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2023 AASHTO SALARY SURVEY



September 2024

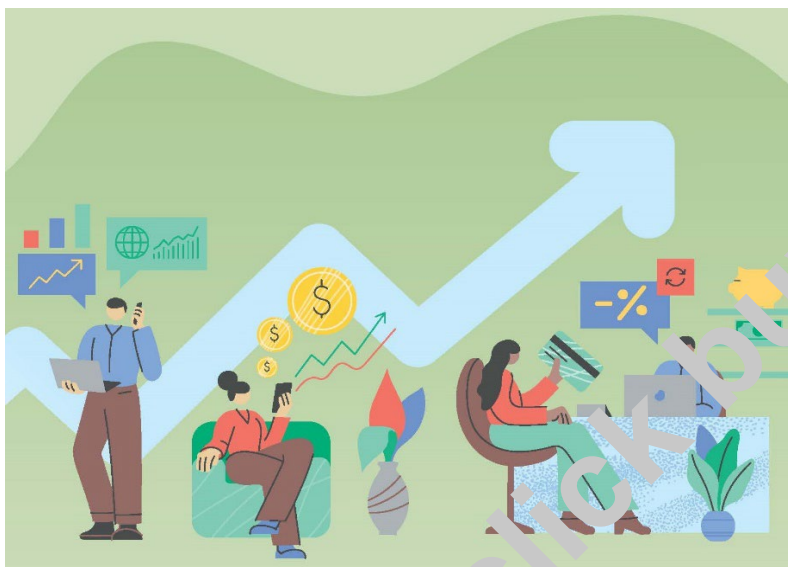
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2023 AASHTO SALARY SURVEY



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

Henry McMaster, Governor of South Carolina
Justin P. Powell, Secretary of South Carolina Department of Transportation
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Welcome to the 2023 AASHTO Salary Survey

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

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

Rontreal J. Tyler, HR Director, SC DOT

PREFACE

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

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

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

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