2021 AASHTO SALARY SURVEY

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

Tim Walz, Governor of Minnesota
Nancy Daubenberger, Commissioner, Minnesota Department of Transportation
Karin van Dyck, HR Director, Human Resources
Trent Weber, HR Deputy Director/ HR Projects Manager

American Association of State Highway and Transportation Officials
555 12th Street, NW, Suite 1000
Washington, DC 20004

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PREFACE

The 2021 AASHTO Salary Survey has been prepared to provide job classifications and salary information on positions currently used by the transportation industry.

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

This document contains 89 matched titles divided into 5 broad job categories. The categories are: administrative, engineering, general, maintenance, and other. For each title, a brief description, number of incumbents, salary range, and actual salary are included. A benefits section is also included, with information on medical insurance, paid time off, and retirement plans. States were instructed to submit data effective July 1, 2021.

Websites for job class specifications, salary information, and a DOT contact list are provided to obtain additional information not part of this survey.

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GUIDELINES FOR THE 2021 *AASHTO SALARY SURVEY*

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

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

1. Each state compared its job descriptions with the descriptions for the benchmark titles in the salary survey questionnaire and matched as many of the classes as possible.

2. A state could match multiple classifications to a single survey title as long as the state's titles were assigned to the same salary grade (i.e., had the same market rate). If they were not, the single best match was selected. If titles in differing salary grades were all equally accurate matches, the title with the largest employee population was used. If a state had no match, N/A was entered under the heading MATCH TITLE. Positions were not allowed to be reported under more than one classification.

3. Annual salaries (whole dollar amounts), were reported for permanent full-time employees only, effective July 1, 2021.

4. Incentive and longevity pay were omitted from the reported data.

5. The geographic terms *REGION, DISTRICT, and SECTION* should be interpreted where a *REGION* is a subdivision of the state, DISTRICT is a subdivision of the REGION, and SECTION is a subdivision of the DISTRICT. Some states do not use REGIONS.

6. The terms *ENTRY LEVEL, INTERMEDIATE LEVEL, and SENIOR LEVEL* typically have the following meanings throughout the survey:

ENTRY LEVEL:	Little or no experience, works under direct supervision. Applies fundamental principles and concepts of position. Performs more routine aspects and progresses to more varied and complex activities with development of additional knowledge and experience.
INTERMEDIATE LEVEL:	Performs duties under moderate supervision. Continuing development level. Performs more varied and difficult aspects of position compared to entry level. At this level, the employee would have less latitude than at the Senior Level in terms of decision-making and un-reviewed actions. However, this level requires considerable know-how of the subject matter, principles, and concepts of the position.
SENIOR LEVEL:	Performs full scope of advanced duties under limited supervision. Has independent decision-making authority, may have lead-worker responsibilities. Competent in subject matter, principles, knowledge, and concepts; generally considered a specialist in area of assignment.

NOTE: If an organization allowed work experience substitutions for educational requirements, it was acceptable to use the substitutions to match to the survey classes. The most significant point was to have the work being performed match the description of work provided in the survey classes.

Note to PDF Reader: In cells where you see **"See Comments or See Notes,"** you will only be able to view those comments or notes on the Excel spreadsheet, not on the PDF. The Excel spreadsheet is also provided as a free download under the code SS-21-OL on the AASHTO online Store (store.transportation.org)

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DEFINITIONS AND CALCULATIONS

Below is an example of a completed data set as it appears in the results survey, including the definition and/or calculation for each item.

			ANNUAL PAY RANGE DATA			ANNUAL ACTUAL SALARY DATA						
Match Title	# Inc.	# Inc. Calc.	Minimum	Midpoint (CALCULATED)	Maximum	Actual Low	Actual Average	Act. Avg * # Inc. Calc.	Actual High	State	% (CALCULATED)	Region
State 1—title for classification	12	12	50,648	60,289	69,930	50,648	65,943	791,316	69,930	AA	124%	1
State 2— title for classification	14	14	48,636	59,880	71,124	48,636	64,274	899,836	71,124	BB	121%	2
State 3—title for classification	20	20	47,857	57,932	68,006	47,857	62,920	1,258,400	68,006	CC	118%	3
State 4—title for classification	4	4	43,932	53,418	62,904	43,932	61,080	244,320	62,904	DD	115%	4
State 5—title for classification	10	0	42,288	51,210	60,132	42,288			60,132	EE		1
# Incumbents & Averages:	60	50	46,672	56,546	66,419	46,672	63,554	3,193,872	66,419			
Group Weighted Average:		HIDE					53,231	HIDE				
Median:		COLM					63,597	COLUMN				

PLEASE NOTE: ALL HIGHLIGHTED FIELDS (NOT GRAY) ARE CALCULATED WITHIN THE SPREADSHEET

MATCH TITLE: The corresponding classification title used from each state's system. *Provided by each state.*

 # INC. (NUMBER OF INCUMBENTS): The total number of filled permanent full-time positions in each state for the classification being entered. *Provided by each state.*

 # INC. (NUMBER OF INCUMBENTS CALCULATED): The total number of filled, permanent, full-time positions for which there is actual average salary data in each state for the classification being entered.

ANNUAL PAY RANGE DATA:

MINIMUM and MAXIMUM: The lowest and highest possible salaries, respectively, for the classification being entered, regardless of whether an incumbent is receiving the salary. *Provided by each state* .

MIDPOINT: The sum of the Minimum and Maximum salaries, divided by 2. *CALCULATED AUTOMATICALLY AS IT IS ENTERED* .

ANNUAL ACTUAL SALARY DATA:

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

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

ACTUAL AVERAGE: The sum of the salaries for all incumbents reported in the classification divided by that same number of incumbents. *Provided by each state.*

STATE: The two alpha-letter abbreviations for each state. See the following chart for each state's abbreviation.

% (PERCENT): Compares an individual state's Actual Average salary (submitted by each state—see Actual Average definition) to the Group Weighted Average (Mean) salary (computed for all respondents). The following equation is used: individual state's Actual Average salary divided by the Group Weighted Average (Mean). *CALCULATED AUTOMATICALLY.*

REGION: The AASHTO region number assigned to each state. See the following chart for the region key.

 # INCUMBENTS and AVERAGES (MEANS): Lists the sum of the number of incumbents reported by all respondents followed by the sum of the number of incumbents for states which reported actual salary averages (hidden column). The remaining columns contain the averages (means) for the pay range and actual pay data. *CALCULATED AUTOMATICALLY.*

GROUP WEIGHTED AVERAGE (MEAN): Calculated by taking each state's number of incumbents multiplied by that state's reported Actual Average, adding all the states' totals together, then dividing by the total number of incumbents with Actual Average salary data. *CALCULATED AUTOMATICALLY.*

MEDIAN: The middle value of all reported Actual Average values for a classification. If 5 Actual Average values are reported, the 3rd one in order (i.e., 2 above and 2 below it) is the median. *CALCULATED AUTOMATICALLY.*

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

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