Eng & Plan Svcs IV)	1	54,948	73,266	91,584	79,296	79,296	79,296	ND	96%	4
Program Manager I	9	68,250	84,981	101,712	71,088	76,940	86,086	SC	93%	2
Sr Policy & Planning Analyst (BAPS10)	10	65,832	82,285	98,738	74,056	76,468	83,105	WY	93%	4
Transp Program Consultant II	4	44,588	61,308	78,028	67,577	75,726	81,793	NC	92%	2
Transportation Planner Analyst 2	14	52,785	71,483	90,181	51,929	74,873	90,181	NV	91%	4
Transportation Project Manager	1	64,147	88,785	113,422	71,240	71,240	71,240	UT	86%	4
Tech Mgr IV (Airport Enviro & Plan Mgr(Aero) Trans System Planner (IPI))	2	61,440	85,650	109,860	70,872	70,872	70,872	IL	86%	3
Transportation Planner 2	3	62,358	79,466	96,574	64,501	69,992	72,738	IA	85%	3
Transportation Planner	3	59,878	79,547	99,216	59,878	68,935	99,216	AR	84%	2
Transportation Planner	1	65,991	65,991	65,991	65,991	65,991	65,991	MT	80%	4
DOTD Program Specialist 4	9	46,842	69,368	91,894	51,002	65,113	82,888	LA	79%	2
Planner IV	4	60,912	73,812	86,712	60,912	63,399	65,916	HI	77%	4
Development Specialist 2	2	53,222	63,869	74,516	55,777	63,255	70,734	IN	77%	3
Transportation Planner Senior	2	43,981	61,591	79,200	62,920	62,920	62,920	AZ	76%	4
Property Management Specialist	3	52,894	67,735	82,576	59,300	62,780	65,790	VT	76%	1
Transportation Planning Analyst	6	47,840	56,191	64,542	54,828	59,706	64,542	ME	72%	1
Planner Intermediate	5	50,530	61,941	73,351	49,319	58,786	67,087	MN	71%	3
Intermediate Multimodal Opns Spec	2	54,953	65,944	76,935	54,953	54,953	54,953	MO	67%	3
Transportation Program Monitor 2	11	47,496	59,448	71,400	51,300	54,848	72,204	TN	66%	2
Public Service Administrator	2	39,853	55,724	71,594	50,778	51,889	53,000	KS	63%	3
Planner 2	1	48,859	56,202	63,544	50,731	50,731	50,731	OH	61%	3
Planner II	1	44,900	56,125	67,350	47,790	47,790	47,790	DE	58%	1
# Incumbents & Averages:	414	56,911	72,456	88,002	67,019	71,436	77,367			
Group Weighted Average:					82,493					
Median:					70,872					

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Program Manager II	1	88,583	108,514	128,445	126,092	126,092	126,092	SC	129%	2
Engineering Manager Licensed 15	1	94,390	116,719	139,048	123,552	123,552	123,552	MI	126%	3
Transportation Planner II	4	87,526		103,688	93,517	118,551	137,182	AK	121%	4
Director Office of Freight Transport	1	86,050	101,660	117,270	117,270	117,270	117,270	ME	120%	1
Public Transportation Manager—Ses	17	58,370	92,826	127,282	77,015	114,020	169,460	FL	117%	2
Tech Mgr V (Mgr of Prog Support (IPI))	1	73,740	98,130	122,520	112,344	112,344	112,344	IL	115%	3
Engineering Assoc Manager II	1	89,710	116,033	142,355	111,696	111,696	111,696	UT	114%	4
Senior Transp Planner	106	90,756	101,766	112,776	90,756	106,582	112,776	CA	109%	4
Transportation Program Planner III	25	84,581	101,819	119,058	84,581	100,535	119,058	MA	103%	1
Transportation Planner 2	65	85,410	104,169	122,927	85,410	97,937	122,927	CT	100%	1
Assistant Director	3	75,010	99,411	123,812	91,440	96,976	107,371	IN	99%	3
Public Involvement Planner III	3	66,259	87,463	108,666	88,105	96,840	108,666	TX	99%	4
Executive Officer 2	6	65,395	83,273	101,150	77,189	95,444	101,150	IA	98%	3
Program Analyst 3, OAO	8	66,036	83,718	101,400	87,924	95,084	101,400	OR	97%	4
Transportation Program Manager	1	65,876	90,580	115,283	92,685	92,685	92,685	NC	95%	2
Planning Program Coord Transp	15	70,783	87,874	104,964	74,521	92,669	99,493	MN	95%	3
Policy & Planning Supv I	4	78,915	93,517	108,118	88,789	89,876	90,566	WY	92%	4
Transportation Planning Spec 3	8	67,380	79,002	90,624	84,192	89,268	90,624	WA	91%	4
Property Mgmt Section Manager	1	71,281	91,842	112,403	88,608	88,608	88,608	VT	91%	1
Transp Mgmt Officer II (Prog Mgmt III)	2	59,652	79,536	99,420	84,936	87,132	89,328	ND	89%	4
Transp Planner—Section Supervisor	9	86,508	88,616	90,724	86,508	86,977	90,724	MT	89%	4
Planner VI	3	74,124	89,820	105,516	83,388	86,768	90,204	HI	89%	4
Admin Programs Manager II	1	40,829	60,835	80,841	86,500	86,500	86,500	OK	89%	4
Supervisor VI	1	62,576	75,865	89,154	84,611	84,611	84,611	NH	87%	1
Transportation Planner, Sr	6	58,692	78,685	98,678	71,412	83,426	93,922	AL	85%	2
Transportation Planner Analyst 3	4	57,483	78,133	98,783	66,043	80,351	84,606	NV	82%	4
Railroad Crossing Coordinator	1	69,940	90,987	112,034	79,196	79,196	79,196	AR	81%	2
Planning Supv (Reg Systems Planning)	2	57,568	71,960	86,352	76,407	76,688	76,968	DE	78%	1
Planner 3	12	57,907	71,355	84,802	60,445	75,102	90,584	OH	77%	3
DOTD Prog Spec 5/DOTD Prog Supv	4	53,643	79,425	105,206	68,328	74,646	91,978	LA	76%	2
Planner 4	4	47,564	67,567	87,570	70,179	71,170	71,500	AZ	73%	4
Engineer	1	62,352	77,134	91,915	67,512	67,512	67,512	NE	69%	4
Public Service Executive I-II	5	50,918	66,893	82,867	55,000	67,257	75,171	KS	69%	3
Transportation Program Supv	4	59,700	74,598	89,496	64,992	66,132	67,536	TN	68%	2
Sr Multimodal Operations Specialist	3	59,350	73,990	88,629	59,350	65,572	71,793	MO	67%	3
# Incumbents & Averages:	333	69,282	87,168	105,537	84,586	91,573	98,430			
Group Weighted Average:						97,696				
Median:						89,268				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Trans Infrastructure Dev & Project Delivery Admin 3, MESN	1	145,356	185,160	224,964	224,964	224,964	224,964	OR	197%	4
Chief of Modal Dev	1	71,433	127,739	184,045	189,000	189,000	189,000	FL	165%	2
Dirs of Pub Trans/Aviation/Rail/Maritime	4	129,121	173,749	218,376	174,170	181,827	185,711	TX	159%	4
Dir of Rail, Pub Trans, & Mltmod Plan Dir	3	125,040	142,674	160,308	152,880	157,832	160,308	WA	138%	4
Senior Policy Executive 18	1	106,646	130,671	154,695	154,695	154,695	154,695	MI	135%	3
Public Service Executive	1	107,536	137,717	167,898	152,942	152,942	152,942	IA	134%	3
Manager—Administration, UDOT	1	115,669	149,701	183,733	151,403	151,403	151,403	UT	132%	4
Rail Program Director	1	92,747	119,590	146,432	146,432	146,432	146,432	VT	128%	1
Transportation Program Planner V	8	99,280	119,955	140,629	140,629	140,629	140,629	MA	123%	1
Transp Engineering Manager	1	101,626	137,513	173,400	138,939	138,939	138,939	MS	121%	2
Hwy Local Assistance Div Manager	1	84,820	106,028	127,236	138,278	138,278	138,278	NE	121%	4
Planning Program Administrator I	1	116,712	151,746	186,780	137,640	137,640	137,640	HI	120%	4
Program Manager III	1	116,480	133,533	150,585	134,180	134,180	134,180	SC	117%	2
Transportation Transit Manager	5	117,158	138,454	159,749	117,158	132,948	159,145	CT	116%	1
Transportation Planner III	8	100,110	109,418	118,726	100,110	129,883	166,296	AK	114%	4
Multimodal Maintenance Engineer	1	94,453	111,082	127,710	128,710	128,710	128,710	ME	112%	1
Supervisor Transp Planner	30	110,352	117,828	125,304	110,352	121,775	125,304	CA	106%	4
Transp Program Deputy Director	1	66,016	97,374	128,731	118,040	118,040	118,040	NC	103%	2
Engineering Mgr I (ENEG14)	23	103,626	129,522	155,418	116,569	116,569	116,569	WY	102%	4
Section Lead Transit Program (Mgr II)	1	71,676	95,568	119,460	116,532	116,532	116,532	ND	102%	4
Transp Commissioner of WV Div of Multimodal Transp Facilities	1	85,150	102,510	119,870	114,910	114,910	114,910	WV	100%	2
DOT Manager	1	68,078	113,953	159,827	114,816	114,816	114,816	WI	100%	3
Admin of Aviation, Freight, Waterways, Railroads, Transit	4	92,973	116,216	139,459	112,730	112,730	112,730	MO	99%	3
Public Transportation Manager	1	81,681	99,185	116,688	109,096	109,096	109,096	OH	95%	3
Division Manager I	1	50,759	75,631	100,502	108,500	108,500	108,500	OK	95%	4
State Safety Oversight Manager	1	92,325	124,322	156,318	107,000	107,000	107,000	GA	94%	2
Administrator III	1	74,276	90,549	106,821	106,821	106,821	106,821	NH	93%	1
Transportation Administrator	67	71,412	95,924	120,437	79,003	106,374	114,550	AL	93%	2
Assistant Director	1	93,002	123,253	153,504	106,232	106,232	106,232	IN	93%	3
Planning Dir Transportation	17	80,889	98,585	116,281	88,844	106,176	114,631	MN	93%	3
DOTD Program Dir/Statewide Program Mgr 1/Statewide Program Mgr 2	3	65,728	106,642	147,555	85,114	104,347	118,830	LA	91%	2
Tech Mgr VI (Section Ch—Passenger Rail Opns (IPI) & Project Coord (Aero))	2	80,040	106,140	132,240	101,916	102,786	103,656	IL	90%	3
Aviation Dir & Multimod Trans Bur Ch	2				102,000	102,188	102,375	KS	89%	3
Section Head—Railroad Coordinator	1	81,718	105,157	128,596	102,024	102,024	102,024	AR	89%	2
Administrator M	1	80,430	100,537	120,645	101,200	101,200	101,200	SD	88%	4
Transp Planner Bureau Chief	3	97,747	97,747	97,747	97,747	97,747	97,747	MT	85%	4
Asst Dir (Regional Systems Planning)	1	73,810	92,262	110,714	90,232	90,232	90,232	DE	79%	1
Transp Planner Analyst 4	2	60,072	81,703	103,335	88,510	88,510	88,510	NV	77%	4
Transp Planning Manager	2	74,191	93,429	112,666	86,514	88,441	90,367	PA	77%	1
Transportation Manager 2	1	87,300	113,502	139,704	88,176	88,176	88,176	TN	77%	2
Planning Program Manager 1	14	51,625	72,099	92,573	75,020	77,744	97,951	AZ	68%	4
# Incumbents & Averages:	221	90,477	115,609	140,741	119,757	123,153	126,246			
Group Weighted Average:						114,418				
Median:						114,910				

E. TRANSPORTATION ENGINEER CLASSIFICATIONS

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

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

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

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

Match Title	# Inc.	ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA			State	%	Region	Average starting salary of grads with BS in Civil Engineering
		Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High				
Civil Eng Spec 1, E & Assoc in Eng 1, E	152	54,768	69,870	84,972	59,844	79,835	84,972	OR	119%	4	62,478
Transp Engr 1	82	59,616	69,864	80,112	65,748	78,054	85,932	WA	116%	4	73,814
Trans Engr Civil/Trans Engr Elec	266	74,100	81,228	88,356	71,940	74,550	85,776	CA	111%	4	71,940
Engineer I	10	57,533	76,450	95,368	70,782	73,934	81,078	UT	110%	4	60,174
Architect/Engineer I	4	53,351	95,270	137,189	67,646	72,781	77,102	VA	108%	2	
Staff 1, Associate Engineer	42	50,509	68,330	86,151	49,694	72,072	86,151	NV	107%	4	58,026
Civil Engineering Graduate	162	53,225	71,352	89,479	57,259	71,646	85,087	AL	106%	2	58,064
Transportation Engineer Associate	36	62,358	79,466	96,574	62,358	71,224	92,394	IA	106%	3	
Transp Engineer Trainee	54	53,978	64,138	74,298	70,857	71,118	84,955	CT	106%	1	
Engineer I (Transp Engrng Assoc)	60	54,197	74,521	94,844	67,600	68,767	82,754	NC	102%	2	
Assistant Transportation Engineer	53	52,832	62,036	71,240	60,403	68,539	71,240	ME	102%	1	65,945
Transportation Engineer in Training	15	47,564	67,567	87,570	66,478	68,033	70,950	AZ	101%	4	66,478
Transportation Engrng Associate I	113	65,000	74,750	84,500	65,000	66,789	73,157	SC	99%	2	55,895
GDOT Civil Engineer 2	100	47,983	63,352	78,720	65,000	66,380	67,000	GA	99%	2	
Engineer	46	62,352	77,134	91,915	62,352	65,515	90,104	NE	97%	4	62,352
Engineer	48	57,044	75,166	93,288	58,604	64,628	73,476	AR	96%	2	62,608
Trans Eng I (Engrng & Plan Svcs IV)	6	54,948	73,266	91,584	63,084	64,272	65,352	ND	95%	4	54,564
Trainee—Graduate Engineer	36	53,181	65,835	78,488	58,923	63,999	74,395	MN	95%	3	61,307
Civil Engineer Trainee	60	49,839	62,817	75,795	63,590	63,727	64,959	PA	95%	1	
Engineering Associate I	18	63,398	67,496	71,594	63,398	63,420	63,461	KS	94%	3	63,398
Engineer Trainee Transportation	53	62,089	63,286	64,482	62,089	63,353	64,482	NJ	94%	1	59,989
Engineer Trainee	30	40,740	63,558	86,376	60,857	63,083	65,876	FL	94%	2	57,959
Transportation Engineer 9	32	61,152	71,521	81,889	61,152	62,568	81,889	MI	93%	3	
Transportation Engineer 1	35	57,907	71,355	84,802	57,907	61,771	90,584	OH	92%	3	
Engineer I	3	48,760	65,013	81,266	61,756	61,756	61,756	DE	92%	1	61,776
Const Insp, Hwy Designer, Mat Insp, Traffic Studies Spec	84	50,883	61,060	71,236	50,883	61,698	63,309	MO	92%	3	63,310
Engineering Assistant I	178	45,244	58,826	72,408	57,786	61,005	71,820	TX	91%	4	58,800
Civil Engrng Spec Band 5 Level 2	20	60,979	61,221	61,462	60,979	61,003	61,462	MT	91%	4	57,770
Engineering Assistant I	13	59,105	65,949	72,794	59,105	60,573	63,180	AK	90%	4	
Highway Engineer Trainee	19	47,320	56,660	66,000	47,320	58,517	88,357	IN	87%	3	47,320
Engineer Intern III	5	40,124	55,271	70,418	58,500	58,500	58,500	OK	87%	4	52,000
Civil Engineer Trainee	24	52,380	61,950	71,520	55,260	58,373	64,320	IL	87%	3	
Civil Engineer I	26	52,894	67,735	82,576	55,369	58,192	82,576	VT	86%	1	
Engineer I	5	50,149	62,691	75,234	56,430	58,079	62,518	WY	86%	4	54,288
Civil Engineer Transportation	17	40,476	66,716	92,955	54,100	54,932	55,120	WI	82%	3	55,120
Trans Engrng S1/Trans Engrng S2	12	66,096	85,746	105,396	54,000	54,225	56,700	TN	81%	2	54,225
Civil Engineer I	5	44,117	52,520	60,923	51,792	53,493	56,181	NH	79%	1	53,493
Transportation Engineer-in-Training	18	43,509	58,874	74,238	50,000	52,083	67,500	MS	77%	2	53,049
Engineer I	5	52,068	63,096	74,124	52,068	52,068	52,068	HI	77%	4	48,144
Transportation Engineer Trainee 1	53	48,750	60,650	72,550	48,750	50,761	62,690	WV	75%	2	49,331
Engineer Intern Applicant	16	50,003	70,013	90,022	47,986	49,127	64,334	LA	73%	2	
Grad Eng Asst & Grad Eng Asst Scholar	10	37,020	46,278	55,536	37,518	41,538	54,092	KY	62%	2	55,106
# Incumbents & Averages:	2,026	53,322	67,378	81,434	58,861	63,000	71,657				58,624
Group Weighted Average:						67,309					
Median:						63,353					

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Cvl Eng Spec 2, E & Assoc in Eng 2, E	127	60,444	77,076	93,708	69,948	88,306	93,708	OR	113%	4
Trans Engr Civil/Trans Engr Elec	461	84,852	95,514	106,176	84,852	87,267	106,176	CA	112%	4
Transportation Engineer 2	515	65,748	77,082	88,416	72,552	86,601	92,837	WA	111%	4
Transportation Engineer 10/P11	70	63,481	82,586	101,691	63,481	83,622	90,875	MI	107%	3
Engineer II	3	67,746	90,584	113,422	79,269	82,430	84,011	UT	106%	4
Engineer I	225	54,197	74,521	94,844	74,541	80,897	91,030	NC	104%	2
Transportation Engineering S3	195	66,096	85,746	105,396	80,784	80,825	84,823	TN	104%	2
Transportation Engineer 1	89	72,204	84,723	97,241	79,070	79,793	85,949	CT	102%	1
Staff 2, Associate Engineer	84	55,102	74,719	94,336	54,225	79,202	94,336	NV	102%	4
Engineering Assistant II	107	68,114	75,650	83,187	68,114	79,119	106,665	AK	102%	4
Civil Engineer I	162	70,285	84,047	97,809	70,285	76,990	97,809	MA	99%	1
Transportation Engineer 2	165	63,544	78,385	93,226	63,544	76,590	99,590	OH	98%	3
Civil Engr (Trans, General, Bridge, and/or Hydraulic)	350	56,900	71,707	86,514	66,348	73,390	86,514	PA	94%	1
GDOT Civil Engineer 3	71	53,310	70,677	88,044	66,820	73,338	73,700	GA	94%	2
Engineer Intern VI	10	50,545	69,626	88,706	72,800	72,800	72,800	OK	93%	4
Engineer 1 Graduate	5	53,181	65,835	78,488	68,758	71,585	74,395	MN	92%	3
Civil Engineering Spec Band 6 Level 1	61	71,471	71,471	71,471	71,471	71,471	71,471	MT	92%	4
Civil Engineer II	30	56,056	71,854	87,651	58,760	71,273	87,651	VT	91%	1
Assistant Engineer, Transportation	111	57,420	69,309	81,197	67,988	69,987	81,197	NJ	90%	1
Transportation Engineer Specialist	149	47,564	67,567	87,570	66,478	69,502	79,323	AZ	89%	4
Architect/Engineer I	3	53,351	95,270	137,189	61,552	67,869	71,028	VA	87%	2
Interm Const Insp, Interm Hwy Des, Interm Mat Insp, Interm Traf Stud Spec	73	54,953	65,944	76,935	64,575	67,750	68,374	MO	87%	3
Engineer II	13	55,578	74,104	92,630	67,546	67,546	67,546	DE	87%	1
Engineering Assistant II	152	48,158	62,818	77,477	55,140	67,117	76,088	TX	86%	4
Engineering Associate II	8	66,518	70,834	75,150	66,518	66,519	66,525	KS	85%	3
Civil Engineer II	16	49,629	61,132	72,634	51,792	62,018	69,618	NH	80%	1
Civil Engineer I	29	55,620	69,870	84,120	55,620	61,231	66,888	IL	79%	3
Transportation Engineer Trainee 2	66	54,600	68,075	81,550	54,600	59,256	81,550	WV	76%	2
Transportation Engineer-in-Training	24	43,509	58,874	74,238	50,000	58,542	67,500	MS	75%	2
Civil Engineer Transportation	35	40,476	66,716	92,955	55,556	57,449	59,363	WI	74%	3
Highway Engineer 5	7	53,222	63,869	74,516	53,222	56,924	79,135	IN	73%	3
Engineer II	2	56,280	68,232	80,184	56,280	56,280	56,280	HI	72%	4
Engineer Intern 1	13	50,003	0	90,022	54,995	55,837	65,936	LA	72%	2
Engr-in-Train I & Engr-in-Train I Scholar	29	51,269	53,406	55,543	37,518	54,075	59,778	KY	69%	2
# Incumbents & Averages:	3,460	57,983	71,112	88,360	64,265	70,982	79,720			
Group Weighted Average:								77,948		
Median:								63,353		

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Transp Engineer Manager Sr	62	92,314	130,212	168,109	127,045	131,963	142,454	AZ	133%	4
Trans Engr Civil/Trans Engr Elec	2,485	98,136	110,460	122,784	98,136	115,145	122,784	CA	116%	4
Civil Engineer III	322	89,489	107,936	126,382	89,489	110,256	126,382	MA	111%	1
Civil Engineering Specialist 3, E	62	69,948	89,196	108,444	80,952	105,347	108,444	OR	106%	4
Engineering Assistant III	126	77,864	86,541	95,219	77,864	98,956	144,905	AK	99%	4
Transportation Engineer 2	265	80,527	97,747	114,967	89,018	98,821	114,967	CT	99%	1
Transportation Engineer 3	432	72,552	85,074	97,596	72,552	95,793	97,596	WA	96%	4
Transportaton Engineer 12	150	76,918	92,945	108,971	76,918	95,684	97,344	MI	96%	3
Architect/Engineer I	261	53,351	95,270	137,189	72,843	94,114	120,000	VA	95%	2
Engineer II	233	59,752	82,159	104,566	89,268	92,674	109,003	NC	93%	2
Sr Civil Engr (Trans, Gen, Bridge, & Hydraulic)	69	64,959	81,810	98,661	72,548	89,016	98,661	PA	89%	1
Sr Engineer, Transportation	162	65,748	79,508	93,268	74,922	86,152	93,268	NJ	87%	1
Trns Prj Spc Spv 1 TDOT Opns Dst Supv	86	66,096	85,746	105,396	84,828	84,971	89,069	TN	85%	2
Engineer II	17	67,746	90,584	113,422	79,248	83,981	92,851	UT	84%	4
Civil Engineer III	18	59,446	76,336	93,225	69,035	82,009	93,225	VT	82%	1
GDOT Civil Engineer 4	46	59,331	78,955	98,579	78,650	80,682	82,526	GA	81%	2
Advanced Engineer	54	64,714	85,098	105,482	67,834	79,707	96,122	AR	80%	2
Engineer 2 Graduate	65	68,758	78,446	88,134	66,210	79,291	83,541	MN	80%	3
Civil Engrng Spec Band 6 Level 2	23	74,765	75,641	76,516	74,765	75,222	76,516	MT	76%	4
Civil Engineer III	36	58,614	70,720	82,826	63,898	74,411	82,826	NH	75%	1
Engineer III	22	62,832	83,776	104,720	74,100	74,100	74,100	DE	74%	1
Engineer Intern VII	18	54,588	75,195	95,802	74,000	74,000	74,000	OK	74%	4
Sr Const Insp, Sr Hwy Designer, Sr Mat Insp, Sr Traffic Studies Spec	233	59,350	73,990	88,629	69,741	73,788	79,073	MO	74%	3
Transportation Engineering Assoc II	131	67,600	82,810	98,020	67,600	73,507	93,299	SC	74%	2
Engineering Associate III	47	69,784	77,355	84,926	66,525	72,081	81,253	KS	72%	3
Trans Engr II (Engrng & Plan Svcs V)	10	65,616	87,486	109,356	71,232	71,934	76,814	ND	72%	4
Senior Engineer Trainee	15	43,151	67,706	92,260	67,573	71,612	75,948	FL	72%	2
Engineering Assistant III	85	51,278	67,090	82,901	63,600	70,609	82,901	TX	71%	4
Engineer II	35	60,112	75,150	90,189	67,635	70,248	78,571	WY	71%	4
Engineer III	71	60,912	73,812	86,712	60,912	69,775	86,712	HI	70%	4
Highway Engineer 4	30	59,800	71,760	83,720	59,800	66,307	85,997	IN	67%	3
Civil Engineer II	104	59,340	77,880	96,420	59,340	65,401	73,212	IL	66%	3
Engineer Intern 2	81	53,498	74,912	96,325	58,843	65,202	89,960	LA	65%	2
Transportation Engineer-in-Training	26	43,509	58,874	74,238	50,000	64,038	67,500	MS	64%	2
Civil Engineer Transportation	27	40,476	66,716	92,955	61,318	63,190	63,252	WI	63%	3
Engr-in-Train II & Engr-in-Train II Scholar	56	56,394	58,745	61,095	49,404	62,127	67,788	KY	62%	2
Transportation Engineer Trainee 3	4	58,500	73,025	87,550	58,500	60,056	64,725	WV	60%	2
# Incumbents & Averages:	5,969	64,534	81,802	99,069	72,599	81,680	91,556			
Group Weighted Average:						99,569				
Median:						79,499				

E1(4). Professional Transportation Engineer (4th in series)**Bachelor's Degree in Engineering.**

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Trans Engr Civil/Trans Engr Elec	2,087	110,928	124,866	138,804	110,928	134,177	138,804	CA	115%	4
Civil Engineer IV	187	94,255	113,835	133,415	94,255	122,514	133,415	MA	105%	1
Engineer III	314	65,876	90,580	115,283	104,438	116,531	170,747	NC	100%	2
Transportation Engineer 3	316	100,634	121,156	141,677	100,634	115,903	138,221	CT	99%	1
Professional Engineer 1, E	140	77,088	98,340	119,592	84,972	114,275	119,592	OR	98%	4
Transportation Engineer 4	152	80,112	93,912	107,712	95,184	105,982	107,712	WA	91%	4
Transp Engineer Licensed Spec 13	133	83,886	101,431	118,976	89,252	105,419	118,976	MI	90%	3
Transportation Engineer 3	209	74,339	90,241	106,142	74,339	103,425	113,568	OH	89%	3
Engineer/Architect I	34	83,187	93,438	103,688	88,823	102,836	133,914	AK	88%	4
Transportation Engineer Senior	62	71,677	100,744	129,812	95,700	102,267	108,834	AZ	88%	4
Principal Engineer, Transportation	101	75,386	91,317	107,247	78,926	101,534	107,247	NJ	87%	1
Engineer III	25	73,819	96,772	119,725	89,045	98,591	119,725	UT	84%	4
GDOT Pro Civil Engineer 5	14	66,134	88,310	110,485	95,000	97,571	107,000	GA	84%	2
Trans Engr III (Engrng & Plan Svcs VI)	34	78,852	105,132	131,412	86,004	93,295	111,132	ND	80%	4
Civil Engineer IV	118	71,040	90,900	110,760	73,224	92,599	115,224	IL	79%	3
Civil Engineer IV	13	63,211	81,151	99,091	75,732	89,860	99,091	VT	77%	1
Professional Engineer	31	62,786	85,504	108,221	64,561	89,618	108,221	NV	77%	4
Transportation Engineer	12	68,765	87,318	105,872	74,922	89,544	105,872	IA	77%	3
Engr IV (PE/FE Req'd)	14	71,044	94,725	118,406	87,981	87,981	87,981	DE	75%	1
Civil Engineer IV	36	66,747	80,923	95,098	69,618	87,404	95,098	NH	75%	1
Transortation Project Specialist—Sr	79	76,596	98,946	121,296	84,828	87,225	93,744	TN	75%	2
Transportation Engineer II	27	65,083	76,658	88,233	78,374	86,261	88,233	ME	74%	1
Professioanl Civil Engineer I	22	84,926	88,129	91,333	84,926	86,200	92,549	KS	74%	3
Field Mat Engineer, Pavement Engineer	4	74,117	92,647	111,176	86,131	86,131	86,131	MO	74%	3
Professional Engineer I	29	45,848	69,525	93,201	76,708	85,425	110,877	FL	73%	2
Civil Engineer, Licensed	40	58,692	78,685	98,678	67,973	83,647	96,281	AL	72%	2
Engineer IV	18	68,556	83,058	97,560	68,556	81,709	97,560	HI	70%	4
Civil Engrng Spec Band 7 Level 1	1	80,332	80,332	80,332	80,332	80,332	80,332	MT	69%	4
Professional Engineer I	4	58,956	81,212	103,467	80,000	80,000	80,000	OK	69%	4
Highway Engineer 3	18	67,314	80,769	94,224	67,314	76,974	90,584	IN	66%	3
Transportation Engineer I	59	58,184	76,549	94,913	67,410	75,837	94,853	TX	65%	4
Civil Engineer Transportation Senior	163	52,665	86,902	121,139	67,475	75,816	87,547	WI	65%	3
Transportation Engineer Associate	31	61,750	77,150	92,550	61,750	75,461	92,550	WV	65%	2
Transportation Engineer I	13	68,234	71,079	73,924	72,331	73,626	74,567	KY	63%	2
Transportation Engineer I	7	51,693	69,948	88,202	71,078	71,445	73,647	MS	61%	2
Engineer 3	13	57,242	80,153	103,064	67,434	71,254	76,586	LA	61%	2
Engineer I	23	61,178	105,402	149,626	59,299	64,476	75,522	SD	55%	4

