

# 2008 AASHTO SALARY SURVEY

Welcome to the 2008 AASHTO Salary Survey.

This annual survey is administered by the American Association of State Highway and Transportation Officials (AASHTO) to collect wage and salary information from all state highway agencies. Your input will help AASHTO track salary changes and react quickly to downturns or benefit from new opportunities.

Please read through all the instructions and then enter the requested data.

1. Compare your job descriptions with the descriptions for the benchmark titles in the salary survey questionnaire and match as many classes as possible.

2. If you can match more than one of your classifications to a classification listed in the survey, only report the data for the class with the largest employee population unless these classes are paid at the same pay rate, in which case, entering multiple classes is acceptable; make sure to state both match titles. If you have no match, select "no" when asked if you have a position that matches the title/description.

3. Report annual salaries (whole dollar amounts), for permanent full-time employees only, effective July 1, 2008.

4. Omit incentive and longevity pay from the reported data.

5. All numerical data should be entered in whole dollar amounts without commas.

6. The geographic terms REGION, DISTRICT, & SECTION should typically be interpreted as a REGION being a subdivision of the State, a DISTRICT being a subdivision of the REGION, and a SECTION being a subdivision of the DISTRICT. (Note: Some states do not use REGIONS.)

7. The terms ENTRY LEVEL, INTERMEDIATE LEVEL, & 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 classification. Performs more routine aspects and may progress 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 classification 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 work performed.

**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 your organization allows work experience substitutions for educational requirements, it is acceptable to use the substitutions to match to these survey classes. **The most significant point is to have the work being performed in your state match the description of work provided in the survey classes.** If you have no match, select "no" when asked if you have a position that matches the title/description.

8. Please direct questions about the survey to:

Tate Jackson  
202-624-5814  
[tjackson@ashto.org](mailto:tjackson@ashto.org)

9. Please complete the survey by **September 15, 2008.**

**DEFINITIONS:** Below is the definition for each of the items to be entered in the survey for each position. Please use this information to help you correctly complete the survey.

**MATCH TITLE:** This is the corresponding classification title used from each state's system. If there is more than one title that matches the classification, enter them in the same field separated by a semi-colon (;).

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

**ANNUAL PAY RANGE DATA**

**MINIMUM and MAXIMUM:** These questions ask the lowest possible salary and highest possible salary respectively for the classification being entered. It does not matter if an incumbent is receiving the salary.

**ANNUAL ACTUAL SALARY DATA**

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

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

**ACTUAL AVERAGE:** The Actual Average is the sum of the salaries for all incumbents reported in the classification divided by that same number of incumbents.

**STATE:** The 2 alpha-letter abbreviation for each state.

**REGION:** This is the region number as assigned by AASHTO to each state. See the following chart for region key. PLEASE REMEMBER YOUR REGION NUMBER AS YOU WILL NEED TO INDICATE IT IN A FEW PAGES.

State	Abbreviation	*AASHTO Region
Alabama	AL	2
Alaska	AK	4
Arizona	AZ	4
Arkansas	AR	2
California	CA	4
Colorado	CO	4
Connecticut	CT	1
Delaware	DE	1
District of Columbia	DC	1
Florida	FL	2
Georgia	GA	2
Hawaii	HI	4
Idaho	ID	4
Illinois	IL	3
Indiana	IN	3
Iowa	IA	3
Kansas	KS	3
Kentucky	KY	2
Louisiana	LA	2
Maine	ME	1
Maryland	MD	1
Massachusetts	MA	1
Michigan	MI	3
Minnesota	MN	3
Mississippi	MS	2
Missouri	MO	3
Montana	MT	4
Nebraska	NE	4
Nevada	NV	4
New Hampshire	NH	1
New Jersey	NJ	1
New Mexico	NM	4
New York	NY	1
North Carolina	NC	2
North Dakota	ND	4
Ohio	OH	3
Oklahoma	OK	4
Oregon	OR	4
Pennsylvania	PA	1

Rhode Island	RI	1
South Carolina	SC	2
South Dakota	SD	4
Tennessee	TN	2
Texas	TX	4
Utah	UT	4
Vermont	VT	1
Virginia	VA	2
Washington	WA	4
West Virginia	WV	2
Wisconsin	WI	3
Wyoming	WY	4

\*AASHTO Regions:

Region 1 - NASHTO - Northeastern Association of State Highway Transportation Officials

Region 2 - SASHTO - Southeastern Association of State Highway Transportation Officials

Region 3 - MVC - Mississippi Valley Conference of State Highway Transportation Officials

Region 4 - WASHTO - Western Association of State Highway Transportation Officials

## Frequently Asked Questions (FAQs)

<b>Question:</b>	We have engineers who perform the same duties as outlined in the Supervisory Transportation Engineer series, however they do not have to be licensed professional engineers (PE). Should I report them in the survey?
<b>Answer:</b>	<i>If the duties of both classes match, report them where you believe they fit. The committee will then review the salary comparisons to make sure that the annual salary reported is in line with the rest of the data reported. Please be sure to include your match title in case there are any questions.</i>
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<b>Question:</b>	I have several classes that would match within one of the classes provided in the survey. For instance, one classification is the Human Resources Operations Manager and I have a Training Program Manager and a Labor Relations Program Manager that would both fit into that category, what should I report?
<b>Answer:</b>	<i>If both the Training Program Manager and the Labor Relations Program Manager are within the same pay range, report both. If they are not, report the one you feel best fits.</i>
.	
<b>Question:</b>	I have a class that seems to fit in several different places in the survey, should I report the positions more than once?
<b>Answer:</b>	<i>No. If you have reported a selected category of employees for one of the classes, do not report them again in another area of the survey. Positions should only be reported once in the entire survey.</i>
.	
<b>Question:</b>	Our state has a set pay plan with a hiring rate and a maximum rate. However, due to market issues, there is an adjusted hiring rate for some classifications.

