

ERRATA for the 2020 AASHTO Salary Survey

September 2021

Dear Customer:

AASHTO has issued an erratum, which includes technical revisions, for the 2020 AASHTO Salary Survey (SS-20-OL). Attached, please find the replacement pages xi through xiii, including updates to some state information.

Please feel free to download this listing from the AASHTO online Store at:
<http://downloads.transportation.org/SS-20-Errata.pdf>

AASHTO staff sincerely apologizes for any inconvenience.

2020 AASHTO SALARY SURVEY GENERAL STATE INFORMATION
--

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

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

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

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

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

AASHTO SALARY SURVEY STATE CONTACTS

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