Incumbents & Averages: 4,583 71,112 89,939 108,766 80,418 91,707 103,566

Group Weighted Average: 116,713

Median: 87,981

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 of experience as a licensed engineer in one or more of the following engineering disciplines: highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials, or transportation planning.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Assoc Trans Eng, Caltrans/Assoc Trans Eng	9	111,408	125,424	139,440	139,440	139,440	139,440	CA	134%	4
Civil Engineer V	140	99,765	120,540	141,315	99,765	132,713	141,315	MA	127%	1
Transportation Engineer 4	243	81,681	99,185	116,688	93,995	122,244	124,862	OH	117%	3
Project Engineer, Surface Design	21	86,546	104,986	123,425	107,034	120,303	123,425	NJ	115%	1
Engineer/Architect II	18	88,940	100,037	111,134	96,759	118,324	143,520	AK	113%	4
Transportation Techninal Engineer	93	88,416	103,674	118,932	88,416	116,661	118,932	WA	112%	4
Engineer IV	13	89,710	116,033	142,355	102,294	114,518	136,490	UT	110%	4
Transp Engr Licensed Specialist 14	18	89,056	108,821	128,585	114,462	114,462	114,462	MI	110%	3
Transportation Engineer Specialist	84	75,774	96,158	116,542	80,246	111,942	116,542	IA	107%	3
GDOT Pro Civil Engineer 6	23	73,822	98,880	123,938	104,500	106,430	106,700	GA	102%	2
Civil Engineer V	30	75,899	92,456	109,013	86,382	102,307	109,013	NH	98%	1
Civil Engineer V	183	77,340	99,930	122,520	77,340	101,166	125,676	IL	97%	3
Highway Engineer 2	80	75,010	99,411	123,812	80,379	99,441	123,812	IN	95%	3
Engr V (PE/FE Req'd)	13	80,340	107,120	133,900	97,811	97,811	97,811	DE	94%	1
Trns Prj Spc Spv 2 TDOT Opns Dist Mgr	36	87,300	113,502	139,704	92,424	97,278	103,296	TN	93%	2
Professional Civil Engineer II	36	93,642	97,230	100,818	93,642	97,151	107,983	KS	93%	3
Engineer Senior	149	75,565	93,376	111,186	80,388	96,490	105,381	MN	92%	3
Professional Civil Engineer I	96	66,331	88,999	111,667	75,086	96,477	108,958	AL	92%	2
Professional Engineer II	113	52,086	79,398	106,711	73,002	94,688	109,756	FL	91%	2
Engineer V	66	74,124	89,820	105,516	74,124	94,233	105,516	HI	90%	4
Transportation Engineer III	143	66,259	87,463	108,666	77,112	93,793	108,662	TX	90%	4
Civil Engineer V	3	67,246	86,341	105,435	68,211	90,780	105,435	VT	87%	1
Professional Engineer II	1	81,748	101,129	120,509	84,396	90,406	99,819	NE	87%	4
Professioanl Engineer II	9	63,672	87,708	111,744	88,000	88,000	88,000	OK	84%	4
Transportation Engineer II	32	61,417	83,075	104,733	80,000	85,895	88,671	MS	82%	2
Transportation Engineer Assoc Sr	23	66,300	82,925	99,550	68,675	85,773	99,550	WV	82%	2
Civil Engrng Spec Band 7 Level 2	10	82,574	82,574	82,574	82,574	82,574	82,574	MT	79%	4
Transportation Engineer II	31	75,051	78,182	81,313	79,555	81,446	121,240	KY	78%	2
Engineer 4	17	65,541	91,770	117,998	76,752	78,951	82,014	LA	76%	2
Engineer II	64	61,178	105,402	149,626	64,519	75,585	93,166	SD	72%	4
# Incumbents & Averages:	1,797	77,791	97,385	116,978	87,576	100,909	111,067			
Group Weighted Average:						104,414				
Median:						97,811				

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 of experience as a licensed engineer in one or more of the following engineering disciplines: highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials, or transportation planning.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Sr Transp Engineer	567	130,632	147,066	163,500	130,632	157,752	163,500	CA	133%	4
Civil Engineer VI	71	107,585	130,264	152,943	117,024	147,541	152,944	MA	124%	1
Engineer/Architect III	49	102,044	114,826	127,608	102,044	138,793	176,454	AK	117%	4
Transportation Engineer 5	14	90,043	109,387	128,731	131,976	136,393	137,738	OH	115%	3
Professional Engineer 2, E & MMN	115	89,244	115,434	141,624	105,927	136,023	141,624	OR	115%	4
Supv Engineer 2, Surface Design	8	94,945	115,276	135,607	131,089	135,042	135,607	NJ	114%	1
Transportation Engineer Licensed 15	2	94,640	116,875	139,110	123,656	123,656	123,656	MI	104%	3
Transportation Engineer Senior	16	89,128	107,973	126,818	91,811	120,628	126,818	IA	102%	3
Architect/Engineer II	113	69,699	122,213	174,727	94,500	119,479	174,726	VA	101%	2
Transportation Engrng Associate IV	24	85,176	112,051	138,926	98,999	119,145	135,425	SC	100%	2
Transportation Engineer 5	13	88,416	110,046	131,676	116,016	117,586	118,932	WA	99%	4
Transportation Engineer V	169	88,191	118,673	149,155	102,060	116,528	139,483	TX	98%	4
Engineer Principal	188	81,557	102,886	124,215	90,222	115,247	130,500	MN	97%	3
Highway Engineer 1	67	85,020	112,682	140,344	88,678	112,153	131,607	IN	94%	3
Professional Engrng Specialist	6	68,674	93,668	118,661	101,644	110,152	118,661	NV	93%	4
Professional Engineer III	9	68,766	94,725	120,684	109,000	109,000	109,000	OK	92%	4
Civil Engineer VI	71	85,020	108,630	132,240	85,020	108,204	136,332	IL	91%	3
Engineer VI	37	83,388	101,046	118,704	83,388	108,180	118,704	HI	91%	4
Civil Engrng Mgr 1 TDOT Opns Dist Eng	43	87,300	113,502	139,704	98,424	103,803	110,424	TN	87%	2
Professional Engineer III	121	59,168	90,622	122,076	87,874	103,607	116,259	FL	87%	2
Professional Civil Engineer III	3	103,281	108,653	114,026	103,281	103,281	103,281	KS	87%	3
Cvl Eng Mgr/Cvl Engr Consultant	144	74,191	93,429	112,666	86,514	102,258	112,666	PA	86%	1
Transportation Engineer III	27	75,795	89,419	103,043	87,297	100,311	103,043	ME	84%	1
Des Liaison Engr, Struct Liaison Engr	8	83,011	103,764	124,517	93,022	98,450	106,651	MO	83%	3
Transportation Engineer III	55	66,944	90,584	114,224	93,651	96,476	96,651	MS	81%	2
Transportation Engineer Specialist	75	82,563	86,005	89,447	87,517	96,055	116,464	KY	81%	2
Senior Civil Engineer I	4	71,281	91,842	112,403	85,716	95,970	109,241	VT	81%	1
Senior Engineer	42	75,582	97,253	118,924	78,234	94,213	108,940	AR	79%	2
Engr Program Mgr I (PE/FE Required)	36	71,044	94,725	118,406	93,579	93,579	93,579	DE	79%	1
Transportation Engineer	60	70,200	87,875	105,550	70,200	93,269	105,550	WV	79%	2
Engineer III	52	61,178	105,402	149,626	75,522	90,114	105,297	SD	76%	4
Engineer 5	62	70,138	98,197	126,256	52,645	89,070	108,659	LA	75%	2
Civil Engineer Transp Advanced	262	52,665	86,902	121,139	77,168	87,380	100,006	WI	74%	3
Civil Engrng Spec Band 7 Level 3	7	86,422	86,422	86,422	86,422	86,422	86,422	MT	73%	4
Project Engineer	28	65,832	82,285	98,738	74,048	78,876	89,585	WY	66%	4
# Incumbents & Averages:	2,568	81,679	104,017	126,355	95,280	109,847	121,269			
Group Weighted Average:								118,724		
Median:								108,192		

E2. Transportation Engineer—SUPERVISORY—Series of 4—These are generic engineering supervisory classifications which may be used in non-bridge engineering disciplines (such as, 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Sr Transp Engineer	563	130,632	147,066	163,500	130,632	158,666	163,500	CA	137%	4
Professional Engr 2, MMS, A and U	14	96,180	118,902	141,624	128,640	138,371	141,624	OR	120%	4
Professional Engineer Administrator	144	66,232	101,679	137,127	105,280	134,228	157,408	FL	116%	2
Transportation Engineer Administrator	19	93,288	113,058	132,829	108,659	129,781	132,829	IA	112%	3
Transportation Supervisor Engineer	108	111,476	134,026	156,576	111,476	129,411	156,576	CT	112%	1
GDOT Manager 1, Civil Engineer	32	82,508	110,824	139,140	125,000	126,625	127,000	GA	109%	2
Civil Engr IV (District Area Engineer)	26	94,255	113,835	133,415	96,888	126,519	133,415	MA	109%	1
Architect/Engineer II	100	69,699	122,213	174,727	97,894	122,624	145,896	VA	106%	2
Transportation Engineer Supervisor	133	97,010	130,540	164,069	97,010	121,093	145,722	TX	105%	4
Engineering Manager I	89	89,710	116,033	142,355	101,962	116,296	142,355	UT	100%	4
Engineer Principal	112	81,557	102,886	124,215	93,793	115,247	122,503	MN	100%	3
Engineer Manager Licensed 14	114	88,857	108,690	128,523	101,712	113,862	128,523	MI	98%	3
Civil Engineering Manager 2	17	100,896	130,950	161,004	101,904	112,375	116,628	TN	97%	2
Highway Engineer Supervisor 4	69	85,020	112,682	140,344	87,013	112,254	133,581	IN	97%	3
Civil Engineer VI	27	82,992	100,922	118,851	95,098	110,933	118,851	NH	96%	1
Assistant Project Engineer	48	86,736	98,988	111,240	99,840	109,804	111,240	WA	95%	4
Transportation Engrng Team Lead	42	82,482	111,609	140,735	105,000	109,100	109,200	MS	94%	2
Engineering Manager II	48	68,766	94,725	120,684	109,000	109,000	109,000	OK	94%	4
Staff Engineer	58	88,348	112,333	136,318	95,186	108,910	125,294	AR	94%	2
Trns Eng Mgr/Tm Ld (Eng & Pln Svcs VI)	39	78,852	105,132	131,412	102,144	107,944	117,504	ND	93%	4
Engineer 6	117	80,309	112,435	144,560	93,475	105,928	132,766	LA	92%	2
Professional Civil Engineer	28	84,926	99,476	114,026	84,926	103,437	121,551	KS	89%	3
Engineering Supervisor I	128	66,016	97,374	128,731	103,294	103,294	103,294	NC	89%	2
Transportation Engineer Senior	48	74,750	91,760	108,770	82,850	102,286	112,550	WV	88%	2
Engr Program Mgr II (PE/FE Required)	32	85,440	113,920	142,400	101,001	102,067	103,132	DE	88%	1
Engineering Manager I	16	61,178	105,402	149,626	85,023	101,288	115,295	SD	88%	4
Resident Engineer	32	83,011	103,764	124,517	100,651	100,651	100,651	MO	87%	3
Transportation Engrng Associate IV	40	85,176	104,470	123,763	87,371	99,327	111,090	SC	86%	2
Civil Engineer Transp Supervisor	87	52,665	86,902	121,139	86,902	97,552	104,187	WI	84%	3
Transportation Engineer Supervisor	118	82,563	86,005	89,447	87,517	97,094	132,579	KY	84%	2
AOT Project Manager II	12	67,246	86,341	105,435	88,809	94,928	102,460	VT	82%	1
Engineer V	66	74,124	89,820	105,516	74,124	94,233	105,516	HI	81%	4
Pro Civil Engineer I/Transport Manager	272	61,661	86,664	111,667	63,175	92,725	108,958	AL	80%	2
Civil Engineer IV	118	71,040	90,900	110,760	73,224	92,599	115,224	IL	80%	3
Principal Engineer	42	78,915	99,154	119,394	88,789	90,464	95,747	WY	78%	4
Prof Engineer I	10	71,080	87,931	104,782	84,396	90,406	99,819	NE	78%	4
Supervisor 3, Assoc Engineer	57	62,786	85,504	108,221	70,616	90,227	108,221	NV	78%	4
Engineering Section Supervisor	22	88,778	88,778	88,778	88,778	88,778	88,778	MT	77%	4
Civil Engineer Supervisor	46	56,900	71,707	86,514	67,932	74,410	86,514	PA	64%	1
# Incumbents & Averages:	3,093	81,130	104,497	127,865	95,051	108,583	120,179			
Group Weighted Average:					115,745					
Median:					108,427					

E2(2). Transportation Engineer Manager (2nd in series)**Typically, a licensed Professional Engineer.**

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Supervisor Transp Engineer—3155	233	158,676	169,470	180,264	158,676	178,122	180,264	CA	138%	4
District Director—Operations—DOT	7	60,003	103,401	146,798	177,933	177,933	177,933	FL	138%	2
Dep Dist Engr & Dep Engineering Div Dir	17	129,121	173,749	218,376	160,020	167,611	179,721	TX	130%	4
Trans Infra Dev & Proj Deliv Mgr 3, MMS	40	109,872	139,908	169,944	137,376	166,525	169,944	OR	129%	4
Engineer/Architect IV	24	111,134	121,659	132,184	132,184	164,661	187,886	AK	128%	4
Assistant District Executive, Transp	34	110,240	137,067	163,893	131,385	149,256	160,275	PA	116%	1
Transportation Principal Engineer	25	120,395	144,544	168,693	120,395	149,088	164,578	CT	116%	1
Transportation Engineer Exectuive	14	107,536	130,239	152,942	114,067	147,750	152,942	IA	115%	3
TDOT Director	6	115,404	150,354	185,304	145,008	145,008	145,008	TN	112%	2
Architect/Engineering Manager II	40	69,699	122,213	174,727	121,969	144,023	162,750	VA	112%	2
Deputy Director 5	12	49,941	103,366	156,790	140,379	140,379	140,379	OH	109%	3
GDOT Manager 2, Civil Engineer	21	92,325	124,322	156,318	139,500	139,510	139,700	GA	108%	2
Civil Engineer V	17	99,765	120,540	141,315	127,931	137,826	141,315	MA	107%	1
Engrng Mgr II/UDOT Dist Engineer	61	94,765	122,512	150,259	116,501	133,838	150,259	UT	104%	4
Transp Engineering Associate IV	17	95,811	117,369	138,926	119,558	132,857	137,665	SC	103%	2
Engineer Senior Administrator	57	103,815	126,376	148,937	121,250	131,571	141,170	MN	102%	3
Transportation Engineering Supervisor	25	91,555	123,886	156,216	121,215	127,993	130,000	MS	99%	2
Bureau Chief	2				126,787	127,391	127,995	KS	99%	3
Civil Engineer VII	6	90,792	109,741	128,690	118,851	125,414	128,690	NH	97%	1
Professional Engineer III	36	92,406	114,312	136,217	111,910	124,806	145,115	NE	97%	4
Highway Engineer Supervisor 3	39	93,002	123,253	153,504	99,221	124,760	145,958	IN	97%	3
Project Engineer	56	97,680	111,492	125,304	112,320	123,996	125,304	WA	96%	4
Admn Trans Eng I (Eng & Plan Svcs VII)	19	94,320	125,760	157,200	119,340	123,490	130,536	ND	96%	4
Engineering Supervisor II	134	70,967	104,677	138,386	121,935	122,119	124,982	NC	95%	2
Administrator 1, Pe	20	78,509	107,459	136,409	101,644	121,494	136,409	NV	94%	4
Asst Dist Engr; Asst State Const & Mat Engr; Asst State Design Engr	13				120,865	120,865	120,865	MO	94%	3
Ast Div Hd, Dist Cons Eng, Dist Mnt Eng	25	95,784	119,548	143,312	110,188	120,570	136,552	AR	93%	2
State Admin Manager 15	73	87,471	106,645	125,818	108,171	120,421	125,818	MI	93%	3
Engineering Manager III	24	74,267	102,303	130,339	120,000	120,000	120,000	OK	93%	4
Pro Civil Eng II/Pro Civil Eng II, Sr	120	77,009	113,714	150,420	93,922	117,724	143,146	AL	91%	2
Engineer 7	93	85,925	120,308	154,690	104,874	117,418	136,490	LA	91%	2
Engineering Manager II	39	61,178	105,402	149,626	104,450	116,630	127,601	SD	90%	4
Engineering Manager I	21	103,626	129,522	155,418	116,569	116,569	116,569	WY	90%	4
Transportation Engineer Manager	37	84,823	119,511	154,198	108,900	114,245	125,000	AZ	89%	4
Asst Dir Trans Engrng	10	96,648	128,864	161,080	114,225	114,225	114,225	DE	89%	1
Transportation Engrng Branch Mgr	82	90,812	94,598	98,383	101,082	112,036	137,209	KY	87%	2
Public Service Manager	19	86,050	101,660	117,270	90,188	111,867	117,270	ME	87%	1
DOT Engineering Chief	37	61,630	101,639	141,648	103,771	109,137	114,774	WI	85%	3
Engineer VI	37	83,388	101,046	118,704	83,388	108,180	118,704	HI	84%	4
Transp Deputy District Engineer	10	79,950	96,190	112,430	95,842	105,690	112,430	WV	82%	2
AOT Project Manager III	9	71,281	91,842	112,403	94,619	105,319	112,403	VT	82%	1
Division/District Chief	28	97,747	97,747	97,747	97,747	97,747	97,747	MT	76%	4
Civil Engineer II	104	59,340	77,880	96,420	59,340	65,401	73,212	IL	51%	3
# Incumbents & Averages:	1,743	91,089	117,953	144,817	116,872	128,406	136,670			
Group Weighted Average:						128,977				
Median:						123,996				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Trns Infrs Dev & Prj Delv Adm 2—MESN	6	131,772	167,910	204,048	194,412	202,121	204,048	OR	131%	4
Dist Sec; Exec Dir, FL's Trnpike Entrprse	8	71,433	127,739	184,045	199,694	199,694	199,694	FL	130%	2
District Engineer & Engrng Div Director	29	142,032	191,123	240,214	179,928	198,102	228,425	TX	129%	4
Principle Transp Engineer	66	174,324	186,168	198,012	180,264	195,423	198,012	CA	127%	4
General Administrator Manager IV	8	118,953	203,401	287,848	184,797	188,653	194,136	VA	123%	2
Engineer/Architect V	5	114,858	126,027	137,197	160,597	181,139	211,474	AK	118%	4
Transp Dist Exec/Hwy Admin Bureau Dir	8	143,531	157,390	171,248	171,248	171,248	171,248	PA	111%	1
Assistant Chief Engineer	3	132,900	172,650	212,400	170,004	170,004	170,004	TN	110%	2
Transp Dist Engr and Transp Div Ch	5	126,720	149,748	172,776	163,342	169,793	172,776	CT	110%	1
Pro Civil Eng III/Tranport Regional Eng	23	103,637	153,096	202,555	129,588	163,824	192,646	AL	106%	2
Transp/District Division Engineer	15	116,151	145,187	174,223	158,694	160,070	165,626	NE	104%	4
Senior Director (SES)	1				160,000	160,000	160,000	NJ	104%	1
MassDOT Sr. Supv. Engineer (Dists)	6	113,909	138,077	162,245	153,897	159,462	162,245	MA	104%	1
Engineering Director I	17	94,214	153,098	211,982	158,651	159,371	170,893	NC	104%	2
District Engineer	7	115,951	156,808	197,664	157,000	159,214	172,500	GA	103%	2
Sr Pol Exec 18/Sr Mgmt Exec	9	106,646	134,888	163,130	154,695	157,507	163,130	MI	102%	3
Civil Engineer Ix	6	106,920	126,900	146,880	154,560	156,874	165,240	IL	102%	3
Engineering Manager III—Admin UDOT	18	115,669	149,521	183,373	143,125	156,867	168,293	UT	102%	4
Trans Engrng Assoc IV / Prog Mgr III	12	116,480	149,579	182,677	135,235	148,770	160,055	SC	97%	2
Division Head, District Engineer	19	128,622	143,139	157,655	135,460	147,983	157,655	AR	96%	2
Public Service Executive	5	107,536	137,717	167,898	128,211	147,493	167,898	IA	96%	3
Deputy Director 6	12	54,974	113,162	171,350	144,622	144,622	144,622	OH	94%	3
Engineering Program Manager	12	116,712	151,746	186,780	124,440	144,322	161,436	HI	94%	4
Transportation Engineer Manager	8	101,626	137,513	173,400	130,000	141,900	145,000	MS	92%	2
Admn Trans Eng II (Eng & Plan Svcs VIII)	17	112,572	150,090	187,608	133,728	141,478	148,956	ND	92%	4
Engineer Principal Admin Transp	16	111,583	135,710	159,836	141,170	141,170	141,170	MN	92%	3
Engineering Manager	26	107,928	123,144	138,360	137,844	138,336	138,360	WA	90%	4
Highway Engineer Supervisor 2	11	102,024	135,239	168,454	126,336	135,837	149,506	IN	88%	3
Dist Eng; State Const & Mat Eng; State Des Eng; State Hwy Sfty & Traf Eng	11				131,984	134,916	146,646	MO	88%	3
Engineer 8	41	98,363	137,738	177,112	116,189	134,683	152,797	LA	87%	2
Transportation Engineer Director	9	99,897	104,062	108,228	120,076	133,049	168,409	KY	86%	2
District Engineer	6	92,314	130,212	168,109	132,340	132,345	132,350	AZ	86%	4
Engineering Manager IV	8	80,208	110,487	140,766	132,000	132,000	132,000	OK	86%	4
Administrator 2, Pe	12	85,984	117,899	149,814	128,328	131,909	149,814	NV	86%	4
Engineering Manager II	10	113,443	141,814	170,186	127,633	127,791	129,217	WY	83%	4
Public Service Manager (Cev)	17	94,452	111,581	128,710	114,442	127,259	132,579	ME	83%	1
District Engineer	6				125,580	126,756	128,651	KS	82%	3
Engineering Manager III	6	61,178	105,402	149,626	120,151	126,475	135,436	SD	82%	4
Principal Engineer	7	86,861	105,321	123,781	113,942	121,671	123,781	NH	79%	1
AOT Senior Manager II	6	86,777	111,800	136,822	94,432	121,318	132,870	VT	79%	1
DOT Manager	17	68,078	113,953	159,827	113,969	120,868	130,478	WI	79%	3
Transportation District Manager	9	85,150	102,510	119,870	114,550	114,550	114,550	WV	74%	2
Asst Dir Transp Engrng(Dist Engrs)	4	96,648	128,864	161,080	114,225	114,225	114,225	DE	74%	1
Engineering Operations Manager	2	106,876	106,876	106,876	106,876	106,876	106,876	MT	69%	4
	543	105,998	137,690	169,382	141,324	148,817	157,176			

Group Weighted Average:

153,941

Median:

144,622

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.)

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Chief Engineer	1	53,600	137,134	220,667	326,000	326,000	326,000	GA	191%	2
Chief Engineer	1	189,046	254,385	319,724	307,912	307,912	307,912	TX	180%	4
Transp Ch of Engrng and Const Svcs	1	160,110	189,369	218,628	217,241	217,241	217,241	CT	127%	1
Engineering Director IV	1	134,145	217,986	301,826	216,130	216,130	216,130	NC	127%	2
Career Exec Assign	1	113,652	174,168	234,684	214,164	214,164	214,164	CA	125%	4
Transportation Chief Engineer	1				207,595	207,595	207,595	AL	122%	2
Deputy Commissioner 2	1	187,200	249,300	311,400	206,100	206,100	206,100	TN	121%	2
Chief Eng—Opns, Chief Eng—PreConst	2	171,210	190,525	209,840	199,992	204,399	208,806	AR	120%	2
Engineering Administrator 2, MESN	1	131,772	167,910	204,048	204,048	204,048	204,048	OR	119%	4
Deputy Director, UDOT	2	130,562	190,247	249,933	200,928	200,928	200,928	UT	118%	4
Chief Engineer	1	106,730	142,307	177,883	200,000	200,000	200,000	OK	117%	4
Deputy Director	1	110,000	159,500	209,000	197,950	197,950	197,950	AZ	116%	4
Highway Division Administrator	1	137,446	166,431	195,416	195,416	195,416	195,416	IA	114%	3
State Highway Engineer—DOT	1	71,433	127,739	184,045	193,636	193,636	193,636	FL	113%	2
Deputy Admin/Chief Engineer	1	138,749	177,055	215,360	192,254	192,254	192,254	MA	113%	1
Discretionary Non-Classified	2				191,408	191,565	191,722	NE	112%	4
Asst Secy, Regs & Mega Progs—DOT	1	146,904	165,246	183,588	183,588	183,588	183,588	WA	108%	4
Technical Manager X	1	98,100	129,210	160,320	183,348	183,348	183,348	IL	107%	3
Deputy Director/Chief Engineer	1				182,959	182,959	182,959	MO	107%	3
DOTD Chief Engineer	1	120,494	168,730	216,965	182,291	182,291	182,291	LA	107%	2
Deputy Commissioner Transportation	1	128,328	155,994	183,660	172,490	172,490	172,490	MN	101%	3
Highways Administrator	1	122,532	159,342	196,152	171,504	171,504	171,504	HI	100%	4
Senior Deputy Director 20	1	135,500	153,239	170,977	170,977	170,977	170,977	MI	100%	3
State Transportation Engineer	1				170,000	170,000	170,000	KS	100%	3
Chief Deputy/Chief of Staff—Tier III	1	101,626	137,513	173,400	161,395	161,395	161,395	MS	95%	2
Deputy Director for Engrng (Mgr V)	1	122,220	162,960	203,700	160,620	160,620	160,620	ND	94%	4
Director, Project Management, (SES)	1				158,700	158,700	158,700	NJ	93%	1
Transportation Assistant Director	1	66,851	135,429	204,006	157,186	157,186	157,186	OH	92%	3
Chief Engineer	1	109,907	129,959	150,010	150,010	150,010	150,010	ME	88%	1
Department Director	1	102,024	135,239	168,454	142,000	142,000	142,000	IN	83%	3
State Highway Engineer	1				137,377	137,377	137,377	KY	80%	2
Unclassified—Division Administrator	1	92,643	122,762	152,880	134,638	134,638	134,638	WI	79%	3
Transportation Operations Admin	2	95,098	114,348	133,598	128,690	131,144	133,598	NH	77%	1
Executive Management 6	1	131,227	164,029	196,830	127,633	127,633	127,633	WY	75%	4
AOT Senior Manager III	5	92,747	119,590	146,432	100,921	123,805	146,432	VT	73%	1
Transportation Engineer Chief	6	85,150	102,510	119,870	119,870	119,870	119,870	WV	70%	2
Engineering Division Administrator	1	118,158	118,158	118,158	118,158	118,158	118,158	MT	69%	4

Incumbents & Averages: 50 119,521 158,655 197,789 180,679 181,487 182,289

Group Weighted Average: 170,753

Median: 182,959

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

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

Bachelor's Degree in Civil or Structural Engineering. Typically, has one to four years of experience.

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
MassDOT Bridge Inspector Engineer I	25	78,785	94,656	110,526	78,785	93,071	110,526	MA	130%	1
Bridge Engineer 1 & 2	19	59,616	74,016	88,416	70,800	81,776	90,518	WA	114%	4
Transportation Engineering S3	14	66,096	85,746	105,396	80,784	80,784	80,784	TN	113%	2
Transportation Engineer	2	63,481	82,586	101,691	76,502	76,502	76,502	MI	107%	3
GDOT Civil Engineer 3 (Bridge)	7	53,311	70,678	88,044	73,500	73,529	73,700	GA	103%	2
Civil Engineer II	6	56,056	71,854	87,651	58,760	71,273	82,576	VT	100%	1
Transportation Engineer Specialist	9	47,564	67,567	87,570	66,468	70,480	74,669	AZ	99%	4
Engineering Assistant II Bridge	6	48,158	62,818	77,477	67,567	69,971	70,875	TX	98%	4
Engineer	11	62,352	77,134	91,915	62,352	69,893	96,601	NE	98%	4
Bridge Engineer Associate (EA III)	5				66,518	69,167	69,844	KS	97%	3
Engineer	6	57,044	75,166	93,288	59,306	66,660	73,528	AR	93%	2
Engineer Intern V	2	46,801	64,468	82,135	66,000	66,000	66,000	OK	92%	4
Trainee—Graduate Engineer	6	53,181	65,835	78,488	61,304	63,757	66,210	MN	89%	3
Civil Engineer Trainee	60	63,590	69,693	75,795	63,590	63,726	64,959	PA	89%	1
Structural Designer	3	50,883	58,421	65,959	63,309	63,309	63,309	MO	89%	3
Civil Engineer Trainee	1	52,380	61,950	71,520	59,100	59,100	59,100	IL	83%	3
Civil Engrng Spec Band 5 Level 2	2	58,342	58,342	58,342	58,342	58,342	58,342	MT	82%	4
Structural Engineer Transportation	5	40,476	66,716	92,955	55,120	58,136	59,363	WI	81%	3
Engineer Intern 1	2	50,003	70,013	90,022	54,995	54,995	54,995	LA	77%	2
Engineering Assistant 4	1	39,000	46,800	54,600	54,600	54,600	54,600	IN	76%	3
Engineer I	3	50,149	62,691	75,234	49,296	54,288	57,138	WY	76%	4
Eng Spec I (Struct Desr I)	3	36,358	56,708	77,058	47,384	48,105	49,547	FL	67%	2
# Incumbents & Averages:	198	53,982	68,755	83,528	63,381	66,703	70,622			
Group Weighted Average:					71,424					
Median:					66,330					

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

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

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
MassDOT Bridge Inspection Engineer II	11	86,660	104,322	121,984	86,660	107,384	121,984	MA	129%	1
Bridge Engineer 3 & 4	38	72,552	92,856	113,160	90,624	100,871	113,160	WA	121%	4
Transportation Engineer 12	6	76,918	92,945	108,971	91,894	96,435	97,344	MI	116%	3
Transportation Engineer	18	65,968	93,250	120,532	90,200	92,587	93,500	AZ	111%	4
Transportation Project Specialist—Sr	16	76,596	98,946	121,296	84,828	86,549	88,200	TN	104%	2
Engineer II	1	67,746	90,584	113,422	84,011	84,011	84,011	UT	101%	4
Civil Engineer III	4	59,446	76,336	93,225	69,035	82,009	93,225	VT	99%	1
GDOT Civil Engineer 4 (Bridge)	6	59,331	78,955	98,579	80,650	80,817	80,850	GA	97%	2
Engineering Assistant III Bridge	6	51,278	67,090	82,901	70,648	75,422	78,750	TX	91%	4
Senior Structural Designer	2	59,350	74,021	88,692	73,844	73,844	73,844	MO	89%	3
Bridge Engineer (EA III)	2				73,273	73,273	73,273	KS	88%	3
Civil Engineer (Bridges)	68	66,348	76,431	86,514	66,348	72,898	86,514	PA	88%	1
Civil Engrng Spec Band 6 Level 1	4	71,471	71,471	71,471	71,471	71,471	71,471	MT	86%	4
Engrng Spec II & IV (Structures Designer II & IV)	5	44,808	68,958	93,109	64,191	70,757	77,232	FL	85%	2
Engineer II	6	60,112	75,150	90,189	61,963	67,340	71,510	WY	81%	4
Engineer Intern 2	7	53,498	74,912	96,325	61,214	65,458	73,674	LA	79%	2
Structural Engineer Transportation	3	40,476	66,716	92,955	63,252	63,252	63,252	WI	76%	3
Engineering Assistant 3	2	42,900	51,506	60,112	47,466	49,428	51,390	IN	59%	3
# Incumbents & Averages:	205	62,086	79,673	97,261	73,976	78,545	82,955			
Group Weighted Average:					83,100					
Median:					74,633					

E3(3). Bridge/Structural Engineer Intermediate (3rd in series)
Bachelor's Degree in Civil or Structural Engineering. Typically, has more than six years of experience, and two of those years after earning a PE or SE license.