	<b>Which rate do I report?</b>
<b>Answer:</b>	<i>If your state has an adjusted hiring rate that is different than the minimum of the class, please report this rate in the COMMENTS question, which falls after each job series and use the actual minimum for the data being entered.</i>
	.
<b>Question:</b>	<b>We have some generic job titles (planner, for example) that are used throughout the agency across functional areas. Should we only report/match that title once during the survey?</b>
<b>Answer:</b>	<i>If the generic title being used is a match for multiple classes described in the survey, you can and should match using that title more than once. However, be certain to not report the same position more than once. For example, you may have "planners" performing duties described in the Business Analyst classes and "planners" performing the transportation support work. Given such a scenario, please show "Planner - business" or "Planner - Multimodal" as the match titles. Again, please don't count the same incumbent in both areas.</i>
	.
<b>Question:</b>	<b>A) We have some job families with many levels, so it is difficult to discern which level to report. For instance, on survey Purchasing Agent Senior. These duties match to our Purchaser family of which there are several levels. I'd consider the levels IV and V both senior. Do I include information on both as match titles or just the absolute senior, level V?</b>
	<b>B) What if there are no incumbents in level V? Should I report just the salary range information on the level V, no incumbent data OR report the level IV as the match?</b>
<b>Answer:</b>	<i>In spite of the number of levels, generally you should report the absolute senior level only. For the scenario described in part B of the question, if no current incumbent is in level V, report the salary information for level V with zero (0) incumbents and no ANNUAL ACTUAL SALARY DATA. However, if there is no incumbent in level V because it is not actually a used class, then report level IV information.</i>
	.
<b>Question:</b>	<b>When a description says "typically requires XX years experience" (e.g., 8 years experience) and we have a similar class but with one or two fewer years required experience, can we still report it?</b>
<b>Answer:</b>	<i>When a description says "typically requires" (e.g. a certain number of years experience) and you have a similar class but with different minimum qualifications, still report the data if the level of work performed matches.</i>

## Department Data

1) Department Name:

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2) Contact Person's Name:

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3) Contact Person's Phone Number (XXX-XXX-XXXX):

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4) Contact Person's E-mail Address:

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5) Contact Person's Fax Number (XXX-XXX-XXXX):

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6) Web Site address for classification descriptions and pay plans:

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7) Total number of PERMANENT FULL-TIME (PFT) employees in your department:

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8) Total number of pay periods per year:

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
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- 49
- 50
- 51
- 52
- 53
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- 56
- 57
- 58
- 59
- 60
- More than 60

**9) Annual weighted average salary for all PFT employees (calculated by adding all annual wages paid to PFT employees and divided by the total number of PFT employees for your entire department):**

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**10) Collective Bargaining (choose one):**

- Yes
- No

**11) Date of most recent general salary increase to all PFT employees:**

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**12) Percent (%) of general salary increase to all PFT employees:**

- 1%
- 1.5%

- 2%
- 2.5%
- 3%
- 3.5%
- 4%
- 4.5%
- 5%
- 5.5%
- 6%
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- 7%
- 7.5%
- 8%
- 8.5%
- 9%
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- 13.5%
- 14%
- 14.5%
- 15%

**13) State:**

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- D.C.
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan



- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

**14) AASHTO Region Number:**

- Region 1 - NASHTO
- Region 2 - SASHTO
- Region 3 - MVC
- Region 4 - WASHTO

**Compare your job descriptions with the descriptions for the benchmark titles in the salary survey questionnaire and match as many classes as possible.**

**If you can match more than one of your classifications to a classification listed in the survey, only report the data for the class with the largest employee population unless these classes are paid at the same pay rate, in which case, entering multiple classes is acceptable; make sure to state both match titles. If you have no match, select "no" when asked if you have a position that matches the title/description. If you have reported positions once, do not repeat them in another area.**

**When a description says "typically requires" (e.g. a certain number of years experience) and you have a similar class but with different minimum qualifications, still report the data if the level of work performed matches.**

## ADMINISTRATIVE CLASSIFICATIONS

15) Do you have a position that matches the following title/description?

### Department of Transportation (DOT) Director

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

- Yes
- No

### 16) Department of Transportation (DOT) Director

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

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

17) Do you have a position that matches the following title/description?

### Major Division Director

Bachelor's Degree or equivalent experience. Typically requires 8 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 (e.g., Information Systems Direction, Human Resources Director, State Highway Transportation Engineer, Right-of-Way Director). Report them in only one place.

- Yes
- No

### 18) Major Division Director

Bachelor's Degree or equivalent experience. Typically requires 8 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 (e.g., Information Systems Direction, Human Resources Director, State Highway Transportation Engineer, Right-of-Way Director). Report them in only one place.

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

### 19) Do you have a position that matches the following title/description?

#### Governmental Relations Director

Bachelor's Degree or equivalent experience. Typically requires 6 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.**

- Yes
- No

## **20) Governmental Relations Director**

**Bachelor's Degree or equivalent experience. Typically requires 6 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.**

Job Title that Matches this Classification	_____
Title:	
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

## **21) Do you have a position that matches the following title/description?**

### **Public Information Director**

**Bachelor's Degree or equivalent experience. Typically requires 6 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.**

- Yes
- No

## **22) Public Information Director**

**Bachelor's Degree or equivalent experience. Typically requires 6 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.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

## **23) Do you have a position that matches the following title/description?**

### **Attorney Staff**

**Bachelor's Degree and graduation from law school plus 2 to 3 years of experience. Member of the state bar.**

**DOT legal counsel in such areas as eminent domain, environment and tort defense. Represents DOT in district and supreme courts, public forums, hearings, etc. to determine the agency's case or response. Interviews witnesses, 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.**

