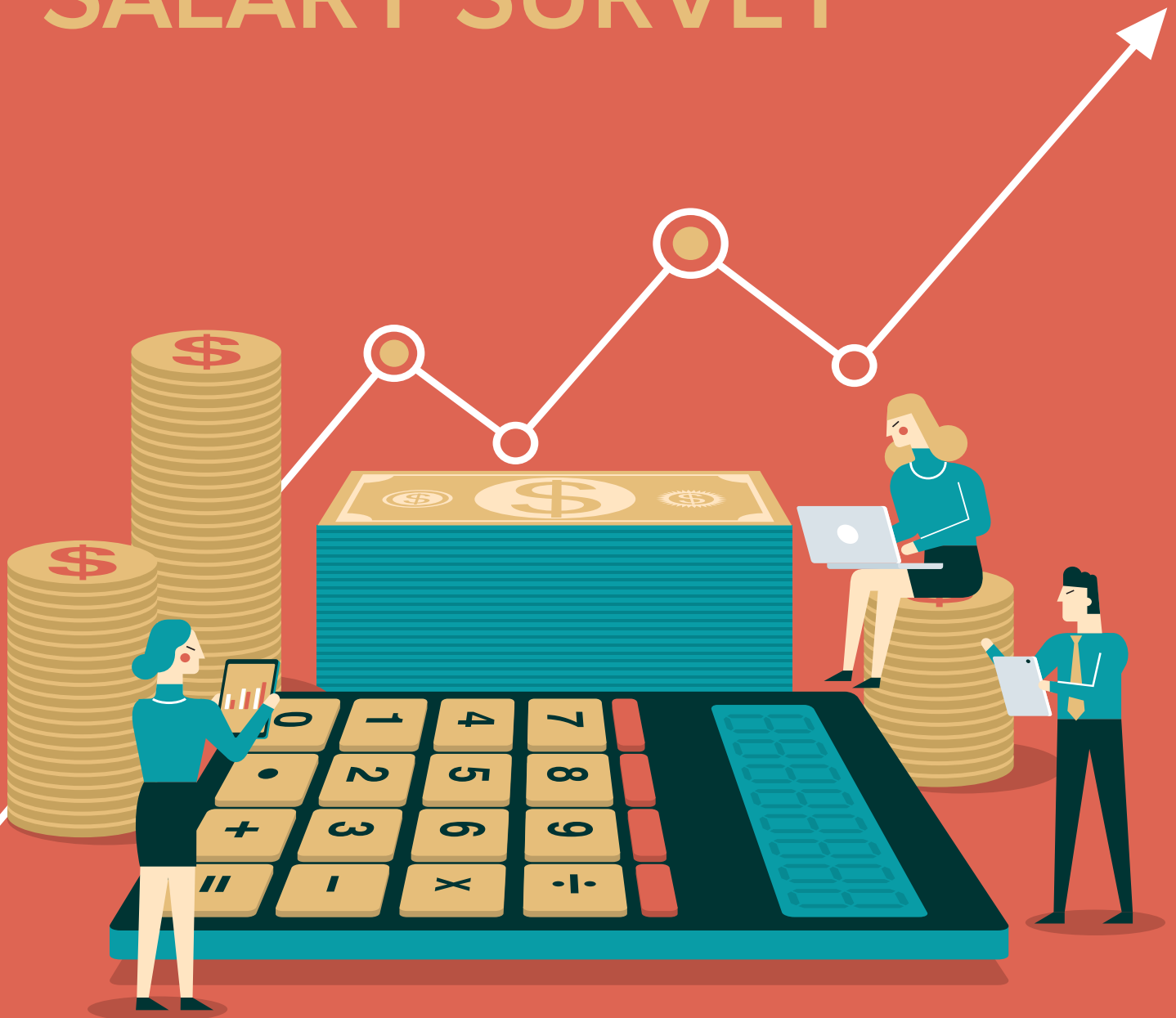


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2019 AASHTO SALARY SURVEY



May 2020

AMERICAN ASSOCIATION
OF STATE HIGHWAY AND
TRANSPORTATION OFFICIALS
AASHTO





2019 AASHTO SALARY SURVEY



Coordinated by the Division of Human Resources,
Colorado Department of Transportation
for the AASHTO Committee on Human Resources

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Welcome to the 2019 AASHTO Salary Survey

The Colorado Department of Transportation's Division of Human Resources coordinated this year's survey.

Questionnaires were sent to all 50 states and 47 states responded, resulting in a 94% response rate. These results could not have been possible without the respondents' support, cooperation, and responsiveness to our e-mails and phone calls.

Thank you for your participation and assistance in preparing the 2019 *AASHTO Salary Survey*.

Kristi Graham-Gitkind, HR Director, CDOT Division of Human Resources

PREFACE

The 2019 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 82 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 is 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, 2019.

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