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Associate Bridge Engineer	1	111,408	125,424	139,440	139,440	139,440	139,440	CA	143%	4
Bridge Engineer 5	21	92,868	108,900	124,932	113,160	123,508	124,932	WA	126%	4
Engineer III	1	73,819	96,772	119,725	119,725	119,725	119,725	UT	122%	4
Professional Engineer II	2	81,748	101,129	120,509	111,286	117,103	122,920	NE	120%	4
MassDOT Bridge Insp Engineer III	35	94,255	113,835	133,415	94,255	114,856	133,415	MA	117%	1
Transportation Project Spec Spv 2	9	87,300	113,502	139,704	97,260	99,003	100,176	TN	101%	2
Transportation Engineer Licensed 12	2	70,820	90,468	110,115	98,300	98,300	98,300	MI	100%	3
Transportation Engineer III Bridge	14	66,259	87,463	108,666	92,925	98,075	108,666	TX	100%	4
GDOT Pro Civil Engineer 5 (Bridge)	6	66,134	88,310	110,485	95,000	96,667	97,000	GA	99%	2
Engineer Senior	21	75,565	93,376	111,186	83,541	95,580	106,381	MN	98%	3
Civil Engineer IV	13	63,211	81,151	99,091	75,732	89,860	99,091	VT	92%	1
Structures Squad Leader (PCE I)	3				84,926	89,817	94,231	KS	92%	3
Senior Civil Engineer (Bridges)	13	64,959	81,810	98,661	72,548	88,201	98,661	PA	90%	1
Prof Engr I (Structures Design Engr I & Structures Engr I)	3	45,848	69,525	93,201	80,413	88,080	97,052	FL	90%	2
Professional Engineer II	6	63,672	87,708	111,744	88,000	88,000	88,000	OK	90%	4
Civil Engineer IV	10	71,040	90,900	110,760	77,004	85,614	106,596	IL	88%	3
Highway Engineer 3	5	67,314	80,769	94,224	73,343	85,393	89,763	IN	87%	3
Sr Engineer, Structural Evaluation	9	65,748	79,508	93,268	81,037	84,435	90,210	NJ	86%	1
Tr Engineer Associate	2	51,625	72,099	92,573	84,150	84,150	84,150	AZ	86%	4
Civil Engrng Spec Band 7 Level 2	6	82,574	82,574	82,574	82,574	82,574	82,574	MT	84%	4
Project Engineer	4	65,832	82,285	98,738	74,517	76,011	77,626	WY	78%	4
Advanced Structures Engineer	7	64,714	85,098	105,482	71,032	73,862	75,738	AR	75%	2
Structural Engineer Transportation Sr	7	52,665	86,902	121,139	69,576	72,592	77,230	WI	74%	3
# Incumbents & Averages:	200	71,790	90,887	109,983	89,554	95,254	100,516			
Group Weighted Average:						97,837				
Median:						89,817				

E3(4). Bridge/Structural Engineer Senior (4th in series)
Bachelor's Degree in Civil or Structural Engineering. Typically, has more than ten years of experience, and six of those years after earning a PE or SE license.
 Works independently under supervisor, and either works on or leads a team. Performs structure design/drafting, estimating, and plans preparation for bridges, culverts, retaining walls, or other ancillary structures. Masters the aspects of design and evaluation of bridges and structures.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Senior Bridge Engineer	219	130,632	147,066	163,500	130,632	160,036	163,500	CA	118%	4
MassDOT Bridge Inspection Engr IV	7	99,765	120,540	141,315	127,931	136,993	141,315	MA	101%	1
Bridge Engineer 6	14	102,540	120,228	137,916	134,508	135,969	137,916	WA	101%	4
Professional Engineer III	1	92,406	114,312	136,217	129,605	129,605	129,605	NE	96%	4
Engineer Administrator	10	91,580	114,632	137,683	118,369	129,287	130,500	MN	96%	3
Transportation Engineer V Bridge	10	88,191	118,673	149,155	110,250	115,484	124,047	TX	85%	4
Professional Engineer III	1	68,766	94,725	120,684	109,000	109,000	109,000	OK	81%	4
GDOT Pro Civil Engineer 6 (Bridge)	4	73,822	98,880	123,938	106,500	106,500	106,500	GA	79%	2
Tr Engineer Senior	7	71,677	100,745	129,812	97,614	105,229	108,837	AZ	78%	4
Civil Engineering Manager 1	8	87,300	113,502	139,704	100,152	103,835	105,168	TN	77%	2
Transp Engr Licensed Spec 13	6	83,886	101,431	118,976	83,886	102,259	105,934	MI	76%	3
Structures Design Leader (PCE II)	3				99,556	101,941	103,817	KS	75%	3
Highway Engineer 2	15	75,010	99,411	123,812	81,999	101,520	118,137	IN	75%	3
Principal Engr, Structural Evaluation	16	75,386	91,317	107,247	89,547	100,167	107,247	NJ	74%	1
Professional Engineer II and III	7	52,086	87,081	122,076	73,001	99,148	116,259	FL	73%	2
Sr Structures Engineer	7	75,582	97,253	118,924	82,524	95,773	105,924	AR	71%	2
Civil Engineer V	6	77,340	99,930	122,520	80,400	94,698	116,604	IL	70%	3
Civil Engineer V	3	67,246	86,341	105,435	68,211	90,780	105,435	VT	67%	1
Structural Engr Transp Advanced	41	52,665	86,902	121,139	82,014	89,876	110,822	WI	66%	3
Engineer 5	5	70,138	98,197	126,256	84,573	87,131	89,731	LA	64%	2
Civil Engrng Spec Band 7 Level 3	5	86,422	86,422	86,422	86,422	86,422	86,422	MT	64%	4
# Incumbents & Averages:	395	81,122	103,879	126,637	98,890	108,650	115,368			
Group Weighted Average:								135,171		
Median:								102,259		

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

E4(1). Bridge/Structural Engineer Supervisor (1st in series)

Typically, a licensed Professional Engineer or Structural Engineer.

First-line supervisor over professionals, technicians, and other staff performing various activities including bridge and structure design, rating, evaluation, fabrication, and asset management.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Supervisor Bridge Engineer	28	158,676	169,470	180,264	171,684	179,647	180,264	CA	153%	4
Bridge Engineer 7	15	113,160	132,666	152,172	148,500	151,438	152,172	WA	129%	4
Engineering Manager I	9	89,710	116,033	142,355	112,632	129,468	142,355	UT	110%	4
Bridge Design Group Lead	2	82,508	110,824	139,140	127,000	127,000	127,000	GA	108%	2
Transportation Engineer Supv Bridge	5	97,010	130,540	164,069	113,400	124,603	129,578	TX	106%	4
Engineering Supervisor II	2	70,967	104,677	138,386	122,076	122,076	122,076	NC	104%	2
Transportation Engineer 4	3	81,681	99,185	116,688	110,323	120,016	124,862	OH	102%	3
Senior Civil Engineer II	1	76,273	98,061	119,849	119,849	119,849	119,849	VT	102%	1
Highway Engineer Supervisor 4	7	85,020	112,682	140,344	94,874	115,974	130,081	IN	99%	3
Civil Engineering Manager 2	5	100,896	130,950	161,004	112,680	114,638	116,076	TN	98%	2
Engineer Manager Licensed 14	6	88,857	108,690	128,523	114,296	114,296	114,296	MI	97%	3
Engineer Principal	11	81,557	102,886	124,215	97,530	113,657	117,742	MN	97%	3
Staff Structures Engineer	5	88,348	112,333	136,318	109,928	113,043	120,094	AR	96%	2
Civil Engineer VI	9	85,020	108,630	132,240	93,804	111,969	123,828	IL	95%	3
Prof Engr Supv III—SES (Structures Engr Supv)	2	62,127	95,153	128,180	107,814	110,883	113,952	FL	94%	2
Tr Engineer Manager	3	84,823	119,511	154,198	109,989	110,696	112,200	AZ	94%	4
Engineer Manager II	6	68,766	94,725	120,684	109,000	109,000	109,000	OK	93%	4
Engineer 6	8	80,309	112,435	144,560	102,128	106,792	111,322	LA	91%	2
Transportation Engr/Associate Engr III	4	75,040	92,649	110,258	95,256	102,202	108,356	SC	87%	2
Structural Engineer Transp Supervisor	8	52,665	86,902	121,139	92,102	100,401	109,054	WI	85%	3
Professional Civil Engineer II	2				95,899	97,200	98,500	KS	83%	3
Structural Project Engineer	4	83,011	103,764	124,517	93,022	93,022	93,022	MO	79%	3
Sr Civil Engineer Supervisor (Bridges)	55	64,959	81,810	98,661	74,191	90,214	98,661	PA	77%	1
Principal Engineer	6	78,915	99,154	119,394	88,789	89,523	90,265	WY	76%	4
Professional Engineer I	3	71,080	87,931	104,782	86,085	86,085	86,085	NE	73%	4
# Incumbents & Averages:	209	84,224	108,819	133,414	108,114	114,148	118,028			
Group Weighted Average:						117,511				
Median:						113,043				

E4(2). Bridge/Structural Engineer Manager (2nd in series)**Typically, a licensed Professional Engineer or Structural Engineer.**

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA						
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region	
Principal Brindge Engineer	4	174,324	186,168	198,012	189,264	193,638	198,012	CA	151%	4	
Assistant State Bridge Engineer	3	103,417	139,573	175,729	153,250	153,250	153,250	GA	119%	2	
Engineering Manager 2 & 3, MMS	30	95,640	132,792	169,944	127,836	152,927	169,944	OR	119%	4	
State Bridge Design Engineer	1	118,980	135,786	152,592	152,592	152,592	152,592	WA	119%	4	
Engineering Manager II	2	94,765	122,512	150,259	144,373	145,538	146,702	UT	113%	4	
Bridge Section Director	3	106,712	143,594	180,475	140,217	142,856	144,207	TX	111%	4	
Tr Engineer Senior Manager	2	92,314	130,212	168,109	127,211	134,833	142,454	AZ	105%	4	
AOT Senior Manager II	1	86,776	111,799	136,822	132,870	132,870	132,870	VT	103%	1	
Prof Engr Admin—SES (Dist Structures Design Engr)	6	66,232	101,679	137,127	132,095	132,101	132,133	FL	103%	2	
Transportation Engineer 5	1	90,043	109,387	128,731	131,976	131,976	131,976	OH	103%	3	
Engineer Sr Administrator	2	103,815	126,376	148,937	131,586	131,586	131,586	MN	102%	3	
Eng Mgr Licd / Ste Ofc Admn	8	94,390	119,711	145,032	116,521	131,229	145,032	MI	102%	3	
Bureau Chief	2				127,995	129,837	131,679	KS	101%	3	
Highway Engineer Supervisor 3	3	93,002	123,253	153,504	125,673	126,796	130,110	IN	99%	3	
Professional Engineer III	6	92,406	114,312	136,217	119,128	120,962	127,402	NE	94%	4	
Assistant State Bridge Engineer	1				120,865	120,865	120,865	MO	94%	3	
TDOT Assistant Director	1	100,896	130,950	161,004	120,420	120,420	120,420	TN	94%	2	
Engineer 7	5	85,925	120,308	154,690	105,830	120,320	129,147	LA	94%	2	
Engineering Manager III	2	74,267	102,333	130,399	120,000	120,000	120,000	OK	93%	4	
Transportation Engineer IV	2	92,126	115,526	138,926	105,003	119,589	134,176	SC	93%	2	
Engrng Mgr I	2	103,626	129,522	155,418	116,569	116,569	116,569	WY	91%	4	
Assistant Division Head—Bridge	1	95,784	119,548	143,312	115,102	115,102	115,102	AR	90%	2	
Civil Engineer VII	2	93,540	116,730	139,920	99,000	115,044	131,088	IL	90%	3	
DOT Engineering Chief	3	61,630	101,639	141,648	107,182	108,056	109,096	WI	84%	3	
Engineering Manager I	2	61,178	92,933	124,688	103,404	104,848	106,293	SD	82%	4	
Cvl Eng Mgr (Brgs) Cvl Eng Conslt (Brgs)	34	74,191	93,429	112,666	86,514	101,894	112,666	PA	79%	1	
Division/District Chief	1	97,747	97,747	97,747	97,747	97,747	97,747	MT	76%	4	
# Incumbents & Averages:	130	94,149	120,713	147,276	124,082	128,646	132,708				
Group Weighted Average:						128,436					
Median:						131,229					

E4(3). Director/State Bridge Engineer (3rd in series)**Typically, a licensed Professional Engineer or Structural Engineer.**

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Deputy Director State Engineer	1	110,000	159,500	209,000	197,950	197,950	197,950	AZ	132%	4
Director Bridge Division	1	142,032	191,123	240,214	197,599	197,599	197,599	TX	132%	4
Transp Infrastructure Dev & Project DelIVery Admin 1, MMS	10	119,736	152,490	185,244	168,060	183,526	185,244	OR	122%	4
Transportaton Engineering Director II	1	156,000	191,100	226,200	182,700	182,700	182,700	SC	122%	2
State Bridge Engineer	1	115,951	156,808	197,664	168,375	168,375	168,375	GA	112%	2
Director of Bridges & Structures	1	120,284	153,271	186,257	167,648	167,648	167,648	MA	112%	1
State Design Engr—DOT Dev Division	1	130,824	147,174	163,524	163,524	163,524	163,524	WA	109%	4
Senior Management Executive 19	1	106,646	0	163,130	163,130	163,130	163,130	MI	109%	3
Transp District/Division Engineer	1	116,151	145,187	174,223	158,529	158,529	158,529	NE	106%	4
District Design Engineer	9	58,553	108,503	158,452	157,322	157,322	157,322	FL	105%	2
Division Head—Bridge	1	128,622	143,139	157,655	157,196	157,196	157,196	AR	105%	2
Engineering Manager III—Admin UDOT	1	115,669	149,521	183,373	156,312	156,312	156,312	UT	104%	4
Civil Engineer VIII	1	97,380	116,130	134,880	154,560	154,560	154,560	IL	103%	3
TDOT Director	1	115,404	150,354	185,304	145,008	145,008	145,008	TN	97%	2
Engineer Principal Admin Transp	1	111,583	135,710	159,836	141,170	141,170	141,170	MN	94%	3
Director of Engineering & Design	1				138,863	138,863	138,863	KS	93%	3
Engineer 8	2	98,363	137,738	177,112	134,368	138,538	142,709	LA	92%	2
Highway Engineer Supervisor 2	2	102,024	135,239	168,454	127,208	132,510	137,813	IN	88%	3
Engineering Manager IV	1	80,208	110,487	140,766	132,000	132,000	132,000	OK	88%	4
State Bridge Engineer	1				131,984	131,984	131,984	MO	88%	3
Exempt Engineer Manager III	1	61,178	92,933	124,688	131,194	131,194	131,194	SD	88%	4
Transportation Engineer Supervisor	1	91,555	123,886	156,216	130,000	130,000	130,000	MS	87%	2
Engineering Manager II	1	113,443	141,814	170,186	127,633	127,633	127,633	WY	85%	4
AOT Senior Manager III	1	92,747	119,640	146,532	123,219	123,219	123,219	VT	82%	1
Hwy Administration Program Mgr 3	1	110,240	137,067	163,893	123,130	123,130	123,130	PA	82%	1
DOT Manager	1	68,078	113,953	159,827	113,984	113,984	113,984	WI	76%	3
Principal Engineer	1	86,861	105,321	123,781	113,942	113,942	113,942	NH	76%	1
Sr Engineer, Structural Bridge Design	5	65,748	79,508	93,268	81,037	86,541	93,268	NJ	58%	1
# Incumbents & Averages:	51	104,434	130,677	167,295	145,987	147,075	147,715			
Group Weighted Average:						149,914				
Median:						155,436				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Construction Technician	18	47,008	58,063	69,118	59,051	67,974	69,118	IA	127%	3
Construction Inspector III	164	45,244	58,826	72,408	56,000	63,198	72,408	TX	118%	4
Transportation Generalist Sr	105	52,513	60,208	67,902	52,075	61,884	65,626	MN	116%	3
Engineering Tech, Sub—Journey III	1	45,614	49,898	54,182	60,078	60,078	60,078	AK	112%	4
Engineering Technician II	43	31,261	58,859	86,457	48,500	57,313	70,636	VA	107%	2
Tr Construction Technician 3	75	36,779	51,394	66,009	56,870	57,065	62,557	AZ	107%	4
Const & Maintenance Tech 1	78	45,151	54,279	63,407	47,179	55,579	63,407	NJ	104%	1
Civil Engrng Tech Jr. Coordinator	37	55,104	55,104	55,104	55,104	55,104	55,104	MT	103%	4
Highway Technician 3Cm	258	44,678	48,807	52,936	48,256	54,853	57,408	OH	102%	3
Highway Const Inspector III	2	50,388	62,484	74,580	50,388	52,428	54,468	HI	98%	4
Highway Technician 1—Const	121	47,320	56,771	66,222	49,270	51,796	57,684	IN	97%	3
Transportation Const Inspector	310	44,010	55,179	66,348	44,010	50,399	66,348	PA	94%	1
Construction Project Manager 1	30	39,971	52,335	64,699	45,000	49,690	52,000	GA	93%	2
Const & Fld Surv Spec	47	41,829	52,291	62,754	47,070	49,175	56,622	WY	92%	4
Highway Const Technician II	68	45,748	56,592	67,436	45,748	47,643	61,660	NE	89%	4
Engineering Technician 4	95	38,168	53,425	68,682	36,608	45,125	64,147	LA	84%	2
Advanced Construction Aide	46	40,560	55,328	70,096	41,678	43,409	46,098	AR	81%	2
Engrng Tech II (Insp I)	2	31,200	36,930	42,660	43,392	43,392	43,392	FL	81%	2
Intermediate Const Technician	15	40,392	48,471	56,549	42,853	43,043	44,694	MO	80%	3
Transportation Specialist II	33	23,030	32,455	41,880	43,000	43,000	43,000	OK	80%	4
# Incumbents & Averages:	1,548	42,298	52,885	63,471	48,607	52,607	58,323			
Group Weighted Average:						53,546				
Median:						52,112				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Transp Construction Inspector 3	2	74,184	90,654	107,124	107,124	107,124	107,124	CT	173%	1
Construction Inspector VI	30	58,184	76,549	94,913	74,160	83,501	89,440	TX	135%	4
Engineering Technician III	87	40,839	74,647	108,454	62,000	73,899	91,224	VA	120%	2
Construction Technician Sr	59	50,253	63,294	76,336	58,157	73,029	76,336	IA	118%	3
Transportation Specialist	100	55,436	65,511	75,586	62,097	70,404	71,180	MN	114%	3
Civil Engrng Tech Sr. Coordinator	26	67,490	67,490	67,490	67,490	67,490	67,490	MT	109%	4
Transportation Specialist V	80	33,400	47,354	61,307	65,400	65,400	65,400	OK	106%	4
Construction Project Manager	34	59,800	71,760	83,720	59,800	65,061	179,172	IN	105%	3
Sr. Const & Field Surv	40	54,912	68,640	82,368	61,776	65,042	72,170	WY	105%	4
Const & Maintenance Tech 2	46	49,312	59,398	69,484	51,553	64,417	69,484	NJ	104%	1
Highway Technician 4	115	47,133	52,520	57,907	56,805	63,314	68,619	OH	102%	3
Tr Construction Technician 4	115	40,496	56,453	72,410	62,316	62,669	66,478	AZ	101%	4
Highway Const Inspector IV	28	54,468	67,566	80,664	54,468	62,348	80,664	HI	101%	4
TDOT Operations Technician Sr	91	59,700	74,598	89,496	60,300	60,300	60,300	TN	98%	2
Highway Const Technician III	104	55,506	68,665	81,823	56,622	59,541	71,895	NE	96%	4
Construction Project Manager 2	28	43,268	56,869	70,469	50,611	56,439	59,798	GA	91%	2
Inspector	80	47,398	64,389	81,380	48,880	54,980	62,556	AR	89%	2
Engineering Technician 5	168	43,680	61,152	78,624	36,722	54,102	73,445	LA	88%	2
Engrng Tech III & IV, Engrng Spec I (Insp II & III)	137	31,200	54,129	77,058	33,935	50,255	56,302	FL	81%	2
Sr Construction Technician	37	47,113	56,536	65,959	47,113	48,581	55,123	MO	79%	3
# Incumbents & Averages:	1,407	50,689	64,909	79,129	58,866	65,395	77,210			
Group Weighted Average:						61,780				
Median:						63,866				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Civil Engineer III—Project Design	20	89,489	107,936	126,382	89,489	113,556	126,382	MA	191%	1
Design Engineer 2 (Elec)	6	74,184	90,654	107,124	79,621	89,892	107,124	CT	151%	1
Design Technician	20	50,253	63,294	76,336	50,253	66,040	76,336	IA	111%	3
AOT Technician III	26	52,894	67,735	82,576	55,369	65,595	82,576	VT	110%	1
Structural Design Tech II—3037	16	59,028	66,456	73,884	59,028	64,341	73,884	CA	108%	4
Designer	4	51,246	69,459	87,672	52,910	62,673	69,290	AR	105%	2
Transportation Generalist Sr	38	52,513	60,208	67,902	50,822	62,205	63,893	MN	104%	3
Traffic Studies Analyst	9	40,496	56,453	72,410	59,290	59,290	59,290	AZ	100%	4
Engrng Spec II (Rdwy Des II & Traffic Des II)	13	40,740	63,558	86,376	53,464	57,212	60,960	FL	96%	2
Engineering Technician 1	16	45,990	55,290	64,589	48,057	55,419	62,522	NJ	93%	1
Designer I	6	55,104	55,104	55,104	55,104	55,104	55,104	MT	93%	4
Drafting Technician V	2	46,608	57,768	68,928	46,608	53,970	61,332	HI	91%	4
Design Specialist II	4	45,802	57,262	68,723	52,666	53,341	54,509	WY	90%	4
Highway Engineer Assistant 4	78	47,320	56,771	66,222	47,320	52,393	63,494	IN	88%	3
CADD Specialist II	5	23,030	32,455	41,880	48,500	48,500	48,500	OK	81%	4
Highway Designer II	8	47,187	58,373	69,559	47,187	47,366	48,618	NE	80%	4
CADD Technician 3	11	42,504	53,052	63,600	42,924	47,273	52,704	TN	79%	2
Highway Drafter	8	44,010	55,179	66,348	44,010	47,088	58,211	PA	79%	1
Engineering Technician 4	44	38,168	53,425	68,682	36,608	46,859	64,147	LA	79%	2
Intermediate Design Technician	4	40,392	48,471	56,549	42,853	42,853	42,853	MO	72%	3
# Incumbents & Averages:	338	49,348	61,445	73,542	53,104	59,548	66,586			
Group Weighted Average:						59,570				
Median:						55,262				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Civil Engineer IV—Project Design	19	94,255	113,835	133,415	96,888	121,378	133,415	MA	171%	1
Design Engineer 3 (Elec)	3	89,616	106,272	122,927	92,786	93,846	95,967	CT	132%	1
AOT Senior Technician I	4	67,246	86,341	105,435	78,062	92,320	105,435	VT	130%	1
Design Technical Specialist	22	55,058	69,441	83,824	58,656	80,538	83,824	IA	113%	3
Structural Design Tech III	44	64,788	72,930	81,072	68,028	79,928	81,072	CA	112%	4
Advanced Designer	3	59,878	79,547	99,216	64,532	76,137	83,746	AR	107%	2
Designer III	16	71,471	71,471	71,471	71,471	71,471	71,471	MT	101%	4
Transp Spec	32	55,436	65,511	75,586	63,893	70,381	74,395	MN	99%	3
Sr Design Spec II	19	60,112	75,150	90,189	67,635	69,111	74,760	WY	97%	4
Eng Spec III & IV (Rdwy Des III/IV; Trfc Des III/IV; Drain Des III/ IV)	23	43,151	71,496	99,842	61,730	66,644	74,495	FL	94%	2
Engineering Technician 2	23	50,230	60,506	70,781	57,080	65,717	70,781	NJ	92%	1
Highway Designer III	21	54,537	67,466	80,394	55,634	64,584	82,002	NE	91%	4
Engineering Technician III	6	40,839	74,647	108,454	55,650	63,846	72,475	VA	90%	2
Tr Eng Computer App Tech 2	6	43,981	61,591	79,200	58,080	62,990	63,888	AZ	89%	4
Highway Engineering Assistant 3	31	53,222	63,869	74,516	55,130	60,986	74,516	IN	86%	3
CADD Specialist IV	12	30,593	43,341	56,088	60,500	60,500	60,500	OK	85%	4
Highway Draftsman Designer	20	49,839	62,817	75,795	49,839	60,210	75,795	PA	85%	1
Drafting Technician VI	5	50,388	62,484	74,580	50,388	60,060	74,580	HI	85%	4
Engineering Technician 5	32	43,680	61,152	78,624	41,912	55,323	73,445	LA	78%	2
CADD Technician 4	8	47,496	59,448	71,400	47,880	51,902	54,636	TN	73%	2
Sr Design Technician	13	47,113	56,536	65,959	47,113	50,501	55,123	MO	71%	3
# Incumbents & Averages:	341	56,754	72,098	87,443	63,573	72,419	80,345			
Group Weighted Average:							71,073			
Median:							66,644			

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Mat & Res Eng Asoc	66	78,360	88,230	98,100	78,360	92,559	98,100	CA	152%	4
Transportation Mat Technician 2	5	62,401	73,678	84,955	64,521	69,591	72,971	CT	114%	1
Mat/Process Inspector III	29	45,244	58,826	72,408	59,009	66,992	72,408	TX	110%	4
Materials Technician 3	6	42,661	55,801	68,941	62,941	62,941	62,941	IA	103%	3
Highway Technician 4	6	47,133	52,520	57,907	59,322	62,601	68,619	OH	103%	3
Transportation Generalist Sr	23	52,513	60,208	67,902	50,822	61,677	63,893	MN	101%	3
Engineering Specialist II	65	40,740	63,558	86,376	44,623	58,377	82,859	FL	96%	2
Tr Construction Tech 3 Materials	14				56,871	56,871	56,871	AZ	93%	4
TDOT Technician Senior	15	53,400	66,648	79,896	53,940	54,264	58,800	TN	89%	2
Journey Transp Technician	66	41,843	52,303	62,762	43,931	50,374	60,719	SD	83%	4
Field Data Col & Lab Analyst Spec I	11	41,829	52,291	62,754	47,070	48,823	54,560	WY	80%	4
Hwy Engineering Assistant 5	2	42,900	51,506	60,112	44,651	48,169	51,686	IN	79%	3
Transportation Specialist II	4	23,030	32,455	41,880	48,000	48,000	48,000	OK	79%	4
Engineering Technician 4	26	38,168	53,425	68,682	36,608	47,292	60,195	LA	77%	2
Mat Lab Tech, Sub—Journey II	1	40,882	44,727	48,572	46,920	46,920	46,920	AK	77%	4
Materials Inspection Tech Level II	2	45,351	45,351	45,351	45,351	45,351	45,351	MT	74%	4
Geotech Exploration Technician II	1	36,317	42,973	49,629	43,888	43,888	43,888	NH	72%	1
Intermediate Mat Technician	3	40,392	48,471	56,549	42,853	42,853	42,853	MO	70%	3
Materials Technician 2	11	34,249	44,467	54,685	38,500	40,320	44,000	GA	66%	2
Materials Technician 1	10	39,003	48,607	58,211	39,003	39,737	43,130	PA	65%	1
Materials Technician	7	34,710	46,852	58,994	34,710	38,116	48,828	AR	62%	2
# Incumbents & Averages:	373	44,056	54,145	64,233	49,614	53,606	58,457			
Group Weighted Average:						61,055				
Median:						48,823				

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 materials testing program related to highway construction and maintenance projects. Classification is not supervisory but may serve as lead worker.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Transportation Materials Tech 3	6	74,184	90,654	107,124	74,184	85,936	107,124	CT	131%	1
Materials/Process Inspector V	9	51,278	67,090	82,901	70,245	75,852	82,336	TX	116%	4
Engineering Specialist I	36	46,817	64,374	81,930	73,888	75,430	79,343	NC	115%	2
Materials Technician 4	29	50,253	63,294	76,336	60,008	73,611	76,336	IA	112%	3
Transportation Specialist	48	55,436	65,511	75,586	67,589	70,844	71,180	MN	108%	3
Engineering Specialist III/IV	105	46,014	71,032	96,051	48,127	70,070	93,091	FL	107%	2
Highway Technician 5	16	50,731	57,138	63,544	66,851	68,065	68,619	OH	104%	3
Engineering Technician III	70	40,839	74,647	108,454	53,398	65,956	80,521	VA	101%	2
Transportation V	17	33,440	47,374	61,307	65,400	65,400	65,400	OK	100%	4
TDOT Technician Supervisor	14	59,700	74,598	89,496	60,300	65,273	69,804	TN	99%	2
Tr Cont Technician 4 Materials	7	40,496	56,456	72,410	62,316	62,357	62,938	AZ	95%	4
Materials Lab Technician	10	46,061	57,562	69,062	54,684	60,002	66,481	SD	91%	4
Highway Engineering Asst 4	5	47,320	56,771	66,222	51,459	55,373	60,632	IN	84%	3
Field Data Col & Lab Analyst II	7	45,802	57,262	68,723	51,646	53,437	55,083	WY	81%	4
Engineering Technician 5	36	43,680	61,152	78,624	41,912	53,155	72,301	LA	81%	2
Materials Technician 2	16	44,010	55,179	66,348	44,010	51,458	64,959	PA	78%	1
Sr Materials Technician	3	40,560	55,328	70,096	41,990	50,128	62,036	AR	76%	2
Hwy Materials & Test Tech III	19	43,168	53,402	63,636	43,168	49,378	65,433	NE	75%	4
Senior Materials Technician	17	47,113	56,536	65,959	47,113	48,463	55,123	MO	74%	3
Geotech Exploration Supervisor	1	40,706	40,706	40,706	47,694	47,694	47,694	NH	73%	1
Mat Inspection Tech Level III	1	47,351	47,351	47,351	47,351	47,351	47,351	MT	72%	4
# Incumbents & Averages:	472	47,379	60,639	73,898	55,873	61,678	69,228			
Group Weighted Average:					65,614					
Median:					62,357					