- Yes
- No

**24) Attorney Staff**

**Bachelor’s Degree and graduation from law school plus 2 to 3 years of experience. Member of the state bar.**

**DOT legal counsel in such areas as eminent domain, environment and tort defense. Represents DOT in district and supreme courts, public forums, hearings, etc. to determine the agency’s case or response. Interviews witnesses, 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.**

Job Title that Matches this Classification \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Number of Incumbents (permanent full-time) \_\_\_\_\_  
 in this Classification:  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
 Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
 Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**25) Is the Attorney Staff an employee of your DOT or of the state Attorney General's staff?**

- State DOT Incumbent
- State Attorney General's Staff
- Other (please specify)

If you selected other, please specify

\_\_\_\_\_

**26) Do you have a position that matches the following title/description?**

**Chief Counsel**

**Bachelor’s Degree and graduation from law school plus 5 to 7 years of experience. Member of the state bar.**

**This is generally a single incumbent position. Performs high level professional and**

**administrative work directing the legal activities for the DOT. Interprets laws and regulations, gives legal advice, prepares and reviews bills for legislative consideration. Manages a staff of attorneys.**

- Yes
- No

**27) Chief Counsel**

**Bachelor's Degree and graduation from law school plus 5 to 7 years of experience. Member of the state bar.**

**This is generally a single incumbent position. Performs high level professional and administrative work directing the legal activities for the DOT. Interprets laws and regulations, gives legal advice, prepares and reviews bills for legislative consideration. Manages a staff of attorneys.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time):	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

**28) Is the Chief Counsel an employee of your DOT or of the stat Attorney General's staff?**

- State DOT Incumbent
- State Attorney General's Staff
- Other (please specify)

If you selected other, please specify

\_\_\_\_\_

**29) Do you have a position that matches the following title/description?**

**Auditor Senior**

**Bachelor's Degree in accounting, auditing or related field or equivalent experience. Typically requires 2 to 4 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.**

**Note: This class is senior level.**

- Yes
- No

### **30) Auditor Senior**

**Bachelor's Degree in accounting, auditing or related field or equivalent experience. Typically requires 2 to 4 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.**

**Note: This class is senior level.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

### **31) Do you have a position that matches the following title/description?**

#### **Accountant Senior**

**Bachelor's Degree in accounting, auditing, or related field or equivalent experience. Typically requires 2 to 4 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.**



**Note: This class is senior level.**

- Yes
- No

### **32) Accountant Senior**

**Bachelor's Degree in accounting, auditing, or related field or equivalent experience. Typically requires 2 to 4 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.**

**Note: This class is senior level.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

**33) Do you have a position that matches the following title/description?**

### **Financial Operations Director**

**Bachelor's Degree or equivalent experience. Typically requires 7 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.**

- Yes
- No

### 34) Financial Operations Director

**Bachelor's Degree or equivalent experience. Typically requires 7 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

### 35) Do you have a position that matches the following title/description?

#### Information Help Desk Worker

**Typically requires 1 year of post-high school training in computer field or 2 years of experience in computer related work.**

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

**Note: This class is entry level.**

- Yes
- No

### 36) Information Help Desk Worker

**Typically requires 1 year of post-high school training in computer field or 2 years of experience in computer related work.**

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

**Note: This class is entry level.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**37) Do you have a position that matches the following title/description?**

### **Information Specialist Entry**

**Typically requires 1 year of post-high school training in computer field or 2 years of experience in computer related work.**

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

**Note: This class is entry level.**

- Yes
- No

### **38) Information Specialist Entry**

**Typically requires 1 year of post-high school training in computer field or 2 years of experience in computer related work.**

**Works under direct supervision assisting higher level specialists. May function as a programmer or analyst. Work is frequently reviewed to assure proficiency in learning and developing computer codes in a small number of program languages such as**

**COBAL, SAS, PL12, etc. or for PC/LAN server hardware/software configurations. Most of these positions work in the area of business application processes or in PC/LAN support.**

**Note: This class is entry level.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**39) Do you have a position that matches the following title/description?**

### **Information Specialist Intermediate**

**Bachelor's Degree or equivalent experience. Typically requires 1 to 2 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.**

- Yes
- No

### **40) Information Specialist Intermediate**

**Bachelor's Degree or equivalent experience. Typically requires 1 to 2 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.**

Job Title that Matches this Classification \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Number of Incumbents (permanent full-time) \_\_\_\_\_  
 in this Classification: \_\_\_\_\_  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
 Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
 Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**41) Do you have a position that matches the following title/description?**

**Information Specialist Senior**

**Bachelor’s Degree or equivalent experience. Typically requires 3 or more years of experience in computer related work.**

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

- Yes
- No

**42) Information Specialist Senior**

**Bachelor’s Degree or equivalent experience. Typically requires 3 or more years of experience in computer related work.**

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

Job Title that Matches this Classification \_\_\_\_\_  
 Title: \_\_\_\_\_

Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**43) Do you have a position that matches the following title/description?**

**Information Systems Director**

**Bachelor’s Degree or equivalent experience. Typically requires 8 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 communication systems activities including fiscal management, engineering and research applications. Classification is supervisory.**

- Yes
- No

**44) Information Systems Director**

**Bachelor’s Degree or equivalent experience. Typically requires 8 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 communication systems activities including fiscal management, engineering and research applications. Classification is supervisory.**

Job Title that Matches this Classification \_\_\_\_\_  
Title:  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for

all incumbents reported divided by that same number of incumbents):  
Highest Salary Paid to a Current Incumbent \$ \_\_\_\_\_  
in this Classification:

**45) Do you have a position that matches the following title/description?**

**Electronics Technician Senior**

**Typically requires at least a 2-year degree or equivalent experience plus 2 additional years of work experience.**

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

- Yes
- No

**46) Electronics Technician Senior**

**Typically requires at least a 2-year degree or equivalent experience plus 2 additional years of work experience.**

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

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**47) Do you have a position that matches the following title/description?**

## Human Resources Specialist Senior

**Bachelor's Degree or equivalent experience. Typically requires 3 to 4 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.**

- Yes
- No

## 48) Human Resources Specialist Senior

**Bachelor's Degree or equivalent experience. Typically requires 3 to 4 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**49) Do you have a position that matches the following title/description?**

## Human Resources Operations Manager



**Bachelor's Degree or equivalent experience. Typically requires 5 to 6 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.**

- Yes
- No

### **50) Human Resources Operations Manager**

**Bachelor's Degree or equivalent experience. Typically requires 5 to 6 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.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

### **51) Do you have a position that matches the following title/description?**

#### **Human Resources Director**

**Bachelor's Degree or equivalent experience. Typically requires 7 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.**

- Yes
- No

## **52) Human Resources Director**

**Bachelor's Degree or equivalent experience. Typically requires 7 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this \_\_\_\_\_  
Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this \_\_\_\_\_  
Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent \_\_\_\_\_  
in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent \_\_\_\_\_  
in this Classification (sum of the salaries for \_\_\_\_\_  
all incumbents reported divided by that same \_\_\_\_\_  
number of incumbents): \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent \_\_\_\_\_  
in this Classification: \$ \_\_\_\_\_

**53) Do you have a position that matches the following title/description?**

## **Internal Civil Rights Specialist**

**Bachelor's Degree or equivalent experience. Typically requires 5 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.**

- Yes
- No

## **54) Internal Civil Rights Specialist**

**Bachelor's Degree or equivalent experience. Typically requires 5 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**55) Do you have a position that matches the following title/description?**

**External Civil Rights Administrator**

**Bachelor's Degree or equivalent experience. Typically requires 5 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.**

- Yes
- No

**56) External Civil Rights Administrator**

**Bachelor's Degree or equivalent experience. Typically requires 5 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.**

Job Title that Matches this Classification \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Number of Incumbents (permanent full-time) \_\_\_\_\_  
 in this Classification:  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
 Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
 Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**57) Do you have a position that matches the following title/description?**

**Purchasing Agent Senior**

**Bachelor’s Degree or equivalent experience. Typically requires 4 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.**

- Yes
- No

**58) Purchasing Agent Senior**

**Bachelor’s Degree or equivalent experience. Typically requires 4 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.**

Job Title that Matches this Classification \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Number of Incumbents (permanent full-time) \_\_\_\_\_  
 in this Classification:  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

Average Salary Paid to a Current Incumbent \$ \_\_\_\_\_  
in this Classification (sum of the salaries for  
all incumbents reported divided by that same  
number of incumbents):  
Highest Salary Paid to a Current Incumbent \$ \_\_\_\_\_  
in this Classification:

**59) Do you have a position that matches the following title/description?**

### **Purchasing Manager**

**Bachelor's Degree or equivalent experience. Typically requires 6 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.**

**Note: This class is manager level.**

- Yes
- No

### **60) Purchasing Manager**

**Bachelor's Degree or equivalent experience. Typically requires 6 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.**

**Note: This class is manager level.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

61) Do you have a position that matches the following title/description?

**Fleet Manager**

**Bachelor's Degree or equivalent experience. Typically requires 3 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.**

**Note: This class is manager level.**

- Yes
- No

62) **Fleet Manager**

**Bachelor's Degree or equivalent experience. Typically requires 3 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.**

**Note: This class is manager level.**

Job Title that Matches this Classification	_____
Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

63) Do you have a position that matches the following title/description?

## Bicycle and Pedestrian Coordinator

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

- Yes
- No

## 64) Bicycle and Pedestrian Coordinator

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

**65) Do you have a position that matches the following title/description?**

## Transportation Support Officer

**Bachelor's Degree, generally in a planning discipline or equivalent experience. Typically requires 2 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.**

- Yes
- No

**66) Transportation Support Officer**

**Bachelor’s Degree, generally in a planning discipline or equivalent experience. Typically requires 2 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.**

Job Title that Matches this Classification	_____
Title:	
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

**67) Do you have a position that matches the following title/description?**

**Modal Operations Coordinator**

**Bachelor’s Degree or equivalent experience. Typically requires 4 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.**

- Yes
- No

**68) Modal Operations Coordinator**



**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**69) Do you have a position that matches the following title/description?**

### **Modal Operations Manager**

**Bachelor's Degree or equivalent experience. Typically requires 6 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.**

- Yes
- No

### **70) Modal Operations Manager**

**Bachelor's Degree or equivalent experience. Typically requires 6 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**71) COMMENTS: Please insert any comments you have regarding the Administrative Classification positions here (e.g., you have an adjusted hiring rate that is greater than the minimum or the class). Please reference the Classification title (e.g., Internal Civil Rights Specialist) prior to corresponding comment.**

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## **TRANSPORTATION ENGINEER CLASSIFICATIONS**

**72) Do you have a position that matches the following title/description?**

### **Transportation Engineer-in-Training**

**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.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

- Yes
- No

### 73) Transportation Engineer-in-Training

**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.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

### 74) Do you have a position that matches the following title/description?

#### **Transportation Engineer-in-Training Intermediate**

**Bachelor's Degree in Engineering. Typically has 1 to 2 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.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

- Yes
- No

### 75) Transportation Engineer-in-Training Intermediate

**Bachelor's Degree in Engineering. Typically has 1 to 2 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.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**76) Do you have a position that matches the following title/description?**

### **Transportation Engineer-in-Training Senior**

**Bachelor's Degree in Engineering. Typically has 3 to 4 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.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