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
General Construction Inspector I	148	70,285	84,047	97,809	70,285	90,322	97,809	MA	155%	1
Trans Eng Tech	474	59,028	66,444	73,860	59,028	71,069	73,860	CA	122%	4
Engineering Technician III	8	49,379	67,184	84,989	64,043	69,971	75,774	UT	120%	4
Transportation Technician 2	61	52,620	61,710	70,800	61,056	67,928	70,800	WA	116%	4
Transportation Technical Spec	48	52,936	61,443	69,950	52,936	67,290	75,254	OH	115%	3
Transp Engineer Technician	14	56,602	67,130	77,658	56,602	67,290	77,658	CT	115%	1
Transp Engineer Specialist III	44	45,244	58,826	72,408	57,440	65,322	72,408	TX	112%	4
Transportation Generalist Sr	460	52,513	60,208	67,902	52,513	62,720	65,626	MN	107%	3
Engineering Technician II	182	38,516	52,960	67,404	59,409	61,857	68,467	NC	106%	2
Engineering Specialist 2, E	40	47,328	60,390	73,452	49,704	60,134	73,452	OR	103%	4
Transp Engrng Technologist II	44	56,394	58,745	61,096	59,778	59,808	61,085	KY	102%	2
Highway Technician	98	52,499	57,720	62,941	50,960	57,824	62,941	IA	99%	3
AOT Technician I	8	47,299	60,455	73,611	49,486	54,646	65,790	VT	94%	1
TDOT Technician Senior	55	53,400	66,648	79,896	53,940	54,131	61,620	TN	93%	2
Eng Tech II (Engrng & Plan Svcs II)	6	38,952	51,936	64,920	52,968	53,304	53,472	ND	91%	4
Transportation Specialist III	54	25,128	35,598	46,068	53,000	53,000	53,000	OK	91%	4
Engineering Technician V	4	46,608	57,768	68,928	46,608	52,968	66,288	HI	91%	4
Engineering Technician 3	53	40,925	54,967	69,008	40,278	51,968	69,008	NV	89%	4
Transportation Engineer Tech	143	41,600	51,575	61,550	41,600	51,114	61,550	WV	88%	2
Transportation Technician 8	8	46,633	53,497	60,361	46,633	49,982	51,708	MI	86%	3
Engineering Assistant 4	2	39,000	46,800	54,600	45,425	49,265	53,106	IN	84%	3
Transportation Technician Sr	1	38,958	51,813	64,667	49,150	49,150	49,150	WI	84%	3
Engineering Assistant III	190	31,781	44,520	57,259	32,570	46,789	57,259	AL	80%	2
Transportation Engrng Tech II	116	39,520	48,957	58,393	39,663	45,999	58,393	SC	79%	2
Engineering Technician 4	158	38,168	53,425	68,682	32,074	45,873	64,147	LA	79%	2
Assistant Technicians	18	35,714	41,424	47,133	41,954	45,671	47,133	ME	78%	1
Engineering Technician II	4	35,295	41,925	48,555	38,162	44,016	48,555	NH	75%	1
Engineering Technician II	60	38,820	53,550	68,280	38,820	41,599	53,220	IL	71%	3
Engineering Technician	138	39,312	45,115	50,918	39,312	41,279	54,683	KS	71%	3
Engineering Technician	27	39,003	48,607	58,211	39,003	39,003	39,003	PA	67%	1
Engr/Planning/Survey Techs I-II	41				31,975	36,671	41,367	DE	63%	1
Transp Engineering Technician II	87	26,186	35,432	44,679	27,880	32,602	37,805	MS	56%	2
# Incumbents & Averages:	2,794	44,376	54,865	65,354	47,945	54,393	61,294			
Group Weighted Average:										
Median:										

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
General Const Inspector II	99	78,785	94,656	110,526	80,943	103,324	110,526	MA	158%	1
Transportation Technician 2	22	63,544	78,385	93,226	66,643	94,150	99,590	OH	144%	3
Transportation Technician 3	158	59,616	69,864	80,112	59,616	77,147	82,026	WA	118%	4
Engineering Specialist 3, E	59	52,200	66,396	80,592	60,444	76,286	80,952	OR	116%	4
Engineering Technician IV	359	57,480	81,390	105,300	57,480	76,276	95,676	IL	116%	3
Engineering Technician IV	90	56,576	75,670	94,765	56,576	76,052	90,896	UT	116%	4
Transp Engineer Specialist IV	21	48,158	62,818	77,477	64,366	73,189	77,477	TX	112%	4
Transportation Specialist	342	55,436	65,511	75,586	60,406	70,473	71,180	MN	108%	3
Engineering Technician III	267	42,464	58,389	74,313	65,416	67,590	73,466	NC	103%	2
Transp Engrng Technologist III	322	62,034	64,619	67,205	65,756	66,217	87,727	KY	101%	2
Transportation Specialist V	73	36,874	54,853	72,832	65,400	65,400	65,400	OK	100%	4
Transportation Technician 9/E10	93	51,292	63,752	76,211	51,292	64,551	67,724	MI	98%	3
TDOT Technician Supervisor	11	59,700	74,598	89,496	60,300	64,358	66,492	TN	98%	2
Highway Technician Senior	203	51,480	60,299	69,118	53,019	63,274	69,118	IA	97%	3
Engineering Technician 4	47	46,479	62,682	78,885	49,694	62,246	78,885	NV	95%	4
Transp Engrng Technician Sr	87	48,750	60,650	72,550	48,750	62,223	72,550	WV	95%	2
Eng Tech III (Eng & Plan Svcs III)	12	46,308	61,746	77,184	59,472	60,746	65,052	ND	93%	4
AOT Technician II	15	49,961	63,981	78,000	49,961	60,135	78,000	VT	92%	1
Technicians	68	43,493	51,012	58,531	45,698	56,358	58,531	ME	86%	1
Transportation Technologist	223	36,876	53,282	69,689	39,665	55,863	66,331	AL	85%	2
Engineering Technician 5	233	43,680	61,152	78,624	36,722	54,089	73,445	LA	83%	2
Engineering Technician VI	4	50,388	62,484	74,580	50,388	54,000	56,676	HI	82%	4
Transportation Technician Adv	11	42,140	56,035	69,929	50,585	53,664	56,243	WI	82%	3
Transp Engrng Technician III	86	48,157	59,106	70,054	49,657	53,497	67,641	SC	82%	2
Engineering Technician Sr	55	50,918	56,378	61,838	50,918	53,266	66,288	KS	81%	3
Engineering Technician III	17	39,761	47,288	54,815	46,527	51,470	54,815	NH	79%	1
Engrng/Plan/Surveying Techs III-IV	134				41,345	51,018	60,691	DE	78%	1
Engineering Assistant 3	3	42,900	51,506	60,112	44,557	47,804	51,390	IN	73%	3
Tech Engineering Technician III	129	31,111	42,097	53,083	27,642	38,197	44,917	MS	58%	2
# Incumbents & Averages:	3,243	49,877	62,878	75,880	53,767	63,892	72,059			
Group Weighted Average:					65,537					
Median:					62,246					

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Engrng Supv III	135	76,290	112,528	148,765	128,058	132,543	141,937	NC	166%	2
Sr Eng Spec Supv, Prof Eng Supv I, II, III (Maint Prog Mgr)	20	48,141	88,160	128,180	66,972	115,827	131,903	FL	145%	2
Engineering Associate	28	77,864	86,541	95,219	86,229	107,676	165,497	AK	135%	4
AOT Project Manager III	9	71,281	91,842	112,403	94,619	105,319	112,403	VT	132%	1
Engineering Technician IV	63	53,351	95,270	137,189	82,583	99,875	122,813	VA	125%	2
Transp Project Designer	31	74,117	92,647	111,176	89,867	89,867	89,867	MO	112%	3
Technical Project Mgr I	43	62,004	81,780	101,556	68,250	87,470	98,595	TX	109%	4
Transportation Specialist 5	11	66,154	88,320	110,485	85,000	86,261	102,650	GA	108%	2
Transportation Project Manager	19	64,147	88,785	113,422	64,147	85,210	113,422	UT	107%	4
Engineering Specialist	211	62,160	77,016	91,872	77,618	84,746	87,090	MN	106%	3
Transportation Const Manager 2	59	64,959	81,810	98,661	64,959	84,616	98,661	PA	106%	1
Construction Project Coordinator	30	64,714	85,098	105,482	67,106	84,386	102,076	AR	106%	2
Engineering Technician V	87	61,440	85,650	109,860	61,440	82,253	107,556	IL	103%	3
Transp Specialist Supervisor	15	52,665	86,902	121,139	77,438	80,558	86,444	WI	101%	3
Engrng Project Mgrs	16	78,512	78,512	78,512	78,512	78,512	78,512	MT	98%	4
Trns Proj Mgr (Eng & Plan Svcs IV)	29	54,948	73,266	91,584	72,492	77,043	81,780	ND	96%	4
Transp Tech 11/12	205	57,740	74,984	92,227	57,740	75,831	81,224	MI	95%	3
Trans Engrng Technlst Supv	36	68,234	71,079	73,925	72,329	73,908	89,261	KY	92%	2
Transp Engrng Technologist	69	54,600	68,075	81,550	54,600	73,616	84,304	WV	92%	2
Project Manager	19	67,314	80,769	94,224	67,314	72,641	90,493	IN	91%	3
Transp Project Manager I	10	55,791	69,732	83,673	69,008	72,186	79,594	SD	90%	4
Transportation Specialist VI	24	36,784	54,808	72,832	72,000	72,000	72,000	OK	90%	4
Supv 1, Associate Engineer	57	52,785	71,483	90,181	51,929	71,816	90,181	NV	90%	4
Highway Const Technician IV	41	64,657	79,984	95,310	65,955	71,452	85,278	NE	89%	4
Senior Technicians	82	54,621	64,275	73,928	54,621	70,686	73,928	ME	88%	1
Transp Technologist, Sr	222	45,982	67,730	89,479	51,953	69,973	85,087	AL	87%	2
Engrng/Plan/Survng Techs V	47	50,841	63,551	76,261	63,583	66,777	69,970	DE	83%	1
Transp Engrng Technician IV	42	55,380	69,811	84,241	56,880	65,423	77,932	SC	82%	2
Engineering Technician VII	4	56,568	70,170	83,772	56,568	65,091	68,820	HI	81%	4
Engineering Technician 7	73	50,003	70,013	90,022	55,078	64,841	83,117	LA	81%	2
Engrng Tech Spec/Supervisor	100	56,118	65,634	75,150	56,118	63,035	77,076	KS	79%	3
Transp Engrng Tech Supervisor	80	40,286	54,513	68,739	53,429	56,581	58,858	MS	71%	2
Engineering Technician IV	30	44,714	53,645	62,576	48,555	56,538	62,576	NH	71%	1
# Incumbents & Averages:	1,947	58,944	77,102	95,260	68,877	80,138	92,452			
Group Weighted Average:						79,977				
Median:						75,831				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Principle Transp Engr	1	174,324	186,168	198,012	198,012	198,012	198,012	CA	197%	4
Federal Program Coordinator	2	58,553	108,503	158,452	132,779	144,458	156,137	FL	144%	2
Public Transp Safety Admin	1	107,928	123,144	138,360	138,360	138,360	138,360	WA	138%	4
Engineer 8	1	98,363	137,738	177,112	137,238	137,238	137,238	LA	137%	2
Transportation Engineer IV	1	95,811	117,369	138,926	133,361	133,361	133,361	SC	133%	2
Civil Engineer VIII	1	97,380	116,130	134,880	133,248	133,248	133,248	IL	133%	3
Transportation Engineer Admin	1	93,288	113,058	132,829	132,829	132,829	132,829	IA	132%	3
Highway Safety istrator	1	90,792	109,741	128,690	128,690	128,690	128,690	NH	128%	1
Program Director I	1	66,016	97,374	128,731	127,443	127,443	127,443	NC	127%	2
State Administrative Manager 15	1	87,471	106,645	125,818	125,818	125,818	125,818	MI	125%	3
AOT Senior Manager II	1	86,776	111,799	136,822	125,488	125,488	125,488	VT	125%	1
Project Manager 1	1	81,681	99,185	116,688	124,966	124,966	124,966	OH	125%	3
Traffic Safety Section Director	1	88,191	118,673	149,155	124,110	124,110	124,110	TX	124%	4
Transportation Safety Director	1	96,287	113,790	131,292	120,500	120,500	120,500	CT	120%	1
Division Director	1	93,002	123,253	153,504	119,857	119,857	119,857	IN	119%	3
Infrastructure Safety Director	1	86,050	101,665	117,280	117,270	117,270	117,270	ME	117%	1
Engineering Manager II	1	80,208	105,274	130,339	109,000	109,000	109,000	OK	109%	4
Staff Traffic Safety Engineer	1	88,348	112,333	136,318	106,548	106,548	106,548	AR	106%	2
Highway Safety Program Admin	1	83,011	103,764	124,517	100,651	100,651	100,651	MO	100%	3
Transportation Manager 2	1	87,300	113,502	139,704	99,948	99,948	99,948	TN	100%	2
Director of Safety	1				99,225	99,225	99,225	KS	99%	3
DT Occupational Safety Admtr	1	56,098	78,543	100,989	96,800	96,800	96,800	AZ	97%	4
Program & Policy Chief	1	61,630	101,639	141,648	96,595	96,595	96,959	WI	96%	3
Traffic Safety Engineer	1	92,942	92,942	92,942	92,942	92,942	92,942	MT	93%	4
Program Administrator II	1	63,565	79,539	95,514	86,341	86,341	86,341	UT	86%	4
Transp Data Group Leader	3	73,822	98,880	123,938	82,000	83,333	84,000	GA	83%	2
Program Mgr (Program Mgmt III)	3	59,652	79,536	99,420	76,224	82,496	86,436	ND	82%	4
Grnt & Cont Admn Mgr II	1	72,093	90,106	108,118	81,882	81,882	81,882	WY	82%	4
Highway Safety Manager	2	74,124	89,820	105,516	77,100	77,100	77,100	HI	77%	4
Transp Planning Specialist Supv	14	64,959	81,810	98,661	64,959	76,853	98,661	PA	77%	1
Motor Vehicle Safety Admin	1	65,932	82,416	98,900	74,422	74,422	74,422	NE	74%	4
Transp Division Manager 2	1	54,600	68,075	81,550	67,690	67,690	67,690	WV	67%	2
# Incumbents & Averages:	51	83,232	105,239	127,246	110,384	111,359	112,560			
Group Weighted Average:						100,309				
Median:						113,135				

G7. Geologist Senior
Bachelor's Degree generally in geology, physical geography, or a closely related geological science. 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Sr Engrng Geol	16	130,632	147,066	163,500	137,160	159,392	163,500	CA	155%	4
State Engineering Geologist	1	107,928	123,144	138,360	138,360	138,360	138,360	WA	134%	4
Engineering Manager II	1	94,765	122,512	150,259	137,405	137,405	137,405	UT	133%	4
Geologist Supervisor	1	90,390	109,819	129,247	122,503	122,503	122,503	MN	119%	3
Professional Geologist 1, E	6	73,452	93,672	113,892	108,444	112,984	113,892	OR	110%	4
Engineer III	15	65,876	90,580	115,283	109,064	111,540	111,790	NC	108%	2
Labratory Geoscientist III	1	58,184	76,549	94,913	94,901	94,901	94,901	TX	92%	4
Geology Specialist 13	1	64,334	79,414	94,494	94,494	94,494	94,494	MI	92%	3
Transportation Manager	1	45,321	67,528	89,735	93,000	93,000	93,000	OK	90%	4
Geologist 3	3	60,216	76,492	92,768	81,890	89,142	92,768	IA	87%	3
Geologist	5	74,117	92,647	111,176	86,131	87,626	89,867	MO	85%	3
Research Geologist	1	59,904	72,258	84,611	84,611	84,611	84,611	NH	82%	1
Nepa, Sr., Team Leader	14	51,311	68,678	86,044	81,500	83,357	83,500	GA	81%	2
Dist Geotechnician Managers	5	82,574	82,574	82,574	82,574	82,574	82,574	MT	80%	4
Geologist 2	2	65,748	79,508	93,268	74,922	82,566	90,210	NJ	80%	1
AOT Geologist III	1	67,246	86,341	105,435	80,558	80,558	80,558	VT	78%	1
Professional Geologist	6	63,357	82,088	100,818	65,149	79,607	88,200	KS	77%	3
Geologist II	1	48,300	68,890	89,479	77,009	77,009	77,009	AL	75%	2
Hydrogeologist Advanced	1	52,665	86,902	121,139	75,067	75,067	75,067	WI	73%	3
Senior Geologist	1	54,621	64,275	73,928	73,757	73,757	73,757	ME	72%	1
Engineering Geologist III	1	72,794	80,867	88,940	72,794	72,794	72,794	AK	71%	4
Geologist	2	55,380	74,334	93,288	64,142	72,631	81,120	AR	71%	2
Geologist 1	3	67,314	80,769	94,224	67,314	71,046	73,983	IN	69%	3
Geologist Registered	3	67,205	67,205	67,205	65,756	69,263	71,016	KY	67%	2
Geologist II	2	60,112	75,150	90,189	67,874	67,945	68,016	WY	66%	4
# Incumbents & Averages:	94	69,350	85,970	102,591	89,455	92,565	94,196			
Group Weighted Average:						102,936				
Median:						83,357				

G8. Chemist Senior

Bachelor's Degree generally in chemistry, biochemistry, or a closely related chemical science. 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Asoc Chem Test Eng	5	111,408	125,460	139,512	135,408	138,691	139,512	CA	184%	4
Laboratory Supervisor II	4	95,755	115,838	135,922	135,922	135,922	135,922	MA	180%	1
Chemist 4	1	74,191	93,429	112,666	105,507	105,507	105,507	PA	140%	1
Chemist IV	1	62,004	81,780	101,556	89,282	89,282	89,282	TX	119%	4
Chemist IV	1	60,912	73,812	86,712	86,712	86,712	86,712	HI	115%	4
Chemist/Microbiologist IV	1	63,565	79,539	95,514	84,323	84,323	84,323	UT	112%	4
AOT Chemist II	1	56,056	71,854	87,651	82,825	82,825	82,825	VT	110%	1
Chemist III	4	60,480	82,440	104,400	67,716	82,725	87,924	IL	110%	3
Chemist II (Nat Resource Svcs III)	1	59,652	79,536	99,420	81,636	81,636	81,636	ND	108%	4
Laboratory Scientist 3	1	57,907	71,355	84,802	78,686	78,686	78,686	OH	104%	3
Enviro/Chemical Lab Scientist IV	1	40,829	60,835	80,841	75,500	75,500	75,500	OK	100%	4
Lead Chemist	1	59,878	79,547	99,216	73,450	73,450	73,450	AR	97%	2
Chemist II	3	43,788	62,398	81,007	69,689	73,302	77,009	AL	97%	2
Chemist I	1	49,158	67,592	86,026	72,086	72,086	72,086	NC	96%	2
Supervisor Laboratory Chemist	1	52,670	63,473	74,276	71,156	71,156	71,156	NH	94%	1
Scientist I	2	40,839	74,647	108,454	68,636	68,636	68,636	VA	91%	2
Transportation Chemist Senior	2	46,150	57,350	68,550	68,550	68,550	68,550	WV	91%	2
Senior Chemist	3	59,350	73,990	88,629	59,997	67,861	71,793	MO	90%	3
Chemist 1	1	59,800	71,760	83,720	65,291	65,291	65,291	IN	87%	3
Chemist 5	1	57,483	78,133	98,783	64,561	64,561	64,561	NV	86%	4
Professional Chemist 3	2	46,738	65,437	84,136	62,046	63,814	65,582	LA	85%	2
Tct 4 Trns Mtl Chem Analyst—Lab	18	40,496	56,453	72,410	62,316	63,208	64,101	AZ	84%	4
Chemist	2	43,590	59,370	75,150	58,739	62,750	66,761	KS	83%	3
Chemist	2	62,184	62,184	62,184	62,184	62,184	62,184	MT	83%	4
Chemist 2	2	55,624	68,591	81,557	54,580	62,055	69,530	MN	82%	3
Chemist Advanced	1	52,665	86,902	121,139	60,465	60,465	60,465	WI	80%	3
Transportation Engrng Tech IV	1	55,380	69,811	84,241	60,454	60,454	60,454	SC	80%	2
Chemist II	2	40,729	50,912	61,095	59,778	59,778	59,778	KY	79%	2
Scientist II	2	53,516	66,203	78,890	55,139	57,127	59,116	NE	76%	4
Chemist III	3	40,740	63,558	86,376	50,019	54,608	63,786	FL	72%	2
Chemist II	5	51,693	69,948	88,202	54,193	54,193	54,193	MS	72%	2
# Incumbents & Averages:	76	56,620	73,682	90,743	73,447	75,075	76,333			
Group Weighted Average:					75,339					
Median:					68,636					

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Lnscp Asoc, Catrns	83	110,928	124,866	138,804	110,928	129,771	138,804	CA	124%	4
Landscape Architect II	3	91,993	111,104	130,214	117,883	126,104	130,214	MA	121%	1
Landscape Architect 3	2	60,723	85,479	110,235	98,047	100,778	103,510	AZ	96%	4
Landscape Architect Sr	9	73,351	89,158	104,964	92,665	98,347	99,493	MN	94%	3
Landscape Architect III	6	80,174	107,884	135,594	88,882	98,012	108,990	TX	94%	4
Landscape Architect IV	1	61,440	85,650	109,860	97,260	97,260	97,260	IL	93%	3
Transp Landscape Designer 3	3	81,428	99,417	117,406	91,135	97,041	106,756	CT	93%	1
Landscape Designer 2	1	65,748	79,508	93,268	93,268	93,268	93,268	NJ	89%	1
Architect/Engineer I	1	53,351	95,270	137,189	93,212	93,212	93,212	VA	89%	2
Landscape Designer 12	1	64,105	77,459	90,812	90,812	90,812	90,812	MI	87%	3
Landscape Architect	3	40,740	63,558	86,376	89,009	90,343	93,010	FL	86%	2
Transportation Planning Spec 3	5	67,380	79,002	90,624	88,416	89,817	90,518	WA	86%	4
Roadside Dev Specialist 3	2	62,358	79,466	96,574	82,805	88,400	93,995	IA	85%	3
Facility Project Planner 3	2	57,242	80,153	103,064	85,821	87,890	89,960	LA	84%	2
Landscape Architect	3	57,483	78,133	98,783	77,235	84,968	98,783	NV	81%	4
Engineer I	2	54,197	74,521	94,844	79,571	79,571	79,571	NC	76%	2
Nat Rsrs Prog Prin	2	65,832	82,285	98,738	77,637	77,827	78,016	WY	74%	4
Landscape Architect Advanced	2	52,665	86,902	121,139	74,339	74,339	74,339	WI	71%	3
Transp Landscape Architect	2	54,621	64,275	73,928	73,928	73,928	73,928	ME	71%	1
Roadside Enviro State Admin	3	49,282	61,603	73,925	72,329	73,534	75,945	KY	70%	2
Highwa Designer	37	56,900	71,707	86,514	56,900	71,441	86,514	PA	68%	1
Sr Roadside Management Spec	1	59,350	73,990	88,629	68,209	68,209	68,209	MO	65%	3
Landscape Architect	1	59,446	76,400	93,354	66,747	66,747	66,747	VT	64%	1
Transp Landscape Architect	1	48,750	60,650	72,550	65,849	65,849	65,849	WV	63%	2
Landscape Architect	1	50,216	62,763	75,309	59,633	59,633	59,633	SD	57%	4
Landscape Architect 1	1	43,269	56,869	70,469	52,000	52,000	52,000	GA	50%	2
Engrng Tech Specialist	0	56,118	63,856	71,594				KS		3
# Incumbents & Averages:	178	62,189	80,442	98,695	82,482	85,735	88,821			
Group Weighted Average:						104,523				
Median:						88,145				

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 of 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Environmental Coordinator 3, E	33	73,452	93,672	113,892	93,708	111,002	113,892	OR	134%	4
Environmental Analyst III	6	84,581	101,819	119,058	86,890	105,840	119,058	MA	128%	1
Environment Program Mgr Sr	6	65,968	93,250	120,532	99,000	99,475	100,430	AZ	120%	4
Environmental Health Spec VI	2	74,124	89,820	105,516	86,712	96,114	105,516	HI	116%	4
Environmental Specialist 3	14	75,386	91,317	107,247	78,926	92,834	107,247	NJ	112%	1
Environmental Specialist II	64	53,351	95,270	137,189	70,000	91,864	118,827	VA	111%	2
Assoc Envir Planr	54	76,644	86,316	95,988	76,644	91,109	95,988	CA	110%	4
Environmental Specialist V	64	66,259	87,463	108,666	75,605	89,795	108,666	TX	108%	4
Transp Planning Specialist 3	59	67,380	83,694	100,008	74,376	87,960	90,624	WA	106%	4
Resource Analyst 12	7	59,321	72,893	86,465	86,465	86,465	86,465	MI	104%	3
Transp Program Specialist 4	3	61,533	76,191	90,849	86,109	86,109	86,109	MN	104%	3
Environmental Manager	3	68,931	92,196	115,461	75,712	83,353	87,173	UT	101%	4
Environmental Specialist 2	15	57,907	71,355	84,802	63,045	82,733	90,584	OH	100%	3
Environmental Specialist II	10	49,158	67,592	86,026	79,906	81,257	84,822	NC	98%	2
Program Manager	11	68,250	84,981	101,712	77,790	81,210	89,250	SC	98%	2
Environmental Impact Analyst III	25	68,114	75,650	83,187	70,161	80,487	95,121	AK	97%	4
Enviro Scientist Consultant I	3	54,208	67,761	81,313	75,945	78,414	79,743	KY	95%	2
AOT Environmental Specialist III	2	56,056	71,854	87,651	70,928	77,240	83,553	VT	93%	1
Environmental Specialist Sr	10	57,325	72,873	88,421	62,670	77,141	88,421	IA	93%	3
Pub Trans Spec III (Enviro Spec IV)	14	52,086	79,398	106,711	66,398	74,821	84,177	FL	90%	2
Environmental Scientist 3	5	52,785	71,483	90,181	63,308	74,370	90,181	NV	90%	4
Environmental Programs Spec IV	2	36,784	54,808	72,832	74,000	74,000	74,000	OK	89%	4
Envir Scist II (Nat Res Svcs II)	2	59,652	79,536	99,420	71,412	73,986	76,560	ND	89%	4
Adv Enviro Impact Analyst	1	59,878	79,547	99,216	72,410	72,410	72,410	AR	87%	2
Enviro Science Specialist	10	72,173	72,173	72,173	72,173	72,173	72,173	MT	87%	4
Environmental Scientist III	1	52,993	90,734	128,474	71,326	71,326	71,326	SD	86%	4
Transp Environmental Planner 2	21	43,268	56,869	70,469	68,750	69,059	69,155	GA	83%	2
Enviro Anlsis & Rev Spec Adv	18	52,665	86,902	121,139	63,814	68,889	75,400	WI	83%	3
Environmental Planner 2	26	56,900	71,707	86,514	56,900	68,408	86,514	PA	83%	1
Sr Environmental Manager	7	59,800	71,760	83,720	60,168	66,917	78,178	IN	81%	3
Environmental III	4	52,670	63,473	74,276	54,951	66,412	74,276	NH	80%	1
Sr Environmental Specialist	4	59,350	73,990	88,629	59,350	65,571	71,793	MO	79%	3
TDOT Env Studies Spec Ad	17	59,700	74,598	89,496	60,300	65,001	77,520	TN	78%	2
Environmental Specialist I-IV	3				50,513	62,989	75,464	DE	76%	1
Environmental Specialist III	24	57,622	71,283	84,943	57,622	61,801	78,443	NE	75%	4
Enviro/Nat Rsrs Spec Team Ld	3	51,693	69,948	88,202	54,381	60,831	67,117	MS	73%	2
Environmental Impact Spec 3	12	46,738	65,437	84,136	43,098	60,077	73,091	LA	73%	2
Trans Enviro Resources Spec Sr	7	46,150	57,350	68,550	50,950	58,501	68,550	WV	71%	2
Environmental Specialist	4	54,683	66,810	78,936	54,683	57,418	65,515	KS	69%	3
# Incumbents & Averages:	576	59,619	77,204	94,789	69,669	77,573	85,470			
Group Weighted Average:						82,851				
Median:						74,821				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Director Enviro Affairs Division	1	142,032	191,123	240,214	198,563	198,563	198,563	TX	188%	4
Public Service Executive	1	107,536	137,717	167,898	167,898	167,898	167,898	IA	159%	3
Environmental Analyst VI	1	107,063	129,632	152,200	149,115	149,115	149,115	MA	142%	1
Section Ch, Environmental (SES)	2				142,715	148,063	153,410	NJ	141%	1
Transp Infrastructure Dev & Project Delivery Mgr 3, MMS	5	109,872	139,908	169,944	137,376	139,681	169,944	OR	133%	4
Environmental Administrator	1	90,043	109,387	128,731	137,738	137,738	137,738	OH	131%	3
Engineer 8	1	98,363	137,738	177,112	137,238	137,238	137,238	LA	130%	2
Environmental Manager	10	97,680	118,020	138,360	97,680	124,819	138,360	WA	118%	4
Environmental Manager II	20	69,699	122,213	174,727	96,311	121,786	142,833	VA	116%	2
Environmental Services Director	1	90,147	106,465	122,782	118,061	118,061	118,061	ME	112%	1
Administrator IV	1	81,432	98,739	116,045	111,423	111,423	111,423	NH	106%	1
Sr Enviro Planner	89	90,756	101,766	112,776	90,756	110,831	112,776	CA	105%	4
Trns Engng Assoc IV/Prog Mgr III	3	88,583	112,083	135,583	103,999	108,866	114,986	SC	103%	2
Environmental Administrator	4	58,370	92,826	127,282	102,919	108,258	114,585	FL	103%	2
Nat Resours Prog Mgr	1	94,640	118,290	141,939	106,461	106,461	106,461	WY	101%	4
DOT Technical Services Chair	1	61,630	101,639	141,648	104,228	104,228	104,228	WI	99%	3
Environmental Program Supv II	6	65,876	90,580	115,283	103,807	103,807	103,807	NC	99%	2
Transp Program Supervisor Sr	7	80,889	98,585	116,281	79,511	103,759	110,226	MN	98%	3
Environmental Maanger 14	1	69,368	85,707	102,045	102,045	102,045	102,045	MI	97%	3
Sect Heads—Assmts, GIS/Data Mgmt, Nat Rscs, Pub Involv	4	81,718	105,157	128,596	95,030	101,511	105,326	AR	96%	2
Environmental Planning Mgr	7	74,191	93,429	112,666	74,191	98,968	112,666	PA	94%	1
Enviro Impact Analysis Mgr I	9	77,864	87,406	96,949	80,204	97,586	118,583	AK	93%	4
Environmental Program Mgr I	2	88,400	117,343	146,286	96,824	96,824	96,824	UT	92%	4
Environmental Programs Mgr II	3	50,759	75,631	100,502	95,000	95,000	95,000	OK	90%	4
AOT Environ Spec Super VI	1	63,211	81,112	99,012	94,619	94,619	94,619	VT	90%	1
Environmental Scientist 4	3	57,483	78,133	98,783	86,151	94,572	98,783	NV	90%	4
Environmental Transp Analyst 3	4	59,331	78,955	98,579	93,500	93,500	93,500	GA	89%	2
Environmental Scientist Mgr I	1	52,993	90,734	128,474	92,253	92,253	92,253	SD	88%	4
Section Lead Enviro Svcs (Engrng & Planning Svcs V)	1	65,616	87,486	109,356	90,012	90,012	90,012	ND	85%	4
Environmental Spec Manager	1	69,363	86,704	104,045	86,704	86,704	86,704	DE	82%	1
Environment Program Manager	7	60,723	85,479	110,235	83,600	86,130	92,950	AZ	82%	4
TDOT Environmental Manager	4	76,596	98,946	121,296	82,236	85,968	87,984	TN	82%	2
Environmental Program Manager	2	85,408	85,408	85,408	85,408	85,408	85,408	MT	81%	4
Environmental Supervisor	2	62,533	78,167	93,800	73,886	83,098	89,120	NE	79%	4
Environmental Compliance Mgr	2	66,176	82,721	99,265	80,239	80,239	80,239	MO	76%	3
Environmental Program Admin	3	63,357	79,664	95,971	68,157	77,353	88,734	KS	73%	3
Environmental Control Manger	3	54,208	67,761	81,313	76,160	77,292	79,555	KY	73%	2
Enviro/Nat Rsrcs Spec Supv	3	61,417	83,105	104,793	68,284	74,246	80,365	MS	70%	2
Environmental Manager Supv 4	6	67,214	80,719	94,224	68,208	73,980	78,859	IN	70%	3
Enviro Resources Program Mgr 1	13	54,600	68,075	81,550	60,375	71,818	81,550	WV	68%	2
# Incumbents & Averages:	237	76,850	99,604	122,358	100,472	105,993	110,568			
Group Weighted Average:						105,356				
Median:						100,240				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Environmental Specialist 3	15	63,544	78,385	93,226	97,032	99,122	99,590	OH	116%	3
Archaeologist Specialist 13	1	64,334	79,414	94,494	94,494	94,494	94,494	MI	110%	3
Archaeologist II	6	42,464	58,389	74,313	92,685	92,685	92,685	NC	108%	2
Environmental Coordinator 2, E	24	63,432	80,892	98,352	77,088	92,410	98,352	OR	108%	4
Trans Planning Specialist 4	2	74,376	87,192	100,008	84,192	92,100	100,008	WA	108%	4
AOT Archaeology Officer	1	63,211	81,112	99,012	90,937	90,937	90,937	VT	106%	1
Asoc Envir Planr (Archaeol)	46	76,644	86,316	95,988	76,644	90,845	95,988	CA	106%	4
State Program Admin Coord	5	73,351	91,225	109,098	71,932	90,197	103,419	MN	105%	3
Historic Resources Specialist	1	60,912	73,812	86,712	86,712	86,712	86,712	HI	101%	4
Enviro Impact Specialist Dcl	1	57,242	80,153	103,064	78,166	78,166	78,166	LA	91%	2
Environmental Specialist Sr	10	57,325	72,873	88,421	62,670	77,141	88,421	IA	90%	3
Cultural Rsrs Supv	1	65,832	82,285	98,738	74,526	74,526	74,526	WY	87%	4
Archaeologist	1	72,173	72,173	72,173	72,173	72,173	72,173	MT	84%	4
Cultural/Natural Resource Spec 2	3	46,479	62,682	78,885	56,564	71,444	78,885	NV	83%	4
Archaeologist	1	54,614	71,659	88,703	71,283	71,283	71,283	TX	83%	4
Environmental III	1	52,670	63,473	74,276	71,156	71,156	71,156	NH	83%	1
ALDOT Envir Spec, Sr Archlst Opt	1	48,300	68,890	89,479	69,689	69,689	69,689	AL	81%	2
Historic Preservation Specialist	12	56,900	71,707	86,514	55,443	68,059	82,387	PA	80%	1
Advanced Archaeologist	2	59,878	79,547	99,216	63,986	67,184	70,382	AR	78%	2
Sr Historic Preservation Spec	6	59,350	73,990	88,629	59,350	66,159	71,793	MO	77%	3
Archaeologist Coordinator	2	44,803	56,004	67,205	65,111	65,433	65,756	KY	76%	2
Research Consultant I	1	48,464	64,813	81,162	55,994	55,994	55,994	UT	65%	4
Cultural Resources Spec III	2	43,059	58,649	74,238	52,813	53,014	53,214	MS	62%	2
# Incumbents & Averages:	145	58,668	73,723	88,778	73,071	77,866	81,131			
Group Weighted Average:					85,591					
Median:					74,526					

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; 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Environmental Manager II	1	69,699	122,213	174,727	125,948	125,948	125,948	VA	125%	2
Transportation Planning Mgr 15	1	74,755	98,767	122,778	122,778	122,778	122,778	MI	122%	3
Asst Environmental Admin	2	81,681	99,185	116,688	121,992	122,606	123,219	OH	122%	3
Natural Resources Spec 5, MMN	1	83,160	102,798	122,436	122,436	122,436	122,436	OR	122%	4
Public Service Manager 1	1	65,395	90,969	116,542	116,542	116,542	116,542	IA	116%	3
Cultural Resources Section Dir	1	80,174	107,884	135,594	115,126	115,126	115,126	TX	114%	4
Transportation Planning Spec 5	89	82,056	96,228	110,400	100,008	108,757	115,920	WA	108%	4
Archaeologist Supervisor	1	46,817	64,374	81,930	103,807	103,807	103,807	NC	103%	2
Ch Cultural Resources Mgr	1	60,072	81,703	103,335	103,335	103,335	103,335	NV	103%	4
Historic Preservation Mgr	1	74,191	93,429	112,666	103,218	103,218	103,218	PA	103%	1
Transportation Manager 2	1	87,300	113,502	139,704	101,028	101,028	101,028	TN	100%	2
Enviro Resources Coordinator	1	71,281	91,842	112,403	97,385	97,385	97,385	VT	97%	1
Section HeadCultural Rscs	1	81,718	105,157	128,596	95,082	95,082	95,082	AR	94%	2
Transp Program Supervisor Sr	2	80,889	98,585	116,281	79,511	94,868	110,226	MN	94%	3
Cultural Resources Manager	1	59,331	78,955	98,579	93,500	93,500	93,500	GA	93%	2
Environmental Manager Supv 3	1	75,010	99,411	123,812	90,483	90,483	90,483	IN	90%	3
Research Consultant III	3	65,270	85,842	106,413	85,862	90,140	93,829	UT	90%	4
Historic Preservation Manager	1	74,117	92,647	111,176	89,687	89,687	89,687	MO	89%	3
ALDOT Envi Spec Supv (Cult Rsr)	1	61,661	82,649	103,637	89,479	89,479	89,479	AL	89%	2
Asoc Envi Plan (Archit Hist)	15	76,644	86,316	95,988	76,644	88,525	95,988	CA	88%	4
Archaeologist II (Prof Svcs II)	4	59,652	79,536	99,420	79,272	87,249	95,244	ND	87%	4
Environmental Specialist III	1	57,622	71,283	84,943	84,935	84,935	84,935	NE	84%	4
Environmentalist IV	1	62,576	75,865	89,154	84,611	84,611	84,611	NH	84%	1
Historic Preservationist Coord	1	54,621	64,275	73,928	73,928	73,928	73,928	ME	73%	1
Historian	1	72,173	72,173	72,173	72,173	72,173	72,173	MT	72%	4
Environmental Project Mgr	11	43,981	61,591	79,200	70,358	71,565	73,500	AZ	71%	4
Historic Preservation Coordinator	3	44,803	56,002	67,200	65,483	66,574	68,757	KY	66%	2
Cultural Resources Team Lead	1	51,693	69,948	88,202	64,566	64,566	64,566	MS	64%	2
# Incumbents & Averages:	149	67,798	87,254	106,711	93,899	95,726	97,383			
Group Weighted Average:					100,662					
Median:					94,184					

G13. Transportation Planner Senior

Bachelor's Degree generally in a planning discipline such as urban, regional, 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 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Planner 4, MMN	3	83,160	102,798	122,436	122,436	122,436	122,436	OR	136%	4
Transportation Supv Planner	26	98,810	118,547	138,284	98,810	117,807	138,284	CT	131%	1
Urban Planning Manager	5	94,765	118,560	142,355	94,765	115,299	140,234	UT	128%	4
Transportation Planner 4	21	75,774	96,158	116,542	93,496	110,591	116,542	IA	123%	3
Engineer VI	1	83,388	101,046	118,704	109,752	109,752	109,752	HI	122%	4
Principal Planner, Transportation	1	75,386	91,317	107,247	107,247	107,247	107,247	NJ	119%	1
Sr Transportation Planner	51	90,756	101,766	112,776	90,756	104,471	112,776	CA	116%	4
Transp Program Planner III	25	84,581	101,819	119,058	84,581	100,535	119,058	MA	112%	1
Planning Prg Manager 2	10	60,723	85,479	110,235	89,100	100,206	106,920	AZ	112%	4
Transp Planning Specialist 4	99	74,376	87,192	100,008	84,192	98,333	100,008	WA	109%	4
Planner V	34	66,259	87,463	108,666	84,000	95,385	104,922	TX	106%	4
Transportation Planner IV	2	85,176	104,470	123,763	90,084	91,907	93,731	SC	102%	2
Planner 3	1	57,907	71,355	84,802	90,022	90,022	90,022	OH	100%	3
Transportation Planner I	19	77,864	86,541	95,219	77,864	89,773	104,169	AK	100%	4
Planr IV (Engrng & Plan Svcs V)	2	65,616	87,486	109,356	86,388	87,258	88,128	ND	97%	4
Sr Transportation Planner	1	69,940	90,987	112,034	85,852	85,852	85,852	AR	96%	2
Transportation Planner 12	22	61,880	75,483	89,086	69,492	85,564	89,086	MI	95%	3
Senior Planner	1	62,576	75,865	89,154	84,611	84,611	84,611	NH	94%	1
Transportation Planner, Sr	6	58,692	78,685	98,678	71,412	83,426	93,922	AL	93%	2
Program Admin Specialist II	11	53,351	95,270	137,189	67,200	82,014	99,750	VA	91%	2
Transportation Manager I	8	40,829	57,841	74,853	82,000	82,000	82,000	OK	91%	4
Transportation Planner II	2	46,817	64,374	81,930	80,735	80,735	80,735	NC	90%	2
Transportaion Planning Spec 2	31	64,959	81,810	98,661	64,959	75,243	94,436	PA	84%	1
Technical Manager III	1	57,180	78,360	99,540	75,180	75,180	75,180	IL	84%	3
Transportation Planner Analyst 3	8	57,483	78,133	98,783	70,616	73,170	98,783	NV	81%	4
Transportation Planner Sr	7	72,372	72,372	72,372	72,372	72,372	72,372	MT	81%	4
Urban & Regional Planner Adv	21	52,665	86,902	121,139	62,649	71,468	77,833	WI	80%	3
Eng Spec III (Trans Planr)	2	43,151	67,706	92,260	67,682	70,449	73,215	FL	78%	2
Planner Sr Transportation	11	55,624	68,591	81,557	56,397	70,140	77,298	MN	78%	3
Policy & Plan Analyst	16	60,111	75,150	90,189	67,635	69,881	75,391	WY	78%	4
Senior Planner	2	52,832	62,036	71,240	68,515	69,878	71,240	ME	78%	1
Transp Planning Specialist 3	5	47,983	63,352	78,720	68,750	69,320	71,800	GA	77%	2
DOTD Program Specialist 5	1	53,643	79,425	105,206	68,827	68,827	68,827	LA	77%	2
Transportation Planner III	5	54,538	67,466	80,394	54,538	65,423	86,859	NE	73%	4
Senior Transportation Planner	15	59,350	73,990	88,629	59,350	64,466	71,793	MO	72%	3
Planner	5	53,414	70,190	86,965	61,870	64,086	66,000	KS	71%	3
TDOT Planning Spec—Advanced	7	53,400	66,648	79,896	58,800	63,821	67,512	TN	71%	2
Planner I-IV	17				42,132	54,783	67,434	DE	61%	1
# Incumbents & Averages:	505	65,063	83,044	101,025	78,028	84,835	91,741			
Group Weighted Average:						89,849				
Median:						82,720				

G14. Land Surveyor Senior**Professional Land Surveyor License. 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Sr Trans Survr (Caltrans)	67	130,632	147,066	163,500	141,564	160,479	163,500	CA	150%	4
Professional Land Surveyor 2, E	10	84,972	108,408	131,844	108,444	125,909	131,844	OR	118%	4
Surveyor 4	16	81,681	99,185	116,688	81,681	116,327	124,862	OH	109%	3
Land Surveyor II	3	83,187	93,438	103,688	106,275	111,511	117,832	AK	104%	4
Professional Land Surveyor 2	3	68,674	93,668	118,661	101,644	107,316	118,661	NV	100%	4
Civil Engineer III—Surveyor	8	89,489	107,936	126,382	89,489	103,239	126,382	MA	96%	1
Civil Engineering Manager 1	4	87,300	113,502	139,704	100,404	102,921	105,168	TN	96%	2
Land Surveyor Senior	17	75,565	93,376	111,186	86,798	100,892	105,381	MN	94%	3
Trans Eng/Trans Eng Assoc III	6	76,040	93,149	110,258	88,007	98,473	108,447	SC	92%	2
Land Surveyor III	11	66,259	87,463	108,666	91,912	98,410	104,832	TX	92%	4
Land Surveyor Sr	8	65,395	83,273	101,150	79,331	97,331	101,150	IA	91%	3
Engineer Chief Surveyor	3	56,098	78,543	100,989	93,488	96,146	98,148	AZ	90%	4
Land Survr Licensed 12/Land Survr Licensed Spec 13	12	59,633	77,490	95,347	87,360	94,015	95,347	MI	88%	3
Land Survey Manager	1	71,281	91,842	112,403	93,075	93,075	93,075	VT	87%	1
Professional Land Surveyor II	5	45,321	67,528	89,735	91,000	91,000	91,000	OK	85%	4
Survr IV (Engng & Plan Svcs V)	2	65,616	87,486	109,356	86,868	90,066	93,264	ND	84%	4
Engineering Technician IV	14	53,351	95,270	137,189	81,046	89,580	95,579	VA	84%	2
Assistant Director	1	75,010	99,411	123,812	89,530	89,530	89,530	IN	84%	3
Land Surveyor III	3	60,912	73,812	86,712	83,388	85,604	86,712	HI	80%	4
Prof Land Surveyor Supv I/II	24	54,690	91,435	128,180	73,357	85,361	92,809	FL	80%	2
Land Sureyor	8	71,844	81,588	91,333	79,029	84,861	94,815	KS	79%	3
Supervisory Prof Land Surveyor	5	61,838	73,133	84,427	84,427	84,427	84,427	ME	79%	1
Land Surveyor III	19	60,480	82,440	104,400	64,248	83,593	98,124	IL	78%	3
Land Surveyor	4	69,940	90,987	112,034	78,728	83,378	88,946	AR	78%	2
Surveyor 5	2	70,138	98,197	126,256	82,014	83,075	84,136	LA	78%	2
Surveyor 2	12	64,959	81,810	98,661	66,348	82,912	98,661	PA	77%	1
Prof Land Surveyor	3	65,832	82,285	98,738	76,690	80,305	82,589	WY	75%	4
District Land Survey Manager	7	66,176	82,721	99,265	80,239	80,239	80,239	MO	75%	3
Transportation Prof Surveyor	3	61,750	77,150	92,550	70,990	79,115	92,550	WV	74%	2
Land Surveyor	4	55,791	69,732	83,673	76,107	77,882	79,051	SD	73%	4
Licensed Land Surveyor	2	62,576	75,865	89,154	74,276	77,630	80,984	NH	73%	1
Hwy Registered Land Surveyor	1	54,538	67,466	80,394	74,963	74,963	74,963	NE	70%	4
Surveyor Advanced	13	52,665	86,902	121,139	69,638	73,798	79,393	WI	69%	3
Senior Surveyor	7	67,490	73,001	78,512	67,490	71,728	78,512	MT	67%	4
Surveyor III	3	51,693	69,948	88,202	67,662	70,322	74,632	MS	66%	2
# Incumbents & Averages:	308	68,739	88,428	108,117	85,290	92,797	98,262			
Group Weighted Average:					106,996					
Median:					89,555					

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Supervisor Property Agent	8	89,616	109,165	128,714	99,141	111,871	128,714	CT	139%	1
Right-of-Way Agent 2, E	28	69,948	89,196	108,444	93,708	104,871	108,444	OR	130%	4
Right-of-Way Agent VI	2	74,124	89,820	105,516	90,204	97,860	105,516	HI	122%	4
ROW Project Manager IV	3	66,259	87,463	108,666	91,799	95,170	98,910	TX	118%	4
RealTy Spec 3, Transp	4	75,386	91,317	107,247	86,007	93,972	100,167	NJ	117%	1
Assoc ROW Agent/Sr ROW Way Agent	284	76,644	94,710	112,776	76,644	93,947	112,776	CA	117%	4
Right-of-Way Agent III	27	67,350	83,322	99,295	71,492	92,568	99,295	MA	115%	1
Right-of-Way Acquisition Chief	1	59,446	76,500	93,554	87,921	87,921	87,921	VT	109%	1
Realty Spec IV (Dist Appraisers)	2	61,440	85,650	109,860	85,320	85,740	86,160	IL	106%	3
Lnd Acq & Prop Mgmt Agent III	17	53,351	95,270	137,189	72,186	84,382	98,345	VA	105%	2
Assistant Director	1	75,010	99,411	123,812	83,033	83,033	83,033	IN	103%	3
Property & Acquisition Spec 4	13	61,056	71,556	82,056	74,376	81,210	88,210	WA	101%	4
Right-of-Way Coordinator, Sr	10	53,225	71,352	89,479	71,412	80,287	85,087	AL	100%	2
Rlty Off III (Engrng & Plan Svcs V)	3	65,616	87,486	109,356	78,936	79,436	79,728	ND	99%	4
Right-of-Way Agent III	5	54,746	73,216	91,686	69,098	78,345	90,067	UT	97%	4
Property Analyst 12	17	56,430	69,451	82,472	56,430	78,262	82,472	MI	97%	3
Right-of-Way Agent 3	12	57,637	72,686	87,734	61,298	77,480	87,734	IA	96%	3
Lead ROW Acquisition Agent	3	59,878	79,547	99,216	65,364	75,903	82,732	AR	94%	2
Real Property Agent II	25	54,197	74,521	94,844	73,888	75,763	81,120	NC	94%	2
Right-of-Way Agent III	16	63,609	70,736	77,864	63,609	75,738	83,714	AK	94%	4
Right-of-Way Agent 3	6	52,785	71,483	90,181	63,308	73,525	90,181	NV	91%	4
Lands Mgmt Prog Anlst	4	60,112	75,150	90,189	67,642	71,634	75,674	WY	89%	4
Real Estate Representative	20	53,850	66,232	78,613	56,397	71,216	74,521	MN	88%	3
Supervisor IV	1	57,389	69,187	80,984	71,156	71,156	71,156	NH	88%	1
Right-of-Way Appraiser II	3	50,190	58,916	67,642	65,562	71,025	73,757	ME	88%	1
Realty Specialist 3	11	52,936	61,443	69,950	57,907	70,459	75,254	OH	88%	3
Right-of-Way Specialist	8	70,398	70,398	70,398	70,398	70,398	70,398	MT	87%	4
Right-of-Way Agent Sr	11	43,981	61,591	79,200	66,693	67,316	67,447	AZ	84%	4
Sr Right-of-Way Specialist	19	59,350	73,990	88,629	59,350	64,251	71,793	MO	80%	3
TDOT ROW Agent—Senior	8	59,700	74,598	89,496	63,024	64,130	65,748	TN	80%	2
Sr Right-of-Way Specialist	8	55,791	69,732	83,673	58,923	64,010	71,388	SD	79%	4
Right-of-Way Unit Leader	29	44,803	56,004	67,205	57,240	62,841	74,412	KY	78%	2
Right-of-Way Specialist 3	36	39,971	52,335	64,699	62,500	62,751	63,039	GA	78%	2
General Real Estate Appraiser	9	56,900	71,707	86,514	56,900	62,594	67,932	PA	78%	1
Right-of-Way Agent IV	4	57,568	71,960	86,352	59,878	62,044	64,210	DE	77%	1
Right-of-Way Specialist III	32	40,740	63,558	86,376	53,248	61,599	76,279	FL	77%	2
Real Estate Specialist Sr	14	52,665	86,902	121,139	56,908	59,446	64,542	WI	74%	3
Right-of-Way Agent 4	16	46,842	69,368	91,894	35,807	56,599	76,773	LA	70%	2
Right-of-Way Agent II	10	50,232	67,237	84,241	54,581	55,313	59,537	SC	69%	2
Transportaion Appraiser	1	46,150	57,350	68,550	53,765	53,765	53,765	WV	67%	2
Real Estate Svcs Team Lead	8	43,509	58,874	74,238	46,009	52,773	62,817	MS	66%	2
Hwy Right-of-Way Agent II	11	47,187	58,373	69,559	47,187	51,381	59,916	NE	64%	4
Right-of-Way Property Appraiser	10	41,870	53,404	64,938	44,144	50,767	57,565	KS	63%	3
# Incumbents & Averages:	760	57,672	74,236	90,801	66,986	74,064	80,424			
Group Weighted Average:						80,517				
Median:						71,634				

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 courthouse 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
UDOT Certified Gen Appraiser	2	60,216	76,586	92,955	100,838	103,667	106,496	UT	128%	4
Property Agent 2	21	81,428	99,417	117,406	81,428	100,783	117,406	CT	124%	1
ROW Agent III—Appraisal Div.	6	67,350	83,322	99,295	83,586	96,677	99,295	MA	119%	1
Right-of-Way Appraisal Chief	1	67,246	86,341	105,435	94,099	94,099	94,099	VT	116%	1
Transportation Manager II	1	45,321	64,205	83,088	93,000	93,000	93,000	OK	115%	4
Real Property Appraiser II	12	54,197	74,521	94,844	92,685	92,685	92,685	NC	114%	2
Real Estate Analyst II	2	58,184	76,549	94,913	89,250	91,770	94,290	TX	113%	4
Rlty Spec IV (Appraisal Unit Ch)	1	73,740	98,130	122,520	91,740	91,740	91,740	IL	113%	3
Property & Acquisition Spec 6	19	69,072	80,970	92,868	86,208	91,257	92,868	WA	113%	4
Real Estate Appraiser 2	4	72,014	87,188	102,361	85,502	90,560	102,361	NJ	112%	1
Right-of-Way Appraiser III	3	58,344	68,463	78,582	87,693	90,022	91,187	ME	111%	1
Rlty Off IV (Engng & Plan Svcs V)	3	65,616	87,486	109,356	77,388	90,008	106,260	ND	111%	4
Review Appraiser	3	55,102	74,719	94,336	80,806	89,826	94,336	NV	111%	4
Right-of-Way Appraiser, Senior	4	58,692	78,685	98,678	79,003	88,533	93,922	AL	109%	2
Right-of-Way Agent 3	1	57,637	72,686	87,734	87,734	87,734	87,734	IA	108%	3
Property Analyst 12	3	56,430	69,451	82,472	82,472	82,472	82,472	MI	102%	3
Real Estate Appraiser Reviewer	6	64,959	81,810	98,661	64,959	81,996	90,367	PA	101%	1
Right-of-Way Appraiser Supv	1	68,094	82,866	97,637	80,984	80,984	80,984	NH	100%	1
Real Estate Representative Sr	7	57,587	71,065	84,543	80,137	80,137	80,137	MN	99%	3
Lead Realty Appraiser	4	59,878	79,547	99,216	73,996	78,969	81,406	AR	97%	2
Right-of-Way Appraiser II	4	62,400	82,056	101,712	70,550	78,503	90,147	SC	97%	2
Program Director E7	1	59,800	71,760	83,720	77,568	77,568	77,568	IN	96%	3
Right-of-Way Program Spec II	10	49,282	61,603	73,925	69,118	75,109	88,274	KY	93%	2
Review Appraiser	1	65,832	82,285	98,738	74,200	74,200	74,200	WY	91%	4
Property Appraiser 4	2	47,564	67,567	87,570	73,050	73,050	73,050	AZ	90%	4
Right-of-Way Appraiser	27	45,848	69,525	93,201	56,954	73,033	86,401	FL	90%	2
Right-of-Way Agent VI	1	74,124	89,820	105,516	72,528	72,528	72,528	HI	89%	4
Certified Appraiser	6	59,350	73,990	88,629	59,350	70,739	77,606	MO	87%	3
Right-of-Way Spec (Appraiser)	4	69,534	69,534	69,534	69,534	69,534	69,534	MT	86%	4
Right-of-Way Appraiser Supv	1	43,268	56,869	70,469	69,155	69,155	69,155	GA	85%	2
Transportation Appraiser Sr	1	48,750	60,650	72,550	62,690	62,690	62,690	WV	77%	2
ROW Property Appraiser Supv	4	50,918	61,256	71,594	58,946	62,622	66,365	KS	77%	3
Right-of-Way Appraiser 3	5	47,496	59,448	71,400	59,844	62,258	66,672	TN	77%	2
Appraiser II	3	47,187	58,373	69,559	55,330	59,191	61,121	NE	73%	4
Right-of-Way Agent III	15	47,778	59,723	71,668	50,370	55,047	59,723	DE	68%	1

Incumbents & Averages:

Group Weighted Average:

Median:

81,111

80,984

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Director Right-of-Way Division	1	142,032	191,123	240,214	198,563	198,563	198,563	TX	148%	4
General Admin Manager III	1	91,058	157,417	223,775	182,085	182,085	182,085	VA	136%	2
Director, Office of Right-of-Way	1	60,004	103,401	146,798	177,933	177,933	177,933	FL	133%	2
Transp Rights Of Way Dir	1	126,720	149,748	172,776	172,776	172,776	172,776	CT	129%	1
Transp Infrastructure Dev & Project Delivery Mgr 3, MMS	1	109,872	139,908	169,944	169,944	169,944	169,944	OR	127%	4
Carer Exec Asgmt	1	113,652	174,168	234,684	169,368	169,368	169,368	CA	126%	4
Public Service Executive	1	107,536	137,717	167,898	167,898	167,898	167,898	IA	125%	3
Right-of-Way Director	1	113,723	144,910	176,097	164,944	164,944	164,944	MA	123%	1
Dir, ROW & Access Mgmt (SES)	1				158,700	158,700	158,700	NJ	118%	1
Transportation Dist/Div Engineer	1	116,151	145,187	174,223	154,877	154,877	154,877	NE	116%	4
Mgr—Admin, UDOT	1	115,780	149,576	183,373	152,277	152,277	152,277	UT	114%	4
Right-of-Way Director	1	103,417	139,573	175,729	150,500	150,500	150,500	GA	112%	2
Right-of-Way Bureau Chief	1	96,281	129,104	161,928	150,420	150,420	150,420	AL	112%	2
Civil Engineer VIII	1	97,380	116,130	134,880	149,244	149,244	149,244	IL	111%	3
Department Director	1	102,024	135,239	168,454	146,303	146,303	146,303	IN	109%	3
Real Estate Svcs Prgm Admin	1	113,208	129,192	145,176	145,176	145,176	145,176	WA	108%	4
State Division Admin 17	1	106,679	125,856	145,032	145,027	145,027	145,027	MI	108%	3
TDOT Director	1	115,404	150,354	185,304	145,008	145,008	145,008	TN	108%	2
Right-of-Way Manager	1	116,712	151,746	186,780	144,072	144,072	144,072	HI	107%	4
Hwy Admin Program Manager 2	1	96,626	121,712	146,798	143,531	143,531	143,531	PA	107%	1
Right-of-Way Director	1	116,480	133,533	150,585	143,021	143,021	143,021	SC	107%	2
Division Head—Right-of-Way	1	128,622	143,139	157,655	142,142	142,142	142,142	AR	106%	2
Real Estate Administrator 3	1	90,043	109,387	128,731	135,491	135,491	135,491	OH	101%	3
Real Property Manager II	1	82,011	120,967	159,922	132,541	132,541	132,541	NC	99%	2
Sr Divison Administrator—ROW	1	77,958	109,706	141,454	127,116	127,116	127,116	AZ	95%	4
Right-of-Way Agent VI	2	93,558	102,346	111,134	120,586	122,495	124,405	AK	91%	4
Transportation Manager IV	1	57,358	85,463	113,568	122,000	122,000	122,000	OK	91%	4
Asst to State Design Engr—ROW	1				120,865	120,865	120,865	MO	90%	3
AOT Senior Manager II	1	86,776	111,799	136,822	118,580	118,580	118,580	VT	88%	1
Ch ROW Eng & RI Est (SMV Engr)	1				114,225	114,225	114,225	DE	85%	1
Transportation Bureau Admin	1	90,792	109,741	128,690	113,942	113,942	113,942	NH	85%	1
Right-of-Way Administrator	1	75,254	111,405	147,555	113,422	113,422	113,422	LA	85%	2
Lnd Mgmt Prog Mgr II	1	94,604	118,272	141,939	113,078	113,078	113,078	WY	84%	4
Transportation Div Engrng Dir	1	79,950	96,190	112,430	112,430	112,430	112,430	WV	84%	2
Project Management Manager	1	74,308	100,549	126,789	111,574	111,574	111,574	MS	83%	2
Chief, Right-of-Way	1	75,001	102,594	130,187	111,499	111,499	111,499	NV	83%	4
Bureau Chief	1				104,738	104,738	104,738	KS	78%	3
Program Mgr Right-of-Way (Mgr II)	1	71,676	95,568	119,460	103,188	103,188	103,188	ND	77%	4
Administrator M	1	80,430	100,537	120,645	100,000	100,000	100,000	SD	75%	4
Real Estate Specialist Supv	5	72,140	88,281	104,421	98,971	98,971	98,971	MN	74%	3
Right-of-Way Bureau Chief	1	97,747	97,747	97,747	97,747	97,747	97,747	MT	73%	4
# Incumbents & Averages:	46	96,999	125,116	153,232	137,702	137,749	137,796			
Group Weighted Average:						134,045				
Median:						143,021				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Dt Az Highway Mag Publisher	1	92,314	130,212	168,109	163,350	163,350	163,350	AZ	173%	4
SES	1				158,700	158,700	158,700	NJ	168%	1
Traffic Progm Dev & Perf Mgr	1	107,928	123,144	138,360	138,360	138,360	138,360	WA	146%	4
Project Manager 2	1	90,043	109,387	128,731	136,386	136,386	136,386	OH	144%	3
Outdoor Advertising Admin	1	88,183	111,963	135,742	132,644	132,644	132,644	MA	140%	1
Commer Signs Prgm Section Dir	1	80,174	107,884	135,594	132,621	132,621	132,621	TX	140%	4
Engineer Administrator	1	91,580	114,632	137,683	130,500	130,500	130,500	MN	138%	3
Program Manager II	1	85,176	104,470	123,763	123,763	123,763	123,763	SC	131%	2
Public Service Manager 1	1	65,395	90,969	116,542	116,542	116,542	116,542	IA	123%	3
Division Director	1	93,002	123,253	153,504	105,971	105,971	105,971	IN	112%	3
Right-of-Way Administrator 3	1	84,597	106,612	128,627	100,930	100,930	100,930	PA	107%	1
Staff Services Manager I	1	78,756	88,296	97,836	97,836	97,836	97,836	CA	103%	4
Program Admin Specialist III	1	69,699	122,213	174,727	97,377	97,377	97,377	VA	103%	2
Transportation Manager II	1	45,321	64,205	83,088	93,000	93,000	93,000	OK	98%	4
Section Head—Beautification	1	81,718	105,157	128,596	92,534	92,534	92,534	AR	98%	2
Supv 2, Associate Engineer	26	57,483	78,133	98,783	64,561	88,893	98,783	NV	94%	4
Lnds Mgmt Prog Supv	3	65,832	82,285	98,738	83,203	85,536	88,543	WY	90%	4
Outdoor Advertising Manager	1	66,134	88,310	110,485	82,000	82,000	82,000	GA	87%	2
Transportation Div Manager 2	1	54,600	68,075	81,550	81,550	81,550	81,550	WV	86%	2
Outdoor Advertising Manager	1	66,176	82,721	99,265	80,239	80,239	80,239	MO	85%	3
Engineering Specialist II	1	49,158	67,592	86,026	79,571	79,571	79,571	NC	84%	2
DOTD Program Specialist 5	2	53,643	79,425	105,206	72,883	76,658	80,434	LA	81%	2
Highway Relocation Supervisor	2	55,345	69,181	83,017	74,724	76,150	77,576	NE	80%	4
ROW Supv (Supv, Regulatory Field Opns)	1	51,320	87,287	123,254	63,822	63,822	63,822	FL	67%	2
Engrng/Plan/Survng Tech V (Blkt Sal) (Supvs Rdside Cntrl Investig)	1	50,841	63,551	76,261	63,583	63,583	63,583	DE	67%	1
Supervisor II	1	48,555	58,325	68,094	62,576	62,576	62,576	NH	66%	1
# Incumbents & Averages:	55	70,919	93,091	115,263	101,124	102,350	103,046			
Group Weighted Average:						94,678				
Median:						95,189				

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 monitoring compliance of contracts. Incumbent may be responsible for training of less experienced staff. Classification is not supervisory but may serve as lead worker.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Fiscal Administrator Manager 1	9	104,151	123,083	142,014	116,180	126,225	142,014	CT	154%	1
Division Director	1	93,002	123,253	153,504	103,705	103,705	103,705	IN	127%	3
Admin Officer 3	1	64,959	81,810	98,661	98,661	98,661	98,661	PA	121%	1
Proc & Contract Spec 3, E & OAO	34	66,036	83,718	101,400	77,088	96,832	101,400	OR	118%	4
Contract Administrator 2	7	78,926	95,653	112,380	86,360	95,919	112,380	NJ	117%	1
Contract Compliance Manager	1	60,072	81,703	103,335	94,336	94,336	94,336	NV	115%	4
Programn Admin Specialist II	22	53,351	95,270	137,189	78,000	93,816	119,328	VA	115%	2
Contract Specialist III	4	64,985	79,905	94,826	79,893	91,093	94,826	MA	111%	1
Contract Specialist II	4	56,906	78,246	99,586	91,029	91,029	91,029	NC	111%	2
Contracts Specialist 3	1	64,092	75,150	86,208	84,192	84,192	84,192	WA	103%	4
Transp Program Specialist 4	3	61,533	76,191	90,849	80,137	84,119	86,109	MN	103%	3
Department Analyst 12	4	56,430	69,451	82,472	82,472	82,472	82,472	MI	101%	3
Contract Specialist V	68	58,184	76,549	94,913	68,689	82,429	94,913	TX	101%	4
Contract Compliance Officer	2	51,625	72,099	92,573	76,862	81,507	86,152	AZ	100%	4
Contract Admin Section Supv	1	81,065	81,065	81,065	81,065	81,065	81,065	MT	99%	4
Technical Manager IV	13	61,440	85,650	109,860	70,872	79,287	91,044	IL	97%	3
Admin Programs Manager I	1	36,784	52,611	68,437	78,600	78,600	78,600	OK	96%	4
Procurement Manager II	2	68,250	84,981	101,712	74,203	77,227	80,250	SC	94%	2
AOT Contracts Specialist IV	4	63,211	81,112	99,012	66,144	75,935	90,937	VT	93%	1
Purchasing Agent III	2	52,541	67,943	83,346	67,954	67,964	67,974	UT	83%	4
Transportation Program Supv	1	59,700	74,598	89,496	67,884	67,884	67,884	TN	83%	2
Contract Specialist 2	4	43,268	56,869	70,469	65,000	67,500	70,000	GA	83%	2
DOT Contract Manager	1	61,258	76,573	91,888	67,177	67,177	67,177	DE	82%	1
Engrng Spec IV (Contract Support Spec II)	20	48,876	74,359	99,842	57,480	62,563	68,389	FL	77%	2
Contract Monitoring Specialist	1	59,350		88,629	59,350	59,350	59,350	MO	73%	3
Hwy Contracts Project Coord	6	56,062	69,351	82,640	56,062	59,250	61,926	NE	72%	4
Contract/Grant Specialist	10	45,801	53,622	61,443	47,528	58,433	61,443	ME	71%	1
Contracts/Grants Reviewer 4	2	40,914	60,591	80,267	48,298	57,866	67,434	LA	71%	2
Grnt & Cont Admn Spc II	2	50,149	62,691	75,234	56,838	56,937	57,108	WY	70%	4
Contract Specialist Senior	14	40,476	66,716	92,955	50,668	55,244	59,779	WI	68%	3
Transp Contract Specialist Senior	1	44,200	54,875	65,550	47,250	47,250	47,250	WV	58%	2
# Incumbents & Averages:	246	59,600	77,190	94,573	73,548	78,254	82,875			
Group Weighted Average:						81,763				
Median:						79,287				

G18. CADD Specialist Senior

Typically, requires an Associate 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 technical design staff.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Drafter 2 (Highway)	1	68,814	78,654	88,493	88,493	88,493	88,493	CT	123%	1
Right-of-Way Agent V	1	56,056	71,854	87,651	87,651	87,651	87,651	VT	122%	1
Senior Highway Designer	5	64,959	81,810	98,661	66,348	87,320	98,661	PA	121%	1
Engineering Specialist	22	62,160	77,016	91,872	77,298	84,498	87,090	MN	118%	3
Prof Engr II (CADD Apps Engr)	1	52,086	79,399	106,711	82,180	82,180	82,180	FL	114%	2
Engineering Technician V	10	61,440	85,650	109,860	68,808	80,020	100,164	IL	111%	3
CADD Manager (PSE)	2	50,918	75,868	100,818	66,150	79,931	93,713	KS	111%	3
Compt Sys Analyst CADD Spec	3	74,632	76,307	77,982	74,632	75,749	77,982	MT	105%	4
Operations Analyst	1	61,027	76,284	91,541	75,723	75,723	75,723	NC	105%	2
Technical Support Specialist II	1	28,573	59,516	90,459	68,307	68,307	68,307	UT	95%	4
Engineering Technical Dcl	9	50,003	70,013	90,022	56,347	66,710	77,813	LA	93%	2
CADD Specialist V	26	33,440	49,826	66,212	66,500	66,500	66,500	OK	93%	4
Drafting Technician III	8	51,383	57,496	63,609	53,957	64,019	72,696	AK	89%	4
CADD Supervisor 1	4	59,700	74,598	89,496	60,300	61,689	65,856	TN	86%	2
Operations Analyst 3	7	53,222	63,869	74,516	56,400	61,464	68,081	IN	85%	3
Engineering Drafter 3	2	42,700	57,410	72,120	55,603	58,683	61,763	NV	82%	4
CADD Technician	3	40,496	56,453	72,410	46,323	48,946	50,258	AZ	68%	4
Design Specialist I	2	41,829	52,291	62,754	48,168	48,170	48,173	WY	67%	4
# Incumbents & Averages:	108	52,969	69,128	85,288	66,622	71,447	76,172			
Group Weighted Average:						71,892				
Median:						72,015				

M. MAINTENANCE CLASSIFICATIONS

M1. Highway Maintenance Series—Series of 5

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

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

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Highway Maintainer	1,629	62,352	72,744	83,136	62,352	72,744	83,136	IL	154%	3
Highway Maintenance Worker I	5	48,423	56,572	64,721	53,640	62,013	64,721	MA	132%	1
Transportation Maintainer 2	618	56,316	64,722	73,127	56,316	59,439	73,127	CT	126%	1
Highway Maintenance Worker 1	85	45,552	50,388	55,224	50,088	54,138	59,360	WA	115%	4
Highway Technical Associate	584	46,800	52,031	57,262	46,800	52,686	57,262	IA	112%	3
Equipment Operator, Sub—Journey II	7	43,044	47,083	51,122	46,675	52,314	59,242	AK	111%	4
Maintenance Technician II	95	52,201	52,201	52,201	52,201	52,201	52,201	MT	111%	4
Equipment Operator I	28	51,588	51,588	51,588	51,588	51,588	51,588	HI	110%	4
Equipment Operator I	177	35,976	45,511	55,045	46,200	51,536	55,045	TX	109%	4
Highway Maintenance Worker	261	41,843	52,303	62,762	43,931	50,651	57,252	SD	108%	4
Catrns Hwy Maint Wkr/Catrns Hwy Lndscp Maint Wkr	1,147	45,960	49,176	52,392	45,960	50,229	52,392	CA	107%	4
Transportation Tech I (Trade Svcs II)	7	32,964	43,956	54,948	48,036	50,024	50,916	ND	106%	4
Transp Maintenance Worker 6	66	40,331	45,802	51,272	40,331	48,017	54,329	MI	102%	3
Hwy Mainteance Tech	246	38,210	47,757	57,304	45,198	46,605	50,382	WY	99%	4
Transportation Maint Spec 1, OAO	16	37,572	48,900	60,228	37,752	46,530	60,228	OR	99%	4
Transportation Technician I	124	36,608	47,382	58,157	43,139	45,711	49,026	UT	97%	4
Highway Technician 1	665	41,018	43,171	45,323	41,018	43,755	49,421	OH	93%	3
Transportation Operations Tech I	45	40,372	51,396	62,420	40,372	43,585	62,420	VT	93%	1
Highway Maintenance Worker 1 & 2	115	34,431	48,410	62,389	36,686	43,305	62,389	NV	92%	4
TDOT Operations Technician	802	37,800	47,298	56,796	38,184	42,998	47,216	TN	91%	2
Transportation Associate	22	45,602	46,291	46,980	42,741	42,921	44,057	MN	91%	3
Transportation Worker I	776	30,179	41,496	52,813	39,912	42,672	50,466	NC	91%	2
Highway Operations Technician 1	88	31,909	44,724	57,540	42,571	42,645	46,710	AZ	91%	4
Highway Technician 3	690	39,000	46,800	54,600	39,000	42,434	57,325	IN	90%	3
Highway Maintenance Worker I	223	41,600	47,840	54,080	41,600	42,165	43,850	SC	90%	2
Highway Maintainer II	134	35,048	41,506	47,964	37,648	41,992	47,694	NH	89%	1
Highway Maintenance Techician II	24	31,200	32,714	34,227	39,005	41,552	43,124	FL	88%	2
Transportation Equip Operator A	168	34,621	42,768	50,915	39,003	41,320	50,915	PA	88%	1
Maintenance Worker	528	35,949	43,139	50,328	39,678	40,607	43,646	MO	86%	3
Highway Technical Assistant II	147	30,000	35,235	40,471	38,594	40,258	66,002	KY	85%	2
Heavy Equipment Operator I	88	21,960	29,670	37,380	40,000	40,000	40,000	OK	85%	4
Equipment Operator	529	37,128	40,539	43,950	37,128	39,936	49,698	KS	85%	3
Highway Maintenance Worker	39	39,770	49,198	58,625	39,770	39,770	39,770	NE	84%	4
Highway Operations Trainee (HOT)	125	37,884	38,756	39,628	37,884	38,877	49,086	NJ	83%	1
Trans Worker 2 Equipment Operator	1297	33,565	37,798	42,031	33,565	38,835	45,234	WV	82%	2
Transportation Operator II	5	28,195	51,467	74,738	37,500	38,402	40,286	VA	82%	2
Transportation Worker I	267	33,072	37,534	41,995	35,963	38,129	41,995	ME	81%	1
Mobile Equipment Operator 2	72	35,734	50,024	64,314	35,734	36,656	47,382	LA	78%	2
Highway Maintenance Technician	395	23,919	29,418	34,917	31,200	32,263	33,200	GA	69%	2
Equip Op I	41	30,820	38,945	47,069	31,436	31,831	32,227	DE	68%	1
Maintenance Aide I	289	29,692	39,676	49,660	29,692	30,731	44,174	AR	65%	2
Transp Maintenance Technician I	236	26,741	35,801	44,861	26,741	29,289	44,861	AL	62%	2
Transp Infrastructure Maint Tech I	149	20,220	27,360	34,501	23,143	23,964	29,757	MS	51%	2
# Incumbents & Averages:	13,054	37,748	45,281	52,814	41,069	44,124	50,770			
Group Weighted Average:						47,099				
Median:						42,672				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Highway Maintenance Lead Worker	172	63,804	74,436	85,068	80,820	89,150	98,520	IL	176%	3
Highway Maintenance Worker II	258	58,583	69,222	79,862	58,583	77,038	79,862	MA	152%	1
Transportation Maintainer 3	218	61,927	70,891	79,854	61,927	70,193	79,854	CT	138%	1
Heavy Equipment Operator	10	67,116	67,116	67,116	67,116	67,116	67,116	HI	132%	4
Equipment Operator, Journey II	214	51,326	56,141	60,955	52,285	67,104	102,551	AK	132%	4
Caltrans Equip Op II	1,665	54,708	60,354	66,000	54,708	62,064	66,000	CA	122%	4
Highway Maintenance Worker 2	646	51,384	56,976	62,568	53,964	61,076	65,578	WA	120%	4
Transp Maintenance Spec 2, OAO	693	42,552	54,294	66,036	42,552	59,514	60,036	OR	117%	4
Transp Tech II (Trade Services III)	178	38,952	51,936	64,920	53,952	58,992	64,032	ND	116%	4
Transportation Generalist	1,060	48,734	54,936	61,137	45,727	55,514	57,483	MN	109%	3
Transportation Technician II	174	40,893	52,853	64,813	51,355	55,381	64,813	UT	109%	4
Equipment Operator II	275	37,918	48,024	58,130	49,200	55,332	58,130	TX	109%	4
Highway Maintenance Worker 3	160	40,465	54,204	67,944	39,818	55,271	67,944	NV	109%	4
Transp Maintenance Worker 7/E8	300	41,600	49,150	56,700	43,576	54,219	56,700	MI	107%	3
Maintenance Technician III	57	53,241	53,241	53,241	53,241	53,241	53,241	MT	105%	4
Transp Operations Technician II	146	44,761	57,158	69,555	44,761	52,617	69,555	VT	104%	1
Highway Maint Spec I	76	41,829	52,291	62,754	48,942	51,921	55,184	WY	102%	4
Sr Heavy Equipment Operator	92	31,200	35,940	40,679	45,541	49,838	53,895	FL	98%	2
Highway Technician 2	603	42,848	45,854	48,859	42,848	49,831	53,144	OH	98%	3
Transportation Worker II	571	31,688	43,571	55,453	47,459	48,995	55,008	NC	96%	2
Transp Equipment Operator B	3,350	39,003	48,607	58,211	42,250	47,769	58,211	PA	94%	1
Highway Maintenance Worker II	656	44,720	53,456	62,192	32,104	47,481	58,238	SC	93%	2
Highway Maintainer III	124	39,208	46,530	53,851	39,208	47,414	53,851	NH	93%	1
Highway Technician 2	353	42,900	51,506	60,112	42,900	47,374	62,065	IN	93%	3
Transportation Operator II	1923	28,195	51,467	74,738	35,480	47,362	63,586	VA	93%	2
Highway Operations Technician 2	60	34,221	47,800	61,378	46,710	46,779	50,849	AZ	92%	4
Transp Worker 3 Equipment Op	376	44,339	46,305	48,271	39,056	46,724	48,271	WV	92%	2
Heavy Equipment Operator II	440	21,960	31,539	41,118	46,500	46,500	46,500	OK	92%	4
Highway Maintenance Worker, Sr	453	42,819	52,971	63,122	42,819	45,716	64,777	NE	90%	4
Transportation Worker II	168	34,986	40,373	45,760	40,726	45,346	45,760	ME	89%	1
Highway Operations Tech (HOT) 1	253	37,958	45,464	52,969	41,294	45,164	52,969	NJ	89%	1
Mobile Equipment Operator 1/Heavy	456	43,784	61,287	78,790	43,784	44,742	57,928	LA	88%	2
Equipment Operator Sr	168	43,950	46,217	48,485	43,950	44,585	54,779	KS	88%	3
Highway Technician I	322	32,400	38,455	44,510	38,948	44,515	65,994	KY	88%	2
Intermediate Maintenance Worker	328	38,106	46,727	55,348	42,853	43,316	49,042	MO	85%	3
Equip Op II & III	176				35,757	40,219	44,681	DE	79%	1
Transp Maintenance Technician II	472	28,778	39,745	50,712	29,496	39,117	48,300	AL	77%	2
Maintenance Aide II	571	34,710	40,781	46,852	34,710	38,448	51,688	AR	76%	2
Highway Maintenance Technician 1	194	27,472	34,638	41,803	34,320	36,433	39,752	GA	72%	2
Transp Infrastructure Maint Tech II	421	24,023	32,507	40,990	27,393	32,713	38,031	MS	64%	2
# Incumbents & Averages:	18,832	41,771	50,384	58,996	45,466	51,803	59,598			
Group Weighted Average:							50,784			
Median:							48,382			

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Highway Maint Lead/Lead Worker	25	64,368	75,090	85,812	85,812	92,043	100,080	IL	164%	3
Highway Maintenance Worker III	41	61,394	72,796	84,197	68,735	81,794	84,197	MA	146%	1
Transp Maint Crew Leader (Hwy Maint)	93	68,125	77,681	87,237	68,125	76,951	87,237	CT	137%	1
Equipment Operator, Lead/Journey III	99	54,958	60,119	65,280	56,875	73,920	93,146	AK	132%	4
Citrrns Hwy Mnt Ldwkr/Citrrns Lnsdp Mnt Ldwkr	547	57,348	64,740	72,132	57,348	70,049	72,132	CA	125%	4
Transp Maintenance Coord, OAO	98	47,568	60,090	72,612	63,072	69,587	72,612	OR	124%	4
Hwy Maintenance Worker 3	203	58,104	64,452	70,800	61,056	69,253	70,800	WA	123%	4
Transp Tech III (Trade Services IV)	83	46,308	61,746	77,184	64,524	67,166	73,272	ND	120%	4
Highway Foreman 3	88	49,839	62,817	75,795	50,915	66,314	75,795	PA	118%	1
Highway Maintenance Worker 4	71	43,911	59,059	74,208	45,017	65,030	74,208	NV	116%	4
Transportation Technician III	200	46,800	60,528	74,256	58,386	64,452	76,274	UT	115%	4
Transportation Generalist Sr	123	52,513	60,208	67,902	53,703	63,831	63,893	MN	114%	3
Transp Maintenance Worker 9	84	49,316	56,347	63,377	54,454	62,241	63,377	MI	111%	3
Highway Maint Specialist II	67	50,149	62,691	75,234	57,825	61,912	65,528	WY	110%	4
Highway Maintenance Supervisor I	8	61,584	61,584	61,584	61,584	61,584	61,584	HI	110%	4
Transp Maintenance Crew Ch II	173	42,521	55,096	67,671	54,840	61,123	67,671	TX	109%	4
TDOT Operations Technician Sr	153	59,700	74,598	89,496	60,300	60,454	66,330	TN	108%	2
Transp Operations Technician III	81	49,961	63,981	78,000	52,312	58,907	71,676	VT	105%	1
Highway Operations Technician 4	92	40,496	56,453	72,410	56,761	57,120	57,896	AZ	102%	4
Maintenance Crew Leader	17	56,361	56,361	56,361	56,361	56,361	56,361	MT	100%	4
Crew Leader	147	47,398	64,389	81,380	48,906	56,142	62,504	AR	100%	2
Lead Highway Maintenance Worker	83	46,061	57,562	69,062	52,179	56,067	57,420	SD	100%	4
Heavy Equipment Operator III	226	22,844	34,037	45,230	56,000	56,000	56,000	OK	100%	4
Highway Technician 3M	375	44,678	48,807	52,936	48,859	55,305	57,408	OH	99%	3
Highway Operations Tech (HOT) 2	143	41,376	49,664	57,952	48,743	55,234	57,952	NJ	98%	1
Transportation Operator III	282	31,261	58,859	86,457	40,256	54,295	68,060	VA	97%	2
Highway Maintenance Crew Ch	128	49,406	61,119	72,831	49,406	53,790	70,869	NE	96%	4
Transportation Worker III	410	33,272	45,749	58,226	51,730	53,400	55,512	NC	95%	2
Highway Maintenance Worker III	275	50,960	60,632	70,304	41,710	52,695	55,398	SC	94%	2
Highway Technician II	751	35,907	44,884	53,862	42,844	52,299	65,992	KY	93%	2
Maintenance Crew Leader	387	47,113	56,536	65,959	49,984	51,706	60,635	MO	92%	3
Highway Technician 1	435	47,320	56,771	66,222	48,796	51,579	61,868	IN	92%	3
Assistant Patrol Foreman	94	40,706	48,444	56,181	42,411	50,007	56,181	NH	89%	1
Transportation Worker III	129	37,378	43,233	49,088	47,154	49,043	49,088	ME	87%	1
Transportation Worker 3 Crew Chief	252	48,271	48,271	48,271	48,271	48,271	48,271	WV	86%	2
Transp Maintenance Technician III	237	31,781	44,520	57,259	35,093	47,490	55,855	AL	85%	2
Equipment Operator Specialist	110	46,093	49,754	53,414	46,093	47,478	58,800	KS	85%	3
Highway Maintenance Tech Coord	72	31,200	36,930	42,660	40,970	46,295	55,589	FL	82%	2
Equip Op IV	77	42,526	53,110	63,693	43,377	45,515	47,653	DE	81%	1
Highway Maintenance Tech 2	171	29,520	37,402	45,283	36,520	39,768	40,736	GA	71%	2
Transp Infrastructure Maint Tech III	250	28,542	38,621	48,700	31,397	38,660	41,208	MS	69%	2
# Incumbents & Averages:	7,380	46,218	56,237	66,257	52,163	58,564	64,319			
Group Weighted Average:							56,131			
Median:							56,142			

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.

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Transp Operations Maint Mgr 1, MMS	57	75,384	96,000	116,616	83,160	108,415	116,616	OR	156%	4
Operations Supervisor I	68	74,400	91,290	108,180	99,996	106,186	106,596	IL	153%	3
Maintenance Section Supervisor III	58	66,259	87,463	108,666	80,892	94,956	108,045	TX	136%	4
Transportation General Supv (Maint)	48	80,340	92,621	104,902	83,195	93,065	104,902	CT	134%	1
Equipment Operator Foreman II	6	61,180	66,912	72,644	81,151	91,117	99,491	AK	131%	4
Construction & Maintenance Supt VI	4	74,424	92,222	110,020	77,460	90,042	94,236	HI	129%	4
AOT General Maintenance Manager	8	76,263	98,056	119,849	82,971	89,913	103,979	VT	129%	1
Highway Maintenance Foreman IV	104	66,827	80,811	94,795	72,645	88,694	94,795	MA	127%	1
Transportation Operations Supv 2	69	62,327	78,029	93,730	71,201	85,908	88,844	MN	123%	3
Highway Maintenance Supervisor	51	62,358	79,466	96,574	64,522	83,151	96,574	IA	119%	3
Assistant Highway Maint Manager	161	64,959	81,810	98,661	64,959	81,261	98,661	PA	117%	1
Transp Maintenance Supervisor 12	34	58,718	70,824	82,929	66,809	81,178	82,929	MI	117%	3
Roadway Operations Manager I	91	53,602	71,656	89,710	67,829	80,124	92,414	UT	115%	4
Highway Maintenance Supervisor	28	64,657	80,821	96,984	75,042	78,902	86,823	NE	113%	4
Highway Maintenance Supervisor 2	20	50,509	68,330	86,151	70,616	76,968	86,151	NV	111%	4
Transp Svcs Supv II (Trade Svcs VI)	73	65,616	87,486	109,356	72,204	76,837	82,008	ND	110%	4
Transp Operations Manager II	211	40,839	74,647	108,454	62,373	76,826	92,378	VA	110%	2
Highway Maintenance Supervisor	80	64,092	71,106	78,120	70,800	76,756	78,120	WA	110%	4
Crew Supervisor, Hwy Operations	64	54,907	66,218	77,528	69,987	76,467	77,528	NJ	110%	1
Caltrans Maint Supv/Caltrans Bridge Maint Supv	592	58,176	70,590	83,004	58,176	74,839	83,004	CA	108%	4
Area Maintenance Supervisor	82	59,878	79,547	99,216	61,516	71,720	90,012	AR	103%	2
Hwy Maintenance Supv I	9	60,112	75,150	90,189	68,296	71,491	77,454	WY	103%	4
Hwy Operations Tech Supervisor	65	47,564	67,567	87,570	71,180	71,228	74,323	AZ	102%	4
Highway Maintenance Supervisor	25	55,791	69,732	83,673	62,640	69,743	78,801	SD	100%	4
Highway Maintenance Worker V	40	65,000	79,625	94,250	65,000	68,899	81,674	SC	99%	2
Transportation Supervisor I	469	49,158	67,592	86,026	67,170	67,191	68,582	NC	97%	2
Transportation County Admin	56	48,750	60,650	72,550	55,890	66,831	73,805	WV	96%	2
Road Maintenance Supervisor	104	33,440	49,826	66,212	65,000	65,000	65,000	OK	93%	4
Maintenance Supervisor	170	54,953	65,944	76,935	64,296	64,999	70,725	MO	93%	3
Maintenance Section Person C	14	64,793	64,793	64,793	64,793	64,793	64,793	MT	93%	4
Transportation Manager 1	43	51,022	57,117	63,211	53,851	62,400	68,307	OH	90%	3
Highway Maintenance Supv I, II, III	104	32,760	44,812	56,863	51,459	59,702	71,234	FL	86%	2
Highway Patrol Foreman	93	45,885	54,684	63,482	47,694	58,979	63,482	NH	85%	1
Highway Technician Supt I	148	39,497	49,372	59,247	54,080	58,220	62,608	KY	84%	2
Transportation Maintenance Supt	34	37,786	53,737	69,689	43,788	58,123	66,331	AL	84%	2
Transportation Crew Leader	110	45,760	53,363	60,965	45,760	57,878	60,965	ME	83%	1
Maintenance Operations Supv 3	132	53,222	63,869	74,516	53,222	57,567	67,334	IN	83%	3
Maint Area Supv I & II	21				53,144	55,911	58,678	DE	80%	1
Highway Maintenance Supervisor	131	53,414	56,149	58,885	53,414	55,238	67,950	KS	79%	3
Highway Foreman 1	133	50,128	70,169	90,210	50,128	51,531	66,435	LA	74%	2
Transp Infrastructure Maint Tech Supv	123	36,624	49,557	62,490	40,035	49,521	52,858	MS	71%	2
Highway Maintenance Tech Spv	231	34,249	44,467	54,685	47,680	49,489	49,964	GA	71%	2

Incumbents & Averages: 4,164

Group Weighted Average:

Median:

69,592

71,605

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

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

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Transp Opns Maint Mgr 2, OAO	16	83,160	105,900	128,640	111,168	125,270	128,640	OR	149%	4
Transportation Maintenance Mgr	12	117,158	138,454	159,749	120,673	123,366	125,550	CT	147%	1
AOT Senior Manager II	6	86,777	111,800	136,822	94,432	121,318	132,870	VT	145%	1
Maintenance Superintendent	24	91,164	108,234	125,304	103,992	115,437	125,304	WA	138%	4
Operations Supervisor II	27	77,280	94,860	112,440	106,596	111,576	118,068	IL	133%	3
Maintenance & Operations Supt	12	81,973	89,461	96,949	96,949	111,187	137,114	AK	133%	4
District Maintenance Administrator	23	72,886	98,077	123,267	95,760	108,368	118,500	TX	129%	4
Transportation Administrator	86	74,339	90,241	106,142	79,539	106,730	113,568	OH	127%	3
Highway Maintenance Supervisor	25	79,957	97,087	114,216	87,403	103,790	114,216	MA	124%	1
Transportation Operations Supv 4	15	72,140	90,181	108,221	95,672	101,180	102,583	MN	121%	3
Hwy Maint Supt (Engng & Plan Svcs VI)	6	78,852	105,132	131,412	96,372	99,828	105,408	ND	119%	4
Transportation Maintenance Supv 13	7	66,580	80,662	94,744	94,744	94,744	94,744	MI	113%	3
Transportation Manager II	22	45,321	64,565	83,808	93,000	93,000	93,000	OK	111%	4
Roadway Operations Manager II	17	63,045	81,526	100,006	71,302	92,852	100,006	UT	111%	4
Highway Maintenance Manager	38	74,191	93,429	112,666	74,191	92,720	112,666	PA	111%	1
Caltrans Maint Area Supt	242	78,696	88,182	97,668	78,696	91,554	97,668	CA	109%	4
Highway Maintenance Manager	9	57,483	78,133	98,783	73,790	87,483	98,783	NV	104%	4
Highway Operations Superintendent	17	56,098	78,543	100,989	85,416	86,598	95,590	AZ	103%	4
Area Supervisor, Highway Opns	13	60,062	72,548	85,033	82,259	84,820	85,033	NJ	101%	1
Highway Maint Supv II	20	72,093	90,106	108,118	81,095	83,828	87,530	WY	100%	4
District Operations Manager	6	75,010	99,411	123,812	77,072	83,152	90,169	IN	99%	3
Maintenance Mgr/Field Operations	25	51,320	76,051	100,783	82,762	82,762	82,762	FL	99%	2
Transportation Supervisor II	230	54,197	74,521	94,844	79,906	82,147	82,754	NC	98%	2
Highway Maintenance Supt	28	64,657	80,821	96,984	75,042	78,902	86,823	NE	94%	4
Maintenance Superintendent	21	78,512	78,512	78,512	78,512	78,512	78,512	MT	94%	4
Special Maintenance Superintendent	11	59,878	79,547	99,216	67,548	74,663	83,096	AR	89%	2
Maintenance Superintendent	38	59,350	73,990	88,629	71,793	73,690	78,973	MO	88%	3
Transp Operations Manager	34	55,744	65,718	75,691	55,744	73,427	75,691	ME	88%	1
Supervisor III	14	56,181	67,704	79,227	63,898	73,134	79,227	NH	87%	1
Transp Maintenance Assistant	34	54,600	68,075	81,550	54,600	72,788	81,550	WV	87%	2
Hwy Maintenance Superintendent	36	64,938	66,560	68,182	64,938	67,490	75,918	KS	80%	3
Transp Maintenance Supt, Sr	36	45,982	67,730	89,479	47,105	67,073	73,210	AL	80%	2
Hwy Technical Superintendent II	136	43,445	54,307	65,169	61,872	64,745	77,979	KY	77%	2
Hwy Maintenance Superintendent	23	47,983	63,352	78,720	60,938	62,808	63,138	GA	75%	2
Hwy Equip Supt	4	43,434	57,745	72,056	57,527	59,588	61,649	DE	71%	1
Parish Hwy Maint Superintendent	63	57,408	80,351	103,293	54,642	59,117	76,066	LA	70%	2
Transp Infrastructure Maint Tech Mgr	50	43,509	58,874	74,238	47,860	58,489	61,298	MS	70%	2

Incumbents & Averages:

1,426 66,092 82,983 99,875 79,049 87,787 94,477

Group Weighted Average:

83,896

Median:

84,820

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			
Automotive Mechanic	14	56,952	66,444	75,936	63,132	77,630	85,080	IL	135%	3
Heavy Equipment Tech 1, OAO	36	62,316	70,506	78,696	62,316	77,053	78,696	OR	134%	4
Hwy Equipment Mechanic 1	41	47,815	64,488	81,161	54,935	72,821	81,161	NV	127%	4
Caltrans Hvy Equip Mech	337	62,832	67,626	72,420	62,832	70,131	72,420	CA	122%	4
Qualif Craft Wkr (Auto & Mechequip)	65	64,894	74,164	83,433	64,894	69,975	83,433	CT	122%	1
Heavy Vehicle/Const Equipment Mech I	11	69,564	69,564	69,564	69,564	69,564	69,564	HI	121%	4
Equipment Technician 3	94	59,616	64,344	69,072	65,748	69,358	79,433	WA	121%	4
Heavy Equipment Mechanic	115	66,085	71,410	76,734	60,886	69,325	70,533	MN	121%	3
Mechanic	123	53,352	61,235	69,118	53,352	66,726	69,118	IA	116%	3
Heavy Equipment Mechanic 9/E10	35	49,316	58,676	68,036	51,896	65,490	68,036	MI	114%	3
Automotive Mechanic	80	49,312	59,398	69,484	49,312	62,732	69,484	NJ	109%	1
Field Heavy Vehicle & Equip Tech	34	43,243	50,440	57,636	53,310	57,247	57,636	ME	100%	1
Mechanic/Machinist	36	56,361	56,361	56,361	56,361	56,361	56,361	MT	98%	4
Equipment Serv Repair Technician I	150	31,261	58,859	86,457	45,308	55,852	67,005	VA	97%	2
Equipment Mechanic II	126	37,918	48,024	58,130	47,400	54,744	58,130	TX	95%	4
Highway Heavy Equip Mechanic 2	32	47,320	56,771	66,222	51,402	54,338	57,274	IN	95%	3
Journey Diesel Mechanic	41	42,744	53,435	64,126	47,882	54,028	64,126	UT	94%	4
Automotive Technician	2	42,411	50,440	58,469	53,851	53,851	53,851	NH	94%	1
Diesel & Construction Equip Mech	319	44,010	55,179	66,348	47,785	53,022	66,348	PA	92%	1
AOT Fleet Service Technician II	7	47,299	60,455	73,611	47,299	52,677	62,192	VT	92%	1
TDOT Mechanic	97	47,496	59,448	71,400	51,300	51,300	51,300	TN	89%	2
Fleet Specialist III	32	25,128	37,441	49,753	50,600	50,600	50,600	OK	88%	4
Automotive/Diesel Mechanic	89	45,384	56,143	66,901	45,384	50,193	63,024	NE	88%	4
Mechanic	99	43,836	59,683	75,530	43,836	49,817	58,552	AR	87%	2
Equipment Repair Technician	65	31,909	44,724	57,540	47,341	49,303	53,239	AZ	86%	4
Equipment Mechanic	2	37,667	47,078	56,488	45,936	48,681	51,427	SD	85%	4
Equipment Mechanic	40	48,485	50,950	53,414	48,485	48,588	50,513	KS	85%	3
Heavy Mechanic	42	41,829	52,291	62,754	47,070	48,171	53,851	WY	84%	4
Automotive Mechanic 2	100	41,953	45,323	48,692	42,848	48,045	53,144	OH	84%	3
Veh & Equip Repair Technician I	59	33,272	45,749	58,226	45,587	46,768	52,749	NC	82%	2
Equipment Technician	7	40,392	48,471	56,549	46,281	46,281	46,281	MO	81%	3
Automotive Equipment Mechanic I	2	31,200	35,940	40,679	45,017	46,143	47,268	FL	80%	2
Mechanic II	6	44,720	51,428	58,136	44,720	45,928	46,970	SC	80%	2
Mechanic 1	24	29,520	37,402	45,283	42,761	45,060	46,272	GA	79%	2
Transp Auto/Truck Technician I	41	30,000	37,255	44,510	34,351	43,932	49,281	KY	77%	2
Equipment Mechanic	49	30,991	42,108	53,225	30,991	42,190	50,712	AL	74%	2
Mechanic 2	5	40,914	57,273	73,632	40,914	40,914	40,914	LA	71%	2
Equip Mech I & II	11				35,757	37,520	39,283	DE	65%	1
Transportaiton Worker 2 Mechanic	68	33,565	37,798	42,031	33,565	36,728	42,031	WV	64%	2
Specialized Trades Worker I	26	28,542	38,621	48,700	31,042	34,162	37,676	MS	60%	2
# Incumbents & Averages:	2,562	44,652	53,922	63,191	49,081	54,331	58,874			
Group Weighted Average:						57,327				
Median:						51,989				

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Heavy Equip Tech 2, OAO	38	69,252	78,528	87,804	78,336	87,037	87,804	OR	145%	4
Motor Equip Mech III	46	63,638	77,045	90,452	71,269	86,930	90,452	MA	145%	1
Cittrns Hvy Equip Mech Ldwkr	50	68,976	74,226	79,476	68,976	78,354	79,476	CA	131%	4
Highway Equipment Mechanic 2	20	49,799	67,307	84,815	57,211	77,710	84,815	NV	130%	4
Trans Maint Crew Leader (Automot)	14	68,125	77,681	87,237	68,125	75,947	87,237	CT	127%	1
Equipment Technician Lead	46	64,092	69,234	74,376	72,552	74,336	74,376	WA	124%	4
Heavy Veh/Const Equipment Mech I	2	73,812	73,812	73,812	73,812	73,812	73,812	HI	123%	4
Asst Crew Supervisor, Mechanics	14	52,513	63,286	74,058	71,664	73,716	74,058	NJ	123%	1
Heavy Equipment Mechanic 11	28	53,747	64,178	74,609	57,200	73,341	74,609	MI	122%	3
Automotive/Diesel Mech Lead	8	48,791	60,357	71,922	65,437	72,887	78,367	NE	121%	4
Heavy Equipment Field Mechanic	40	67,964	73,550	79,135	70,533	72,615	72,725	MN	121%	3
Mech, Automot, Adv Journey/Lead	88	51,326	56,141	60,955	56,896	69,549	98,838	AK	116%	4
Fleet & Equip Tech III (Trade Svcs IV)	27	46,308	61,746	77,184	59,976	66,315	70,836	ND	111%	4
Equipment Serviacce Repair Tech II	59	40,839	74,647	108,454	52,500	63,361	71,448	VA	106%	2
Veh & Equip Repair Tech III	79	40,442	55,608	70,774	61,065	61,437	67,172	NC	102%	2
Lead Diesel Mechanic	9	45,302	56,649	67,995	53,789	60,516	64,147	UT	101%	4
Hvy Equip Mech/Wrkng Shop Foreman	15	60,037	60,037	60,037	60,037	60,037	60,037	MT	100%	4
Senior Heavy Mechanic	18	50,149	62,691	75,234	56,489	59,774	66,534	WY	100%	4
AOT Fleet Service Technician IV	11	52,894	67,735	82,576	57,532	59,727	67,662	VT	100%	1
Automotive Technician	146	47,320	52,468	57,616	47,133	59,016	62,629	OH	98%	3
Equipment Mechanic III	104	42,521	55,096	67,671	56,000	58,802	62,356	TX	98%	4
Transp Auto/Truck Technician IV	20	39,497	49,372	59,247	54,567	58,285	64,366	KY	97%	2
Senior Equipment Technician	128	50,883	61,060	71,236	53,982	57,013	66,513	MO	95%	3
Fleet Specialist IV	8	27,827	41,463	55,098	57,000	57,000	57,000	OK	95%	4
Heavy Equipment Mechanic	22	44,117	52,520	60,923	45,885	56,588	60,923	NH	94%	1
TDOT Mechanic Senior	21	53,400	66,648	79,896	54,936	54,936	54,936	TN	92%	2
Heavy Vehicle & Equip Technician	19	41,434	48,454	55,474	51,272	54,475	55,474	ME	91%	1
Equipment Repair Lead Technician	18	34,221	47,800	61,378	52,029	54,432	58,683	AZ	91%	4
Equipment Mechanic Senior	21	53,414	57,626	61,838	53,414	54,046	64,938	KS	90%	3
Hwy Hvy Equip Mech 2—Wrkng Lead	31	47,320	56,771	66,222	49,270	54,018	58,132	IN	90%	3
Auto Equip Mech II; Mstr Equip Mech	60	31,200	43,352	55,505	43,263	52,928	54,692	FL	88%	2
Mechanic III	80	50,960	58,604	66,248	50,960	52,510	58,707	SC	88%	2
Equipment Mechanic, Senior	38	33,382	46,037	58,692	35,986	50,319	55,855	AL	84%	2
Mechanic 3	8	34,249	44,467	54,685	49,037	49,037	49,037	GA	82%	2
Mechanic 4	22	46,842	65,572	84,302	46,842	48,721	52,686	LA	81%	2
Transportation Worker 3 Mechanic	198	44,339	46,305	48,271	44,339	46,534	48,271	WV	78%	2
Equip Mech III & IV	37				38,638	42,565	46,491	DE	71%	1
Specialized Trades Worker II	27	36,624	49,557	62,490	38,555	41,541	49,499	MS	69%	2
# Incumbents & Averages:	1,620	49,393	59,936	70,478	56,224	61,847	66,463			
Group Weighted Average:					60,000					
Median:					59,372					

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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Auto/Heavy Equip Repair Supv, MMS	4	68,400	84,648	100,896	91,560	96,228	100,896	OR	139%	4
Motor Equipment Mechanic IV	4	66,827	80,811	94,795	94,795	94,795	94,795	MA	137%	1
Equipment Supervisor II	26	62,004	81,780	101,556	75,570	89,942	100,283	TX	130%	4
Citrus Hwy Mech Supv	50	74,040	80,844	87,648	76,044	86,003	87,648	CA	124%	4
Hwy Equip Mechanic Supervisor 1	9	55,102	74,719	94,336	77,235	85,961	94,336	NV	124%	4
AOT Fleet Operations Supervisor	1	71,281	91,842	112,403	85,716	85,716	85,716	VT	124%	1
Transportation Garage Supervisor	14	73,325	84,609	95,893	75,951	85,638	95,893	CT	124%	1
Transp Operations Supervisor 2	9	62,327	78,029	93,730	76,671	85,088	88,844	MN	123%	3
Equipment Technician Supervisor	15	70,800	76,428	82,056	82,056	82,056	82,056	WA	118%	4
Heavy Equip Mechanic Supv 12	5	58,718	70,824	82,929	78,187	81,980	82,929	MI	118%	3
Crew Supervisor Mechanics	14	57,420	69,309	81,197	81,197	81,197	81,197	NJ	117%	1
Automotive Mechanics Supervisor II	3	79,848	79,848	79,848	79,848	79,848	79,848	HI	115%	4
Shop Supts	13	61,962	70,237	78,512	61,692	77,239	78,512	MT	111%	4
Flt & Equip Svcs Supv (Trade Svcs V)	8	54,984	73,284	91,584	72,132	76,062	79,740	ND	110%	4
Mech, Automotive, Foreman I	1	54,958	60,119	65,280	75,643	75,643	75,643	AK	109%	4
Equip Service Repair Manager I	37	40,839	74,647	108,454	63,639	73,028	83,662	VA	105%	2
Hwy Mechanic District Supervisor	8	56,672	70,841	85,010	65,437	72,887	78,367	NE	105%	4
Heavy Mechanic Supv II	19	60,112	75,150	90,189	67,635	71,752	76,859	WY	104%	4
Transportation Manager 2	106	55,619	62,546	69,472	55,619	71,314	75,026	OH	103%	3
Diesel Equipment Shop Supervisor	11	48,027	60,050	72,072	63,939	70,809	75,566	UT	102%	4
Equipment Shop Foreman	4	55,791	69,732	83,673	69,968	70,083	70,302	SD	101%	4
Mechanic IV	47	65,000	79,625	94,250	66,500	68,338	77,820	SC	99%	2
Equipment Mechanic Foreman II	8	49,629	59,624	69,618	63,482	67,774	69,618	NH	98%	1
Vehicle & Equip Repair Supervisor I	96	49,158	67,592	86,026	67,170	67,628	77,933	NC	98%	2
Fleet Specialist V	8	33,440	43,205	52,970	66,000	66,000	66,000	OK	95%	4
Transportation Crew Supervisor	75	49,670	58,583	67,496	52,146	65,407	67,496	ME	94%	1
Equipment Technician Supervisor	16	54,953	65,944	76,935	64,296	64,296	64,296	MO	93%	3
Shop Supervisor	22	34,289	49,424	64,559	64,026	64,026	64,026	FL	92%	2
Shop Supervisor	11	55,380	74,334	93,288	57,616	63,345	70,148	AR	91%	2
Equipment Shop Supervisor	16	40,496	56,453	72,410	59,984	62,790	67,917	AZ	91%	4
Transp Auto/Truck Supervisor	10	43,445	54,307	65,169	56,699	62,756	67,352	KY	91%	2
Mechanic Supervisor	86	49,839	62,817	75,795	50,915	61,558	75,795	PA	89%	1
TDOT Regional Garage Spv	4	59,700	74,598	89,496	60,300	61,197	63,888	TN	88%	2
Hwy Heavy Equip Mechanic Supv 4	33	53,222	63,869	74,516	55,172	58,554	67,926	IN	84%	3
Transp Equipment Manager	28	44,200	54,875	65,550	52,557	57,725	65,550	WV	83%	2
Equipment Mechanic Specialist	22	56,118	60,528	64,938	56,118	57,522	63,052	KS	83%	3
Equipment Repair Supervisor	12	36,876	51,604	66,331	47,105	56,934	63,175	AL	82%	2
Mechanic Supervisor	6	36,974	48,214	59,454	53,740	53,740	53,740	GA	78%	2
Mechanic Supervisor A	12	50,128	70,169	90,210	50,128	52,156	55,661	LA	75%	2
Master Mech	6	40,610	54,147	67,683	46,260	46,842	47,424	DE	68%	1

Incumbents & Averages:

879

Group Weighted Average:

54,805

68,005

81,206

66,519

71,296

75,423

Median:

69,295

70,446

O. Other Classifications

O1. Movable Bridge Operator Intermediate

Typically requires two to four years of experience in the operation and 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Bridge Tender	30	59,376	71,748	84,120	63,099	79,007	84,120	IL	167%	3
Sr Crt Brg Insp; Sr Crt Undrwtr Brg Insp	16	63,754	73,130	82,505	60,872	75,005	79,641	FL	159%	2
Bridge Operator E8	1	44,970	50,835	56,700	56,161	56,161	56,161	MI	119%	3
Hwy Maint Worker 1	12	45,552	50,388	55,224	53,964	54,468	55,224	WA	115%	4
Dept of Trans Drawbridge Attendant	24	45,342	51,380	57,417	45,342	54,463	57,417	CT	115%	1
Bridge Operator	44	43,218	51,916	60,613	43,218	54,244	60,613	NJ	115%	1
Drawbridge Operator—6358	12	46,500	49,950	53,400	46,500	52,825	53,400	CA	112%	4
Lift Bridge Worker III	8	39,208	46,530	53,851	40,706	48,914	53,851	NH	104%	1
Bridge Operator	11	28,742	39,520	50,298	43,265	43,265	43,265	NC	92%	2
Bridge Operator	10	31,200	35,475	39,749	34,403	37,584	39,749	ME	80%	1
Equip Ops/Bridge Ops	2				29,686	37,077	44,468	DE	79%	1
Bridge and Lock Operator 2	173	33,405	48,860	64,314	33,405	36,161	47,382	LA	77%	2
# Incumbents & Averages:	343	43,752	51,794	59,836	45,885	52,431	56,274			
Group Weighted Average:						47,175				
Median:						53,535				

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.)**

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Operations Supervisor I	1	74,400	91,290	108,180	106,596	106,596	106,596	IL	181%	3
Motor Vehicle Inspector	21	63,211	81,112	99,012	66,144	75,920	93,537	VT	129%	1
State Patrol Inspector	79	53,664	65,739	77,813	57,200	74,672	77,813	WI	127%	3
ECD Full Authority	10	40,496	56,453	72,410	66,455	66,775	67,445	AZ	113%	4
Transportation Program Specialist 2	8	52,033	63,956	75,878	56,397	62,911	71,932	MN	107%	3
Motor Carrier Enforce Officer 1, OAO	50	45,480	57,366	69,252	48,876	62,120	69,252	OR	105%	4
Commercial Veh Enforcement Officer II	12	51,383	57,496	63,609	51,383	58,159	80,184	AK	99%	4
AHP Patrol Officer	15	43,836	59,683	75,530	55,354	56,720	58,552	AR	96%	2
Motor Carrier Safety Officer III	3	52,368	64,944	77,520	52,368	53,768	54,468	HI	91%	4
Transp Hauling Permit Specialist	3	37,700	46,625	55,550	45,630	48,588	53,765	WV	82%	2
Motor Veh Safety Inspector Officer II	12	48,262	48,262	48,262	48,262	48,262	48,262	MT	82%	4
Motor Carrier Specialist III	17	40,102	50,991	61,880	40,747	42,907	49,525	UT	73%	4
Weight Inspector I	61	31,200	39,356	47,512	39,248	41,907	43,408	FL	71%	2
Port of Entry Assistant I	20	34,320	42,890	51,459	38,605	39,366	41,064	WY	67%	4
# Incumbents & Averages:	312	47,747	59,012	70,276	55,233	59,905	65,414			
Group Weighted Average:						58,926				
Median:						57,439				

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 (for example, overweight and over-dimension).

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Technical Manager V (Permit Unit Ch)	1	73,740	98,130	122,520	114,252	114,252	114,252	IL	212%	3
Program Manager II	1	85,176	104,470	123,763	105,290	105,290	105,290	SC	195%	2
Mv Inspector Supervisor	4	71,281	91,842	112,403	83,075	88,100	97,385	VT	163%	1
ECD Lieutenant Full Authority	3	51,625	72,099	92,573	83,049	83,049	83,049	AZ	154%	4
License and Application Analyst	7	67,649	76,676	85,703	72,033	80,468	85,703	CT	149%	1
Transportation Program Specialist 3	4	57,587	71,065	84,543	64,728	76,285	80,137	MN	141%	3
Motor Carrier Enforce Officer 2, OAO	12	52,272	66,120	79,968	63,072	73,016	79,968	OR	135%	4
Transp Planning Tech 2	7	48,864	57,306	65,748	58,104	63,888	65,748	WA	118%	4
Permit Technician 2	12	48,859	56,202	63,544	52,437	61,890	68,432	OH	115%	3
Transp Customer Specialist IV	3	33,440	49,826	66,212	60,000	60,000	60,000	OK	111%	4
Motor Carrier Safety Officer IV	3	56,676	70,314	83,952	56,676	58,180	58,932	HI	108%	4
Transportation Technician Advanced	5	42,141	56,036	69,930	53,123	54,426	56,243	WI	101%	3
Port of Entry Specialist	13	41,829	52,291	62,754	49,881	53,025	58,818	WY	98%	4
TDOT Permits Supervisor	1	47,496	59,448	71,400	52,392	52,392	52,392	TN	97%	2
Program Coordinator II	25	40,442	55,608	70,774	45,412	50,458	57,450	NC	93%	2
Motor Veh Safety Inspection Corporal	17	50,408	50,408	50,408	50,408	50,408	50,408	MT	93%	4
Motor Carrier Specialist IV	45	44,658	56,794	68,931	45,635	50,285	63,814	UT	93%	4
Sr Motor Carrier Agent	23	47,113	59,175	71,236	47,113	49,203	55,123	MO	91%	3
Licensing Spec II (Mtr Carrier Sect)	3	35,412	47,214	59,016	47,412	48,892	51,852	ND	91%	4
Admin Weight Inspector	25	31,200	44,986	58,771	45,704	46,452	49,864	FL	86%	2
Transportation Permits Specialist 3	6	29,182	40,841	52,499	38,064	41,125	44,096	LA	76%	2
Transportation Dmv Specialist Lead	18	35,750	44,150	52,550	35,750	39,729	52,550	WV	74%	2
Office Specialist	3	33,193	41,062	48,930	33,193	34,572	36,664	NE	64%	4
# Incumbents & Averages:	241	49,052	62,147	75,242	58,991	62,408	66,442			
Group Weighted Average:										
Median:										

O4. Signal and Lighting Electrician Entry

Typically requires graduation from high school or G.E.D. plus two years of experience in signal, lighting, 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Electrician II	15	66,827	80,811	94,795	72,645	92,201	94,795	MA	157%	1
Elec & Electron Sys Specialist 1—Tran	1	67,380	74,718	82,056	82,056	82,056	82,056	WA	139%	4
Electronic Traffic Signal Technician	2	80,640	80,640	80,640	80,640	80,640	80,640	HI	137%	4
ITs—Master Electrician	3	57,678	68,151	78,624	75,629	77,626	78,624	ME	132%	1
Engineering Technician IV	0	57,480	81,390	105,300	57,480	74,549	89,484	IL	127%	3
Mnt Spec, Traf Cntrl & Elec Sys, Jrny II/Ld	1	58,140	63,597	69,054	72,910	72,910	72,910	AK	124%	4
Electronic Repair Technician	12	71,901	71,901	71,901	71,901	71,901	71,901	MT	122%	4
Electronic Systems Specialist	7	53,620	64,352	75,084	71,180	71,180	71,180	MN	121%	3
Qualified Crafter Worker (Electrician)	21	64,894	74,164	83,433	64,894	70,560	83,433	CT	120%	1
Caltrans Electrician I	64	64,308	69,204	74,100	64,308	69,751	74,100	CA	119%	4
Micro-Electronic Systems Technician	12	51,553	62,128	72,702	60,953	68,785	72,702	NJ	117%	1
Electronic Technical Specialist II	13	44,658	59,706	74,755	57,491	64,475	76,814	UT	110%	4
Hwy Traf Cntrl Spec II (Trade Svcs IV)	7	46,308	61,746	77,184	57,468	59,161	62,784	ND	101%	4
Transportation Specialist IV	1	30,593	43,341	56,088	58,500	58,500	58,500	OK	99%	4
Traffic Specialist II/III	23	43,151	67,706	92,260	52,589	58,475	76,988	FL	99%	2
Transp Tech Adv & Transp Tech 2	7	42,141	58,875	75,608	50,586	58,198	67,538	WI	99%	3
Electronic Technician I	13	31,261	58,859	86,457	51,262	57,786	63,336	VA	98%	2
Electronics Technician I	41	38,516	52,960	67,404	54,158	55,276	62,243	NC	94%	2
Traffic Systems Specialist I	47	39,976	50,688	61,399	51,576	54,950	60,996	TX	93%	4
Network Service Technician	12	43,950	56,066	68,182	50,817	53,303	63,423	KS	91%	3
Traffic Signal Technician II	19	50,960	54,834	58,707	50,960	53,196	58,707	SC	90%	2
Traffic Signal Technician II	2	47,299	60,455	73,611	52,915	53,125	53,335	VT	90%	1
Technical Opns Specialist II	11	45,802	57,262	68,723	51,536	53,021	55,803	WY	90%	4
Signal/Light/Electronic Technician 1	12	34,221	47,800	61,378	52,903	52,903	52,903	AZ	90%	4
Traffic Signal Technician 1	19	44,678	48,807	52,936	44,678	52,177	56,056	OH	89%	3
Traffic Signal Technician 1	12	47,320	56,771	66,222	47,797	51,383	51,768	IN	87%	3
Trades Helper E6	1	41,600	47,466	53,331	50,960	50,960	50,960	MI	87%	3
Traffic Signal and Lighting Technician	11	40,392	48,471	56,549	46,281	46,281	46,281	MO	79%	3
Electronics Technician, Senior	7	40,382	50,287	60,191	41,652	46,084	59,596	NE	78%	4
Traffic Signal Technician II	1	37,648	44,720	51,792	45,677	45,677	45,677	NH	78%	1
Traffic Signal Technician	20	30,991	44,125	57,259	30,991	45,339	54,526	AL	77%	2
Electrician	10	40,914	57,273	73,632	40,914	44,165	54,226	LA	75%	2
Traffic Signal Technician 1	5	34,249	44,467	54,685	42,558	42,817	43,652	GA	73%	2
Transp Electronics Technician	4	35,750	44,150	52,550	38,204	42,649	47,270	WV	72%	2
Highway Traffic Technician I	3	28,127	34,927	41,728	39,597	42,302	43,655	KY	72%	2
Intel Trans Sys Tech I—IV (Career Ladr)	15				31,631	41,384	51,136	DE	70%	1
# Incumbents & Averages:	454	47,294	58,366	69,438	54,675	58,771	63,611			
Group Weighted Average:						58,853				
Median:						55,113				

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 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.

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Highway Maintainer (ETP)	57	63,480	78,822	94,164	63,204	86,635	94,164	IL	154%	3
MassDOT Esp Person II	2	61,394	72,796	84,197	84,197	84,197	84,197	MA	150%	1
Incident Response Opns Spec, OAO	26	43,548	54,792	66,036	60,228	65,699	66,036	OR	117%	4
Highway Maintenance Worker 2	34	51,384	56,976	62,568	59,616	62,117	62,568	WA	111%	4
Safety Service Patrol Operator	31	43,218	51,916	60,613	49,016	57,558	60,613	NJ	103%	1
Highway Helper Senior	2	52,680	56,658	60,636	57,483	57,483	57,483	MN	103%	3
Roadway Safety Specialist I	18	38,438	53,425	68,411	43,056	52,463	65,603	UT	94%	4
Shep Responder I	45	45,864	54,234	62,604	47,500	49,256	53,707	SC	88%	2
Highway Incident Technical Worker	19	42,900	51,506	60,112	42,900	48,383	49,585	IN	86%	3
Motorist Assistance Operator	32	43,624	52,349	61,073	43,624	46,217	51,040	MO	82%	3
Highway Resp Operator 2	54	33,900	42,300	50,700	45,649	46,025	55,384	TN	82%	2
Hero Operator 1	30	29,520	37,402	45,283	43,800	43,960	44,000	GA	78%	2
Service Patrol Operator	29	28,085	38,192	48,300	28,085	36,702	48,300	AL	65%	2
# Incumbents & Averages:	379	44,464	53,951	63,438	51,412	56,669	60,975			
Group Weighted Average:						56,078				
Median:						52,463				

O6. Traffic Operations Center (TOC) Highway Operations Technician

Typically requires a two-year degree and experience with communications technician (such as, dispatch, emergency response center).