- Yes
- No

### **77) Transportation Engineer-in-Training Senior**

**Bachelor's Degree in Engineering. Typically has 3 to 4 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.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

Job Title that Matches this Classification \_\_\_\_\_  
 Title:  
 Number of Incumbents (permanent full-time) \_\_\_\_\_  
 in this Classification:  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
 Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
 Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**78) Do you have a position that matches the following title/description?**

**Professional Transportation Engineer**

**Bachelor’s Degree in Engineering.**

**Typically a first level licensed Professional Engineer that has a minimum of 4 years (non-licensed) engineering experience in one of the following engineering disciplines: bridge design, highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials or transportation planning.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

- Yes
- No

**79) Professional Transportation Engineer**

**Bachelor’s Degree in Engineering.**

**Typically a first level licensed Professional Engineer that has a minimum of 4 years (non-licensed) engineering experience in one of the following engineering disciplines: bridge design, highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials or transportation planning.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

Job Title that Matches this Classification \_\_\_\_\_  
 Title:

Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**80) Do you have a position that matches the following title/description?**

**Professional Transportation Engineer Intermediate**

**Bachelor’s Degree in Engineering.**

**Typically a licensed Professional Engineer with a minimum of 1 to 2 years experience as a licensed engineer in one or more of the following engineering disciplines: bridge design, highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials or transportation planning.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

- Yes
- No

**81) Professional Transportation Engineer Intermediate**

**Bachelor's Degree in Engineering.**

**Typically a licensed Professional Engineer with a minimum of 1 to 2 years experience as a licensed engineer in one or more of the following engineering disciplines: bridge design, highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials or transportation planning.**

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

Job Title that Matches this Classification \_\_\_\_\_  
Title:  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_

Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**82) Do you have a position that matches the following title/description?**

**Professional Transportation Engineer Senior**

Typically a licensed Professional Engineer with a minimum of 3 to 4 years experience as a licensed engineer in one or more of the following engineering disciplines: bridge design, highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials or transportation planning.

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

- Yes
- No

**83) Professional Transportation Engineer Senior**

Typically a licensed Professional Engineer with a minimum of 3 to 4 years experience as a licensed engineer in one or more of the following engineering disciplines: bridge design, highway construction, highway maintenance, traffic engineering, chemical engineering, highway design, highway materials or transportation planning.

**Note: This is a generic engineering non-supervisory classification which may be used in any engineering discipline (e.g., research engineering or bridge design).**

Job Title that Matches this Classification Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for

all incumbents reported divided by that same number of incumbents):  
Highest Salary Paid to a Current Incumbent \$ \_\_\_\_\_  
in this Classification:

**84) Do you have a position that matches the following title/description?**

**Transportation Engineer Project Supervisor**

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.

Note: This is a generic engineering supervisory classification which may be used in any engineering discipline (e.g., field bridge maintenance or central road design).

- Yes
- No

**85) Transportation Engineer Project Supervisor**

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.

Note: This is a generic engineering supervisory classification which may be used in any engineering discipline (e.g., field bridge maintenance or central road design).

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**86) Do you have a position that matches the following title/description?**

**Transportation Engineer Manager**

Typically a licensed Professional Engineer.



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

**Note:** This is a generic engineering supervisory classification which may be used in any engineering discipline (e.g., field bridge maintenance or central road design).

- Yes
- No

### 87) Transportation Engineer Manager

Typically a licensed Professional Engineer.

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

**Note:** This is a generic engineering supervisory classification which may be used in any engineering discipline (e.g., field bridge maintenance or central road design).

Job Title that Matches this Classification	_____
Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

88) Do you have a position that matches the following title/description?

**District/Division/Bureau Transportation Engineer**

Typically a licensed Professional Engineer.

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

Note: This is a generic engineering supervisory classification which may be used in any engineering discipline (e.g., field bridge maintenance or central road design).

- Yes
- No

### 89) District/Division/Bureau Transportation Engineer

Typically a licensed Professional Engineer.

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

Note: This is a generic engineering supervisory classification which may be used in any engineering discipline (e.g., field bridge maintenance or central road design).

Job Title that Matches this Classification	_____
Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

90) Do you have a position that matches the following title/description?

### State Highway Transportation Engineer

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.)**

**Note: This is a generic engineering supervisory classification which may be used in any engineering discipline (e.g., field bridge maintenance or central road design).**

- Yes
- No

### **91) State Highway Transportation Engineer**

**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.)**

**Note: This is a generic engineering supervisory classification which may be used in any engineering discipline (e.g., field bridge maintenance or central road design).**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**92) COMMENTS: Please insert any comments you have regarding the Transportation Engineer Classification positions here (e.g., you have an adjusted hiring rate that is greater than the minimum or the class). Please reference the Classification title (e.g., Transportation Engineer Project Supervisor) prior to corresponding comment.**

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## GENERAL CLASSIFICATIONS

93) Do you have a position that matches the following title/description?

### Construction Technician Intermediate

Typically requires 2 to 4 years of technical experience.

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

**Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.**

- Yes
- No

### 94) Construction Technician Intermediate

Typically requires 2 to 4 years of technical experience.

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

**Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.**

Job Title that Matches this Classification	_____
Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

95) Do you have a position that matches the following title/description?

**Construction Technician Senior**

Typically requires 4 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.

**Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.**

- Yes
- No

96) **Construction Technician Senior**

Typically requires 4 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.

**Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____

Average Salary Paid to a Current Incumbent \$ \_\_\_\_\_  
in this Classification (sum of the salaries for  
all incumbents reported divided by that same  
number of incumbents):  
Highest Salary Paid to a Current Incumbent \$ \_\_\_\_\_  
in this Classification:

**97) Do you have a position that matches the following title/description?**

### **Design Technician Intermediate**

Typically requires 2 to 4 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.

**Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.**

- Yes
- No

### **98) Design Technician Intermediate**

Typically requires 2 to 4 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.

**Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

99) Do you have a position that matches the following title/description?

**Design Technician Senior**

Typically requires 4 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.

Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.

- Yes
- No

**100) Design Technician Senior**

Typically requires 4 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.

Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.

Job Title that Matches this Classification	_____
Title:	_____
Number of Incumbents (permanent full-time)	_____
in this Classification:	
Minimum Possible Annual Pay for this	\$ _____
Classification:	
Maximum Possible Annual Pay for this	\$ _____
Classification:	
Lowest Salary Paid to a Current Incumbent	\$ _____
in this Classification:	
Average Salary Paid to a Current Incumbent	\$ _____
in this Classification (sum of the salaries for	
all incumbents reported divided by that same	
number of incumbents):	
Highest Salary Paid to a Current Incumbent	\$ _____
in this Classification:	

101) Do you have a position that matches the following title/description?

**Materials Technician Intermediate**

Typically requires 2 to 4 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.

Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.

- Yes
- No

102) **Materials Technician Intermediate**

Typically requires 2 to 4 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.

Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

103) Do you have a position that matches the following title/description?

**Materials Technician Senior**

Typically requires 4 or more years of technical experience.

Performs advanced level material testing work under limited supervision. Includes



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

**Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.**

- Yes
- No

#### **104) Materials Technician Senior**

Typically requires 4 or more years of technical experience.

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

**Note: If your department uses generic classes to perform these functions, do not report positions in this series. Use the Engineering Technician Series.**

Job Title that Matches this Classification	_____
Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

**105) Do you have a position that matches the following title/description?**

#### **Generic Engineering Technician Intermediate**

Typically requires 2 to 4 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.

**Note: Use this class series if your department uses generic classes to perform engineering support functions instead of individual classes as listed in the Construction Technician Intermediate/Senior, Design Technician Intermediate/Senior, and Materials Technician Intermediate/Senior Series.**

**Note: This class series is not intended to be used for workers that exclusively perform highway maintenance tasks. The Maintenance incumbents will be reported later in the survey.**

- Yes
- No

### 106) Generic Engineering Technician Intermediate

Typically requires 2 to 4 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.

**Note: Use this class series if your department uses generic classes to perform engineering support functions instead of individual classes as listed in the Construction Technician Intermediate/Senior, Design Technician Intermediate/Senior, and Materials Technician Intermediate/Senior Series.**

**Note: This class series is not intended to be used for workers that exclusively perform highway maintenance tasks. The Maintenance incumbents will be reported later in the survey.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

107) Do you have a position that matches the following title/description?

### **Generic Engineering Technician Senior**

Typically requires 4 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.

**Note: Use this class series if your department uses generic classes to perform engineering support functions instead of individual classes as listed in the Construction Technician Intermediate/Senior, Design Technician Intermediate/Senior, and Materials Technician Intermediate/Senior Series.**

**Note: This class series is not intended to be used for workers that exclusively perform highway maintenance tasks. The Maintenance incumbents will be reported later in the survey.**

- Yes
- No

### **108) Generic Engineering Technician Senior**

Typically requires 4 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.

**Note: Use this class series if your department uses generic classes to perform engineering support functions instead of individual classes as listed in the Construction Technician Intermediate/Senior, Design Technician Intermediate/Senior, and Materials Technician Intermediate/Senior Series.**

**Note: This class series is not intended to be used for workers that exclusively perform highway maintenance tasks. The Maintenance incumbents will be reported later in the survey.**

Job Title that Matches this Classification \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Number of Incumbents (permanent full-time) \_\_\_\_\_  
 in this Classification:  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
 Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
 Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**109) Do you have a position that matches the following title/description?**

**Technical Project Manager**

Typically requires 4 to 5 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.**

- Yes
- No

**110) Technical Project Manager**

Typically requires 4 to 5 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.**

Job Title that Matches this Classification \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Number of Incumbents (permanent full-time) \_\_\_\_\_  
 in this Classification:  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
 Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_

Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**111) Do you have a position that matches the following title/description?**

**Highway Safety Program Administator**

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

- Yes
- No

**112) Highway Safety Program Administator**

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**113) Do you have a position that matches the following title/description?**

**Geologist Senior**

**Bachelor's Degree generally in geology, physical geography or a closely related**

**geological science, plus typically requires 4 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.**

- Yes
- No

#### **114) Geologist Senior**

**Bachelor's Degree generally in geology, physical geography or a closely related geological science, plus typically requires 4 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.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

**115) Do you have a position that matches the following title/description?**

#### **Chemist Senior**

**Bachelor's Degree generally in chemistry, biochemistry or a closely related chemical science, plus typically requires 4 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.**

- Yes
- No

#### **116) Chemist Senior**

**Bachelor's Degree generally in chemistry, biochemistry or a closely related chemical science, plus typically requires 4 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**117) Do you have a position that matches the following title/description?**

### **Landscape Designer Senior**

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

- Yes
- No

### **118) Landscape Designer Senior**

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_

Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**119) Do you have a position that matches the following title/description?**

**Environmental Analyst Senior**

**Bachelor’s Degree generally in a natural science or related field or equivalent experience. Typically requires 4 or more years of experience.**

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

- Yes
- No

**120) Environmental Analyst Senior**

**Bachelor’s Degree generally in a natural science or related field or equivalent experience. Typically requires 4 or more years of experience.**

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

Job Title that Matches this Classification \_\_\_\_\_  
Title:  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for



all incumbents reported divided by that same number of incumbents):

Highest Salary Paid to a Current Incumbent \$ \_\_\_\_\_  
in this Classification:

**121) Do you have a position that matches the following title/description?**

### **Environmental Manager**

**Bachelor's Degree generally in a natural science or related field or equivalent experience. Typically requires 5 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.**

- Yes
- No

**122) Environmental Manager**

**Bachelor's Degree generally in a natural science or related field or equivalent experience. Typically requires 5 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**123) Do you have a position that matches the following title/description?**

### **Archaeologist Senior**

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

- Yes
- No

### 124) Archaeologist Senior

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

Job Title that Matches this Classification	_____
Title:	
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

**125) Do you have a position that matches the following title/description?**

### Cultural Resources Manager

**Bachelor's Degree generally in a natural science or related field or equivalent experience. Typically requires 5 or more years of experience.**

**Plans, directs and administers a regional/statewide cultural resource program involving archaeology, architectural history and historic engineering. Establishes project-level techniques and procedures used in the collection and analysis of cultural resource data to identify and assess the significance of resources; determines the effects of transportation projects on significant resources; and develops and implements appropriate treatments of affected resources in project design and**

**construction. Applies advanced cultural resource management principles and techniques in 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.**

- Yes
- No

### **126) Cultural Resources Manager**

**Bachelor's Degree generally in a natural science or related field or equivalent experience. Typically requires 5 or more years of experience.**

**Plans, directs and administers a regional/statewide cultural resource program involving archaeology, architectural history and historic engineering. Establishes project-level techniques and procedures used in the collection and analysis of cultural resource data to identify and assess the significance of resources; determines the effects of transportation projects on significant resources; and develops and implements appropriate treatments of affected resources in project design and construction. Applies advanced cultural resource management principles and techniques in 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.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

### **127) Do you have a position that matches the following title/description?**

#### **Transportation Planner Senior**

**Bachelor's Degree generally in a planning discipline such as urban or regional planning or economics planning or equivalent experience. Typically requires 4 or more years of experience.**

**Provides multi-modal planning direction and assistance to regional and metropolitan planning organizations as they develop long-range transportation plans, improvement programs and/or systems management. Ensures compliance with State**

or Federal standards. Coordinates the work of a planning office with other work units in the organization. Classification is not supervisory but may serve as lead worker.

- Yes
- No

**128) Transportation Planner Senior**

Bachelor’s Degree generally in a planning discipline such as urban or regional planning or economics planning or equivalent experience. Typically requires 4 or more years of experience.

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

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**129) Do you have a position that matches the following title/description?**

**Land Surveyor Senior**

Professional Land Surveyor License plus typically requires 2 to 5 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.

- Yes
- No

**130) Land Surveyor Senior**

**Professional Land Surveyor License plus typically requires 2 to 5 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**131) Do you have a position that matches the following title/description?**

**Right-of-Way Agent Senior**

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

**Note: This class is senior level.**

- Yes
- No

**132) Right-of-Way Agent Senior**

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

**Note: This class is senior level.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**133) Do you have a position that matches the following title/description?**

**Right-of-Way Appraiser Senior**

**Bachelor's Degree or equivalent experience. Typically requires 4 or more years of experience. May require licensure.**

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

**Note: This class is senior level.**

- Yes
- No

**134) Right-of-Way Appraiser Senior**

**Bachelor's Degree or equivalent experience. Typically requires 4 or more years of experience. May require licensure.**

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

**Note: This class is senior level.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_

in this Classification:  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
 Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
 Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**135) Do you have a position that matches the following title/description?**

**Right-of-Way Director**

**Bachelor’s Degree or equivalent experience. Typically requires a minimum of 7 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.**

- Yes
- No

**136) Right-of-Way Director**

**Bachelor’s Degree or equivalent experience. Typically requires a minimum of 7 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.**

Job Title that Matches this Classification \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Number of Incumbents (permanent full-time) in this Classification: \_\_\_\_\_  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
 Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
 Highest Salary Paid to a Current Incumbent \$ \_\_\_\_\_

in this Classification:

**137) Do you have a position that matches the following title/description?**

**Outdoor Advertising Manager**

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

- Yes
- No

**138) Outdoor Advertising Manager**

**Bachelor's Degree or equivalent experience. Typically requires 4 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.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

**139) COMMENTS: Please insert any comments you have regarding the General Classification positions here (e.g., you have an adjusted hiring rate that is greater than the minimum or the class). Please reference the Classification title (e.g., Right-of-Way Appraiser Senior) prior to corresponding comment.**



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## MAINTENANCE CLASSIFICATIONS

140) Do you have a position that matches the following title/description?

### Highway Maintenance Worker Entry

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

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

- Yes
- No

### 141) Highway Maintenance Worker Entry

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

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

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_

Highest Salary Paid to a Current Incumbent \$ \_\_\_\_\_  
in this Classification:

**142) Do you have a position that matches the following title/description?**

### **Highway Maintenance Worker Intermediate**

**Typically requires graduation from high school or G.E.D. or equivalent experience, plus 1 to 2 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.**

- Yes
- No

**143) Highway Maintenance Worker Intermediate**

**Typically requires graduation from high school or G.E.D. or equivalent experience, plus 1 to 2 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**144) Do you have a position that matches the following title/description?**

### **Highway Maintenance Worker Senior**

Typically requires graduation from high school or G.E.D. or equivalent experience, plus 4 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.

- Yes
- No

### 145) Highway Maintenance Worker Senior

Typically requires graduation from high school or G.E.D. or equivalent experience, plus 4 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.

Job Title that Matches this Classification	_____
Title:	
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

146) Do you have a position that matches the following title/description?