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
MassDOT Hoc Operator II	19	70,278	87,254	104,230	82,261	99,901	104,230	MA	191%	1
Transportation Specialist V	1	33,440	47,374	61,307	65,400	65,400	65,400	OK	125%	4
Engrng Spec III (FMS/AMS Spec III)	8	43,151	67,706	92,260	57,237	64,353	71,582	FL	123%	2
AOT Technician III	4	52,894	67,735	82,576	59,300	62,654	67,662	VT	120%	1
Emergency Coordinator I	5	31,261	58,859	86,457	55,070	61,437	66,377	VA	117%	2
Communications Operator 2	1	48,057	57,834	67,611	61,093	61,093	61,093	NJ	117%	1
Transp Telecoms Spec 1, OAO	32	43,548	54,792	66,036	46,620	60,649	66,036	OR	116%	4
Traffice Mgmt Center Operator 2	7	45,802	51,855	57,907	52,936	58,701	60,653	OH	112%	3
Transportation Program Specialsit 1	1	47,210	57,754	68,298	58,318	58,318	58,318	MN	112%	3
Traffic Center Technician 2	5	39,338	52,691	66,043	53,390	58,172	66,043	NV	111%	4
ITs Oerations Technician III	12	45,244	58,826	72,408	53,220	56,749	62,220	TX	109%	4
Traffic Safety Systems Operator 3	10	43,428	50,766	58,104	47,688	56,491	58,104	WA	108%	4
Dispatcher Clerk, Caltrans	68	42,948	48,348	53,748	42,948	51,430	53,748	CA	98%	4
Hero Operator 2	18	34,249	44,467	54,685	47,980	50,323	52,578	GA	96%	2
Law Enforcement Dispatcher	38	41,891	67,423	92,955	45,614	49,026	62,462	WI	94%	3
Dispatcher	22	34,221	47,800	61,378	47,781	48,469	51,790	AZ	93%	4
Sr Traffic Systems Operator	2	43,624	52,349	61,073	47,519	47,926	48,333	MO	92%	3
Reg Traffic Mgmt Center Operator	23	44,010	55,179	66,348	44,010	46,914	56,900	PA	90%	1
TMC Operator	5	40,560	55,328	70,096	41,886	46,301	49,062	AR	89%	2
ATS Operator	36	33,382	44,618	55,855	33,382	44,676	57,259	AL	85%	2
Communications Specialist III	6	39,520	48,957	58,393	41,270	43,639	51,642	SC	83%	2
TDOT TMC Technician	37	30,204	37,752	45,300	42,159	42,547	51,477	TN	81%	2
Transp Opns Center Specialist I	4	32,646	40,808	48,970	40,535	41,558	42,582	KY	79%	2
Transp Intelligent Fusion Center Op	4	33,800	41,675	49,550	33,800	39,560	49,550	WV	76%	2
Information Specialist I	6	36,982	46,228	55,474	39,312	39,312	39,312	UT	75%	4
Transp Mgmt Comms Specialist I	3	36,317	42,973	49,629	39,208	39,208	39,208	NH	75%	1
Hwy Traffic Opns Center Operator	7	37,993	47,000	56,006	37,993	38,839	42,388	NE	74%	4
Transp Mgt Center Asst	6	31,450	39,312	47,174	35,734	36,421	37,981	WY	70%	4
# Incumbents & Averages:	390	40,623	52,631	64,638	48,345	52,502	56,928			
Group Weighted Average:					52,296					
Median:					49,675					

07. Traffic Operations Center (TOC) Highway Operations Technician Supervisor**Bachelor's Degree or equivalent experience. Typically requires three or more years of experience.**

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
MassDOT Hoc Supervisor I	2	99,280	119,955	140,629	114,678	122,446	130,214	MA	194%	1
Manager of Planning	1				104,588	104,588	104,588	DE	166%	1
Telecoms & Disp Supv 2, MMS	3	65,184	83,040	100,896	87,288	93,248	100,896	OR	148%	4
Traffic Systems Admin II	8	62,004	81,780	101,556	85,680	90,304	95,718	TX	143%	4
TMC Manager	1	64,714	85,098	105,482	83,382	83,382	83,382	AR	132%	2
Traffic Mgmt Center Supervisor	2	61,339	74,360	87,380	67,850	80,638	93,517	OH	128%	3
Engrng Spec IV; Engrng Spec Supv III (FMS/AMS Spec IV)	23	48,876	74,359	99,842	70,856	77,376	94,070	FL	123%	2
Admin Programs Officer III	1	40,829	57,841	74,853	73,500	73,500	73,500	OK	117%	4
Hwy Traffic Operations Center Mgr	1	56,470	70,587	84,704	73,301	73,301	73,301	NE	116%	4
AOT Manager II	1	67,246	86,341	105,435	73,153	73,153	73,153	VT	116%	1
Trans Mgmt Cent Qual Anlst	1	60,112	75,150	90,189	69,692	69,692	69,692	WY	111%	4
Highway Helper Supervisor	2	53,620	65,731	77,841	63,642	68,716	73,790	MN	109%	3
Communications Operator 3	7	57,420	69,309	81,197	60,062	68,365	75,913	NJ	108%	1
Law Enforcement Dispatcher Supv	5	52,666	86,903	121,139	64,938	65,499	65,645	WI	104%	3
Traffic Safety Systems Operator 4	4	50,088	58,734	67,380	61,056	64,575	65,748	WA	102%	4
Traffic Center Supervisor	3	42,700	57,410	72,120	58,026	62,724	72,120	NV	99%	4
Shep Responder III	5	55,380	69,811	84,241	58,932	61,476	67,554	SC	97%	2
Dispatch Supervisor	3	43,981	61,591	79,200	61,329	61,344	61,351	AZ	97%	4
Operations Commications Spec II	28	45,120	63,210	81,300	45,120	58,706	75,264	IL	93%	3
Traffic Systems Supervisor	4	50,883	61,060	71,236	55,208	58,451	59,532	MO	93%	3
Dispatcher Clerk Supv, Caltrans	13	46,440	52,302	58,164	57,540	58,116	58,164	CA	92%	4
Hero Supervisor	11	36,974	48,214	59,454	57,636	57,636	57,636	GA	91%	2
Regional Traffic Mgmt Center Supv	16	49,839	62,817	75,795	49,839	57,405	72,548	PA	91%	1
ATS Operations Supervisor	6	43,788	58,499	73,210	43,788	53,545	69,689	AL	85%	2
Transp Opns Center Specialist II	6	35,907	44,884	53,862	46,948	47,799	51,773	KY	76%	2
TDOT TMC Technician Sr	18	42,504	53,052	63,600	45,119	46,911	54,135	TN	74%	2
Transp Mgmt Comms Specialist II	4	42,411	50,440	58,469	42,411	46,888	49,629	NH	74%	1
Information Specialist II	4	41,163	51,522	61,880	44,034	46,249	48,443	UT	73%	4
Transp Intelligent Fusion Center Supv	1	41,600	51,575	61,550	45,875	45,875	45,875	WV	73%	2
# Incumbents & Averages:	184	52,091	66,985	81,879	64,327	67,997	72,995			
Group Weighted Average:						63,062				
Median:						64,575				

O8. Bridge Inspector I**Typically requires a two-year degree or experience with civil engineering.**

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
MassDOT Bridge Inspector I	25	78,785	94,656	110,526	78,785	93,071	110,526	MA	165%	1
Tr Engineer—Bridge Inspector 1	10	65,968	93,250	120,532	90,200	92,837	93,500	AZ	165%	4
Professional Civil Engineer I	1	84,926	88,130	91,333	88,067	88,067	88,067	KS	156%	3
Transp Bridge Safety Inspector 2	2	68,814	83,028	97,241	71,042	75,493	79,943	CT	134%	1
Bridge Inspector I	3	72,798	74,590	76,381	72,798	75,187	76,381	MT	133%	4
Asst Brg Insp (Engrng & Plan Svcs V)	1	65,616	87,486	109,356	74,016	74,016	74,016	ND	131%	4
Transportation Specialist	32	55,436	65,511	75,586	69,893	70,675	71,180	MN	125%	3
In-Service Bridge Inspector I	3	50,086	64,168	78,250	69,618	70,671	71,406	UT	125%	4
Engineering Technician IV	2	57,480	81,390	105,300	57,480	68,784	80,088	IL	122%	3
Civil Engineering Technician	4	50,216	62,763	75,309	64,226	68,314	73,059	SD	121%	4
Transportation Specialist Advanced	30	52,666	86,903	121,139	58,032	66,955	75,483	WI	119%	3
Transportation Bridge Inspector II	19	62,034	64,617	67,200	65,756	66,270	74,567	KY	117%	2
Bridge Specialist 1	18	52,936	61,443	69,950	54,267	65,187	75,254	OH	116%	3
Bridge Inspector I	8	45,885	54,684	63,482	60,923	63,162	63,842	NH	112%	1
Bridge Inspection Specialist II	9	42,521	55,096	67,671	56,687	61,477	66,173	TX	109%	4
Highway Engineering Assistant 3	31	53,222	63,869	74,516	55,130	60,986	74,516	IN	108%	3
Engineering Technician II	15	31,261	58,859	86,457	49,350	59,155	66,820	VA	105%	2
Bridge Inspector 1	6	44,533	55,266	65,998	49,878	58,587	65,270	IA	104%	3
Transportation Specialist IV	2	30,593	45,584	60,575	58,500	58,500	58,500	OK	104%	4
Bridge Inspector I	11	34,936	48,037	61,137	55,470	58,348	62,984	NC	103%	2
Bridge Inspector	10	54,080	62,192	70,304	54,080	58,228	70,950	SC	103%	2
Eng/Pln/Surv Tech II–IV (Brg Mgmt Sect)	2				57,090	57,394	57,697	DE	102%	1
Bridge Inspector	28	47,398	64,389	81,380	50,466	56,342	81,380	AR	100%	2
Bridge Inspector	1	50,883	61,060	71,236	55,062	55,062	55,062	MO	98%	3
AOT Technician I	8	47,299	60,455	73,611	49,483	54,646	65,790	VT	97%	1
Highway Bridge Inspector	3	44,597	55,170	65,743	49,263	51,639	53,878	NE	92%	4
Transp Construction Inspector	310	44,010	55,179	66,348	44,010	50,399	66,348	PA	89%	1
Fld Dta Col & Lab Anlsis Spc	11	41,829	52,291	62,754	47,070	48,823	54,560	WY	87%	4
Engineering Specialist I	7	36,358	56,708	77,058	16,380	47,916	74,502	FL	85%	2
Bridge Inspector 3	11	38,168	53,425	68,682	38,189	44,832	63,898	LA	79%	2
Bridge Inspector I,II,III	20	31,111	49,925	68,739	34,222	44,530	52,992	MS	79%	2
Bridge Inspector Tecnician 1	6	34,249	44,467	54,685	42,000	42,333	44,000	GA	75%	2
Transp Bridge Safety Inspector 1	21	31,200	38,375	45,550	31,200	31,892	37,523	WV	57%	2
# Incumbents & Averages:	670	50,059	63,843	77,626	56,625	61,811	69,096			
Group Weighted Average:						56,405				
Median:						59,155				

O9. Bridge Inspector Supervisor**Typically requires a two-year degree or experience with civil engineering.**

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Highway Engineer Supervisor 3	39	93,002	123,253	153,504	99,221	124,760	146,958	IN	169%	3
Supv Bridge Inspection Engineer	1	92,973	116,216	139,459	112,730	112,730	112,730	MO	153%	3
MassDOT Bridge Inspection II	11	86,660	104,322	121,984	86,660	107,384	121,984	MA	146%	1
Professional Civil Engineer II	1	93,642	97,230	100,818	104,997	104,997	104,997	KS	143%	3
Engineer Program Manager II	1				103,132	103,132	103,132	DE	140%	1
Tr Engineer Sr—Bridge Inspector Sr	2	71,677	100,744	129,812	99,000	99,990	100,980	AZ	136%	4
Transp Bridge Safety Inspector 3	8	74,184	90,654	107,124	76,896	99,567	107,124	CT	135%	1
AOT Sr Technician I	4	67,246	86,341	105,435	78,062	92,320	105,435	VT	125%	1
Transp Operations Supervisor 2	19	62,327	78,029	93,730	71,201	85,628	88,844	MN	116%	3
Sr Bridge Insp (Engrng & Plan Svcs V)	2	65,616	87,486	109,356	84,660	85,458	86,256	ND	116%	4
Engineering Technician III	25	40,839	74,647	108,454	75,174	83,903	96,542	VA	114%	2
Civil Engineer IV	3	71,040	90,900	110,760	79,548	83,780	88,176	IL	114%	3
Senior Bridge Inspector	24	64,714	85,098	105,482	70,460	81,070	94,718	AR	110%	2
Bridge Inspection Supervisor	5	78,512	78,512	78,512	78,512	78,512	78,512	MT	107%	4
Engineering Unit Supervisor	2	51,736	64,672	77,607	72,030	77,782	83,533	NE	106%	4
Bridge Inspection Supervisor	7	66,502	84,107	101,712	68,502	76,133	88,480	SC	103%	2
Bridge Inspection Supervisor I	2	54,197	74,521	94,844	73,888	74,749	75,611	NC	101%	2
Chief Bridge Inspector	1	52,670	63,473	74,276	74,276	74,276	74,276	NH	101%	1
Transportation Specialist VI	2	36,784	54,808	72,832	72,000	72,000	72,000	OK	98%	4
Sr Field Data Collection & Lab Analysis Spec	9	60,112	75,150	90,189	67,635	68,875	70,960	WY	94%	4
Bridge Inspector 5	12	57,242	80,153	103,064	59,426	68,578	80,330	LA	93%	2
Transp Const Inspector Supervisor	215	49,839	62,817	75,795	49,839	61,260	75,795	PA	83%	1
Bridge Inspector Team Lead	7	47,425	64,172	80,919	54,736	58,950	63,113	MS	80%	2
Transp Bridge Safety Inspector 3	15	41,600	51,575	61,550	47,585	53,617	59,555	WV	73%	2
Engineering Specialist II/III	10	40,740	66,500	92,260	44,556	50,035	56,131	FL	68%	2
Bridge Inspection Supervisor	6	34,974	47,214	59,454	48,000	48,333	48,400	GA	66%	2
# Incumbents & Averages:	433	62,250	80,104	97,957	75,105	81,839	87,868			
Group Weighted Average:						73,662				
Median:						79,791				

O10. Project Manager I

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

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Trans Tech Eng & Prog Dev & Deliv Mgr	5	88,416	106,860	125,304	116,016	118,202	121,116	WA	152%	4
Engineer III	15	65,876	90,580	115,283	113,427	116,073	116,262	NC	149%	2
Tr Engineer Senior—Project Manager	6	71,677	100,744	129,812	106,700	107,234	107,767	AZ	138%	4
Project Management Specialist 1	35	75,386	91,317	107,247	86,007	99,358	107,247	NJ	128%	1
Admin Programs Manager III	7	45,321	64,205	83,088	98,000	98,000	98,000	OK	126%	4
Construction Project Manager I	18	62,004	81,780	101,556	87,227	95,471	101,556	TX	123%	4
Project Manager	17	69,763	82,368	94,973	76,440	92,812	94,973	ME	119%	1
Project Manager 1	4	57,483	78,133	98,783	73,790	88,991	98,783	NV	114%	4
Engineering Specialist	19	62,160	77,016	91,872	77,298	84,230	87,090	MN	108%	3
Highway Project Manager	60	70,755	88,445	106,134	72,365	81,867	104,495	NE	105%	4
AOT Project Manager I	11	63,211	81,151	99,091	63,211	78,181	90,937	VT	100%	1
Sr Project Management	5	65,832	82,285	98,738	74,048	76,732	80,058	WY	99%	4
Transp Engineering Technologist	69	54,600	68,075	81,550	54,600	73,616	84,304	WV	95%	2
Transp Project Manager I	10	55,791	69,732	83,673	69,008	72,186	79,594	SD	93%	4
Transp Const Mgr 1/Civil Engr Supv	126	56,900	71,707	86,514	56,900	70,824	86,514	PA	91%	1
Project Manager	8	53,498	74,912	96,325	53,394	67,571	84,614	LA	87%	2
Project Manager 1	12	47,983	63,352	78,720	65,000	66,386	69,424	GA	85%	2
Construction Project Admin I/II	64	40,740	66,500	92,260	55,330	66,228	76,832	FL	85%	2
Construction Project Manager	34	59,800	71,760	83,720	59,800	65,061	79,172	IN	84%	3
Transportation Specialist Senior	11	40,477	66,716	92,955	54,100	58,240	61,360	WI	75%	3
# Incumbents & Averages:	536	60,384	78,882	97,380	75,633	83,863	91,505			
Group Weighted Average:					77,800					
Median:					80,024					

O11. Project Manager II

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

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Program Manager	5	107,928	123,144	138,360	138,360	138,360	138,360	WA	155%	4
Project Management Specialist 2	21	86,546	104,986	123,425	111,132	117,961	123,425	NJ	132%	1
Project Manager 2	2	68,674	93,668	118,661	98,783	108,722	118,661	NV	122%	4
Programs Manager III	2	45,321	64,205	83,088	108,500	108,500	108,500	OK	121%	4
Const Proj Mgr II/Alt Deliv Proj Mgr	13	72,886	98,077	123,267	85,680	105,857	120,653	TX	118%	4
AOT Project Manager III	9	71,281	91,842	112,403	94,619	105,319	112,403	VT	118%	1
Const Project Manager 2, OAO, E	37	69,948	89,196	108,444	73,452	99,923	108,444	OR	112%	4
Engineering Specialist Senior	22	69,844	86,371	102,897	97,530	97,530	97,530	MN	109%	3
Transportation Project Manager	36	83,011	103,764	124,517	93,022	95,753	112,730	MO	107%	3
Project Manager	1	53,498	74,912	96,325	89,960	89,960	89,960	LA	101%	2
Policy & Planning Supv	4	78,915	98,654	118,394	88,789	89,876	90,566	WY	101%	4
Construction Project Manager	54	51,320	75,581	99,842	77,886	85,613	121,018	FL	96%	2
Transp Const Mgr 2/Sr Civil Engr Supv	334	64,959	81,810	98,661	64,959	84,616	98,661	PA	95%	1
Construction Engineer 3	10	67,314	80,769	94,224	72,183	81,867	92,336	IN	92%	3
Technical Manager III	3	57,180	78,360	99,540	64,032	81,172	90,180	IL	91%	3
Project Manager 2	10	53,311	70,678	88,044	80,000	81,143	82,000	GA	91%	2
Transportation Project Manager II	1	62,305	77,869	93,432	77,464	77,464	77,464	SD	87%	4
Transportation Specialist Advanced	3	52,666	86,903	121,139	66,934	67,538	68,765	WI	76%	3
# Incumbents & Averages:	567	67,606	87,821	108,037	87,960	95,399	102,870			
Group Weighted Average:					89,427					
Median:					92,857					

O12. Manager Project Management

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

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

		ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA					
Match Title	# Inc.	Minimum	Midpoint	Maximum	Actual Low	Actual Average	Actual High	State	%	Region
Director, Project Management (SES)	1				158,700	158,700	158,700	NJ	155%	1
Engineering Manager II	1	83,746	136,088	188,429	151,096	151,096	151,096	NC	147%	2
Assistant Regional Administrator	6	113,208	132,900	152,592	145,176	146,978	152,592	WA	143%	4
Tr Engineer Mgr Sr—Mgr Project Mgmt	1	92,314	130,212	168,109	142,454	142,454	142,454	AZ	139%	4
Engineer 8	1	98,363	137,738	177,112	135,928	135,928	135,928	LA	132%	2
Project Manager 3	1	75,001	102,594	130,187	130,187	130,187	130,187	NV	127%	4
Maintenance & Operations Manager	3	93,558	102,346	111,134	116,688	123,226	134,514	AK	120%	4
Programs Manager IV	1	50,759	71,908	93,057	122,000	122,000	122,000	OK	119%	4
Senior Project Manager	5	73,822	98,880	123,938	110,000	111,200	112,000	GA	108%	2
Senior Project Manager	19	82,222	97,250	112,278	99,778	110,996	112,278	ME	108%	1
Bureau Chief	1				108,742	108,742	108,742	KS	106%	3
Construction Manager	33	62,127	92,691	123,254	98,013	106,995	121,030	FL	104%	2
Facilities Engineering Manager	1	71,215	89,019	106,823	106,321	106,321	106,321	NE	104%	4
AOT Senior Manager I	10	81,265	104,645	128,024	85,176	105,640	117,436	VT	103%	1
Engineering Specialist Principal	3	75,565	93,376	111,186	105,381	105,381	105,381	MN	103%	3
Transp Const Mgr 3/Civil Engr Mgr	158	74,191	93,429	112,666	75,795	97,649	112,666	PA	95%	1
Assistant Director	5	75,010	99,411	123,812	81,761	90,353	107,321	IN	88%	3
Technical Manager V	6	73,740	98,130	122,520	76,404	84,762	111,996	IL	83%	3
# Incumbents & Averages:	256	79,757	105,038	130,320	113,867	118,812	124,591			
Group Weighted Average:						102,594				
Median:						111,098				

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

The *average* monthly percent or dollar amount the employer contributes toward each employee's medical insurance premiums. This does not include data on separate dental or vision coverage.

Insurance Coverage	Average Monthly Dollar Amount Paid by DOT	Average Percentage of Premium Paid by DOT
Employee Only	\$734	74%
Employee + Child	\$957	62%
Employee + Children	\$1,061	61%
Employee + Spouse	\$1,099	61%
Employee + Family	\$1,431	68%

PAID TIME OFF

The annual *average* number of days of paid leave accrued by years of service, including all paid absence time except holidays (such as, include vacation, sick, and personal leave).

	Employee Full Years of Service						
	1	3	5	10	15	20	25+
Average Number of Days Accrued	26	27	30	32	35	37	38

Average number of paid holidays provided: 12

RETIREMENT PLANS

The percentage of retirement plan(s) offered.

Percentage of Respondents	Type of Retirement Plan(s) Offered
#REF!	Defined Benefit Plan Only (for exaple, pension)
8%	Defined Contribution Plan Only (for example, 457, 401(k) plan)
92%	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: 95.1%

Average employee contribution of *all* defined benefit plans, including non-contributory plans: 6.1%

Average employee contribution of contributory defined benefit plans only: 6.5%

Percentage of defined contribution plans that are non-matching: 59.0%

BENEFITS DETAIL

MEDICAL INSURANCE

The monthly percent or dollar amount the employer contributes toward each employees' medical insurance premiums. This does not include data on separate dental or vision coverage.

	Employee Only		Employee + Child		Employee + Children		Employee + Spouse		Family	
State	\$ Amount	Percent	\$ Amount	Percent	\$ Amount	Percent	\$ Amount	Percent	\$ Amount	Percent
Alabama	\$930	87%	\$0	0%	\$0	0%	\$0	0%	\$930	66%
Alaska	\$1,573	0%	\$0	0%	\$0	0%	\$0	0%	\$0	0%
Arizona	\$352	84%	\$471	84%	n/a	n/a	\$725	84%	\$821	84%
Arkansas	\$401	71%	\$759	71%	\$759	71%	\$934	66%	\$1,302	68%
California	\$747 - \$958	86%	\$1,492 - \$1,732	84%	\$1,936 - \$2,205	82%	\$1,492 - \$1,732	84%	\$1,936 - \$2,205	82%
Connecticut	not provided									
Delaware	\$33	96%	\$50	96%	\$50	96%	\$68	96%	\$86	96%
Florida	\$763	94%	N/A	N/A	N/A	N/A	N/A	N/A	\$1,651	90%
Georgia	\$78	29%	\$155	29%	\$155	29%	\$232	29%	\$309	29%
Hawaii	\$302	60%	\$734	60%	\$936	60%	\$734	60%	\$936	60%
Illinois	\$2,543	100%	\$2,543	100%	\$2,543	100%	\$2,543	100%	\$2,543	100%
Indiana	\$620	87%	\$0	0%	\$0	0%	\$0	0%	\$1,763	87%
Iowa	\$743	93%	\$1,687	90%	\$1,687	90%	\$1,687	90%	\$1,687	90%
Kansas	\$627	90%	\$875	87%	\$875	87%	\$875	78%	\$875	68%
Kentucky	\$877	93%	\$1,132	87%	\$1,132	87%	\$1,527	79%	\$1,679	77%
Louisiana	\$616	75%	\$706	75%	\$706	75%	\$1,078	75%	\$1,125	75%
Maine	Varies	85–100%	Varies	60% of Dependent, plus employee share as above	Varies	60% of Dependent, plus employee share as above	Varies	60% of Dependent, plus employee share as above	Varies	60% of Dependent, plus employee share as above
Massachusetts	75 and 80%	20 and 25%	n/a	n/a	n/a	n/a	n/a	n/a	75 and 80%	20 and 25%
Michigan	\$470	80%	\$823	80%	\$823	80%	\$1,058	80%	\$1,411	80%
Minnesota	\$753	95%	\$2,332	88%	\$2,332	88%	\$2,332	88%	\$2,332	88%
Mississippi	\$437	90%	\$437	65%	\$437	50%	\$437	43%	\$437	34%
Missouri	\$417	82%	\$583	82%	\$749	82%	\$916	82%	\$1,267	82%
Montana	\$1,054	0%	\$1,054	0%	\$1,054	0%	\$1,054	0%	\$1,054	0%
Nebraska	\$658	79%	\$1,349	79%	\$1,349	79%	\$1,744	79%	\$2,337	79%
Nevada	\$620	93%	\$789	87%	\$789	87%	\$1,070	81%	\$1,238	79%
New Hampshire	\$800	95%	\$1,599	95%	\$2,567	95%	\$1,599	95%	\$2,567	95%
New Jersey	\$331	96%	\$616	93%	\$616	93%	\$662	94%	\$948	93%
North Carolina	\$675	74%	\$675	31%	\$675	31%	\$675	51%	\$675	52%
North Dakota	\$1,429	100%	\$0	0%	\$0	0%	\$0	0%	\$1,429	100%
Ohio	\$685	85%	\$1,881	85%	\$1,881	85%	\$1,881	84%	\$1,881	84%
Oklahoma	\$753	0%	\$982	0%	\$1,161	0%	\$1,366	0%	\$1,758	0%
Oregon	\$851	97%	\$1,447	97%	\$1,446	97%	\$1,702	97%	\$2,297	97%
Pennsylvania	\$1,278	87%	\$1,278	87%	\$1,278	87%	\$1,278	87%	\$1,278	87%
South Carolina	\$463	83%	\$757	84%	\$757	84%	\$965	79%	\$1,222	80%
South Dakota	\$626	100%	\$919	96%	\$919	96%	\$1,250	92%	\$1,562	93%
Tennessee	\$634	0%	\$951	0%	\$951	0%	\$1,427	0%	\$1,648	0%
Texas	\$623	100%	\$862	50%	\$862	50%	\$980	50%	\$1,220	50%
Utah	\$671	96%	\$1,205	96%	\$1,652	96%	\$1,205	96%	\$1,652	96%
Vermont	\$1,046	80%	\$2,091	80%	\$2,875	80%	\$2,091	80%	\$2,875	80%
Virginia	\$738	0%	\$1,320	0%	\$1,935	0%	\$1,320	0%	\$1,935	0%
Washington	\$653	11%	\$1,154	17%	\$1,154	17%	\$1,295	20%	\$1,797	25%
West Virginia	\$610	80%	\$768	80%	\$768	80%	\$1,245	80%	\$1,245	80%
Wisconsin	up to \$1017	88%	N/A	N/A	N/A	N/A	N/A	N/A	Up to \$2,507	88%
Wyoming	\$900	82%	\$1,369	82%	\$1,369	82%	\$1,796	82%	\$2,058	82%
Average	\$734	74%	\$957	62%	\$1,061	61%	\$1,099	61%	\$1,431	68%

Paid Time Off

The annual number of days of paid time off leave accrued by years of service, including all paid absence time except holidays (such as, include vacation, sick, and personal leave).

The number of paid holidays provided to employees.

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

Retirement Plans

State	Retirement Plan Type(s)	Defined Benefit Plan Contribution Rate (Employee Contribution)	Defined Contribution Plan Match (Employer Match)
Alabama	Defined Benefit	6.00%	No
Alaska	Both	7.50%	Yes
Arizona	Both	12.14%	Yes
Arkansas	Defined Benefit	7.00%	N/A
California	Defined Benefit	8.00%	Yes
Connecticut	Both	*Tiered	Yes
Delaware	Both	5.00%	No
Florida	Both	3.00%	Yes
Georgia	Both	1.25%	Yes
Hawaii	No Plan	0.00%	No
Illinois	Both	4.00%	Yes
Indiana	Both	0.00%	Yes
Iowa	Both	6.29%	Yes
Kansas	Both	6.00%	Yes
Kentucky	Both	5.00%	Yes
Louisiana	Both	8.00%	No
Maine	Both	7.65%	No
Massachusetts	Defined Benefit	7.00%	N/A
Michigan	Both	4.00%	Yes
Minnesota	Both	6.00%	Yes
Mississippi	Defined Benefit	9.00%	N/A
Missouri	Both	4.00%	Yes
Montana	Both	8.00%	Yes
Nebraska	Defined Contribution	N/A	Yes
Nevada	Both	17.50%	N/A
New Hampshire	Both	7.00%	Yes
New Jersey	Both	7.50%	No
North Carolina	Both	6.00%	No
North Dakota	Both	3.00%	Yes
Ohio	Both	10.00%	Yes
Oklahoma	Both	4.50%	Yes
Oregon	Defined Benefit	6.00%	Yes
Pennsylvania	Both	*varies	Yes
South Carolina	Both	9.00%	Yes
South Dakota	Both	6 - 8%	Yes
Tennessee	Both	5.00%	Yes
Texas	Both	9.50%	No
Utah	Both	0.00%	Yes
Vermont	Both	6.50%	No
Virginia	Both	5.00%	Yes
Washington	Both	6.36%	Yes
West Virginia	Both	4.50%	No
Wisconsin	Both	6.80%	No
Wyoming	Both	3.68%	Yes

Average

6.07%

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