### Highway Maintenance Supervisor

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

**Top level supervisor of maintenance functions that supervises multiple locations within an assigned area of operations. Supervises crews engaged in highway and bridge maintenance, repairs and reconstruction. Often assisted by Highway Maintenance Worker Senior.**

- Yes
- No

**147) Highway Maintenance Supervisor**

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

**Top level supervisor of maintenance functions that supervises multiple locations within an assigned area of operations. Supervises crews engaged in highway and bridge maintenance, repairs and reconstruction. Often assisted by Highway Maintenance Worker Senior.**

Job Title that Matches this Classification Title:	_____
Number of Incumbents (permanent full-time) in this Classification:	_____
Minimum Possible Annual Pay for this Classification:	\$ _____
Maximum Possible Annual Pay for this Classification:	\$ _____
Lowest Salary Paid to a Current Incumbent in this Classification:	\$ _____
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents):	\$ _____
Highest Salary Paid to a Current Incumbent in this Classification:	\$ _____

**148) Do you have a position that matches the following title/description?**

**Equipment Mechanic Intermediate**

**Typically requires graduation from high school or G.E.D. plus experience or education equal to 1 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.**

- Yes

No

**149) Equipment Mechanic Intermediate**

Typically requires graduation from high school or G.E.D. plus experience or education equal to 1 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.

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this \_\_\_\_\_  
Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this \_\_\_\_\_  
Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent \_\_\_\_\_  
in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent \_\_\_\_\_  
in this Classification (sum of the salaries for \_\_\_\_\_  
all incumbents reported divided by that same \_\_\_\_\_  
number of incumbents): \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent \_\_\_\_\_  
in this Classification: \$ \_\_\_\_\_

**150) Do you have a position that matches the following title/description?**

**Equipment Mechanic Senior**

Typically requires graduation from high school or G.E.D. plus experience or education equal to 3 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.

Yes  
 No

**151) Equipment Mechanic Senior**

Typically requires graduation from high school or G.E.D. plus experience or education equal to 3 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification: \_\_\_\_\_  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**152) Do you have a position that matches the following title/description?**

**Equipment Mechanic Supervisor**

**Typically requires graduation from high school or G.E.D. plus experience equal to 5 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, mechanical equipment and related equipment fabrication and modification work.**

- Yes
- No

**153) Equipment Mechanic Supervisor**

**Typically requires graduation from high school or G.E.D. plus experience equal to 5 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, mechanical equipment and related equipment fabrication and modification work.**

Job Title that Matches this Classification \_\_\_\_\_  
Title: \_\_\_\_\_  
Number of Incumbents (permanent full-time) \_\_\_\_\_

in this Classification:  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
 Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
 Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**154) COMMENTS:** Please insert any comments you have regarding the Maintenance Classification positions here (e.g., you have an adjusted hiring rate that is greater than the minimum or the class). Please reference the Classification title (e.g., Equipment Mechanic Supervisor) prior to corresponding comment.

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## OTHER CLASSIFICATIONS

155) Do you have a position that matches the following title/description?

### Movable Bridge Operator Intermediate

Typically requires 2 to 4 years of experience in the operation and/or maintenance of mechanical equipment.

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

- Yes
- No

### 156) Movable Bridge Operator Intermediate

Typically requires 2 to 4 years of experience in the operation and/or maintenance of mechanical equipment.

Under moderate supervision, performs a variety of duties related to the operation of

**bridge controls to open and close draw bridges (swing bridge) to highway and water traffic. Work involves light preventive maintenance of bridge machinery and auxiliary equipment. Monitors and operates radios to communicate with water traffic and maintains information on all vessels on waterways.**

Job Title that Matches this Classification \_\_\_\_\_  
Title:  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:  
Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_  
Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_  
Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**157) Do you have a position that matches the following title/description?**

**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.**

- Yes
- No

**158) 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.**

Job Title that Matches this Classification \_\_\_\_\_  
Title:  
Number of Incumbents (permanent full-time) \_\_\_\_\_  
in this Classification:



Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_

Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_

Lowest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

Average Salary Paid to a Current Incumbent in this Classification (sum of the salaries for all incumbents reported divided by that same number of incumbents): \$ \_\_\_\_\_

Highest Salary Paid to a Current Incumbent in this Classification: \$ \_\_\_\_\_

**159) Is the Weight Enforcement Officer authorized as a peace officer (which may require incumbents to successfully complete law enforcement training and pass periodic physical and weapons tests)?**

- Yes
- No

**160) Do you have a position that matches the following title/description?**

**Motor Carrier Agent Senior**

Typically requires graduation from high school or G.E.D. plus 4 years of experience in motor carrier registration and permit related responsibilities.

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

- Yes
- No

**161) Motor Carrier Agent Senior**

Typically requires graduation from high school or G.E.D. plus 4 years of experience in motor carrier registration and permit related responsibilities.

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

Job Title that Matches this Classification \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Number of Incumbents (permanent full-time) in this Classification: \_\_\_\_\_  
 Minimum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Maximum Possible Annual Pay for this Classification: \$ \_\_\_\_\_  
 Lowest Salary Paid to a Current Incumbent \$ \_\_\_\_\_

in this Classification:

Average Salary Paid to a Current Incumbent \$ \_\_\_\_\_

in this Classification (sum of the salaries for  
all incumbents reported divided by that same  
number of incumbents):

Highest Salary Paid to a Current Incumbent \$ \_\_\_\_\_

in this Classification:

**162) COMMENTS: Please insert any comments you have regarding the General Classification positions here (e.g., you have an adjusted hiring rate that is greater than the minimum or the class). Please reference the Classification title (e.g., Weight Enforcement Officer) prior to corresponding comment.**

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**Thank you very much for providing us with your valuable input. Your participation in this survey will help AASHTO track salary changes in all state highway agencies and react quickly to downturns or benefit from new opportunities.**

**You may print this page as a record of survey completion.**

**Please click "SUBMIT SURVEY" to submit your responses. After submitting your secured responses, you will be directed to the AASHTO Web site. This Web site is not secure, and so you may be presented with a prompt letting you know you are about to enter an unsecured site.**