

ARKANSAS STATE HIGHWAY  
AND  
TRANSPORTATION DEPARTMENT

Scott E. Bennett, P.E.  
Director  
Telephone (501) 569-2000  
Voice/TTY 711



P.O. Box 2261  
Little Rock, Arkansas 72203-2261  
Fax (501) 569-2400  
[www.arkansashighways.com](http://www.arkansashighways.com)

February 22, 2016

The Honorable Larry Teague, State Senator  
The Honorable Lane Jean, State Representative  
Co-Chairs, Joint Budget Committee  
State Capitol  
500 Woodlane, Suite 320/Suite 350  
Little Rock, AR 72201

Dear Chairman Teague and Chairman Jean:

The Arkansas State Highway and Transportation Department (AHTD) is submitting the following two proposed budget changes for your consideration during the upcoming 2016 Fiscal Session.

First, we request to transfer \$250 million in Capital Outlay Appropriation from RRA – State Highway and Transportation Department, to RRA4LHC – Arkansas Four-Lane Highway Construction and Improvement Bond Account. This account was established for the Connecting Arkansas Program (CAP) that was approved by voters in the November 2012 election. There were no funds available in the RRA4LHC – Arkansas Four-Lane Highway Construction and Improvement Bond Account prior to the collection of the temporary one-half percent sales tax that began in July 2013. In order to utilize the bond proceeds, we needed to first spend the money and subsequently seek reimbursement from the proceeds, meaning the money was originally spent out of the RRA fund and the bond proceeds reimbursed the RRA fund for those expenditures. Currently, the RRA4LHC fund has over \$350 million dollars and we are able to spend those funds on eligible projects instead of utilizing the RRA fund. Transferring this appropriation will eliminate the need to transfer funds and will simplify the recordkeeping process for CAP expenditures.

Second, we request a reduction in the total number of full-time authorized positions from 4,757 to 4,640 (not counting 175 seasonal titles). The number of full-time regular employees authorized by current legislation for the AHTD is 4,757 (4,932 minus the 175 seasonal titles). However, the average number of actual full-time regular employees over the past 25 years is 3,740. This results in a difference of about 1,000 additional positions authorized that are typically used to handle turnover and career advancement rather than for additional employees. The proposed changes would reduce the total full-time regular employees authorized from 4,757 to 4,640 resulting in a net reduction of 117 authorized positions.

As previously noted, many of these "extra" positions have been added over the years for career advancement because the Department has not had a mechanism to raise an employee's salary in his/her current position in exchange for good performance. For example, the job description for Field Clerk I and II are virtually identical except for the number of years of experience required for the Field Clerk II position. We currently have 31 construction field offices so we only have 31 Field Clerks (either Field Clerk I or Field Clerk II) employed at any given time. However, in order to allow ourselves the flexibility to promote an experienced Field Clerk, we need additional positions authorized. Having a mechanism to increase employee pay in exchange for good performance will allow us to eliminate many of these "extra" positions. Consequently, we have developed a long-term plan to make this possible.

We are in the process of implementing a performance and learning management system which will allow us to grant performance-based pay raises in exchange for good performance. The system will not be fully implemented until next year. Therefore, we are not yet ready to eliminate all the extra titles, but we would like to combine some of the titles in the upcoming 2016 Fiscal Session. We plan to submit a much more comprehensive plan to cut many of the remaining extra titles in the 2017 Regular Session.

A summary of the changes requested for the 2016 Fiscal Session follows:

- In our District maintenance crews, there are entry-level, mid-level and higher-level employees which are non-supervisory. We request to increase the number of Maintenance Aide I positions by 20 due to high turnover rates at the entry level; we are also requesting to combine all existing mid-level positions into the Maintenance Aide II position and reduce the number authorized by 56, and we request to combine

all existing higher-level positions into the Maintenance Aide III position and reduce the number authorized by 21. This is a net reduction of 57 positions.

- In our District construction offices, we are seeking to combine two existing clerical positions and reduce the number authorized by 11. We also are asking to reduce the number of Resident Office Technician positions by two. This is a net decrease of 13 positions.
- In our District shops, we wish to combine two mechanic positions and two carpenter positions, with no change in the number authorized. We also want to combine two existing body work positions into one Body Repairer and Painter position and reduce the number authorized by three.
- In our Computer Services Division, we wish to combine the two computer technician positions into one title and reduce the number authorized by three, plus reduce the number of authorized programmer positions by one. We also wish to combine 19 different titles for system support technician, quality assurance specialist, hardware technician, software analyst, network technician, and application developer positions, into six positions, all with no change in the number authorized. We also request to increase the grade of the Database Analyst position and increase the number authorized by one to meet increasing demands and enhance recruitment and retention. This is a net reduction of three positions.
- In our Highway Police Division, we request to combine the first three law enforcement ranks and reduce the number authorized by 35.
- For our engineering staff, we are seeking to combine the three entry-level engineering positions and reduce the number authorized by 29.
- In our administrative branch, we wish to combine two accounting positions and increase the number authorized by three based on needs; we wish to combine the five auditor positions and reduce the number authorized by one, and we request to delete the attorney position. This results in a net reduction of two positions.
- In our Maintenance Division, we wish to combine two existing positions into one Sign Fabricator position and reduce the number authorized by three. We also decided to in-source our Central Office janitorial cleaning services in the past year, so we wish to increase the number of Janitor positions by 14 and add a Janitorial Staff Coordinator position. This results in a net increase of 11 positions.
- In the ITS/Communications area, we wish to delete the Section Head – Communications position and increase the grade of the ITS Operations Supervisor

due to this position taking on additional duties and responsibilities. We also wish to increase the grade of the Communications Coordinator due to this position also taking on more duties and responsibilities. This results in a net decrease of one position.

- In our System Information and Research Division, we are asking to increase the Advanced Research Assistant position by one, while deleting the Pavement Profiling Technician position at the same level for a net change of zero.
- In our bridge inspection program, we need to make several changes to ensure compliance with National Bridge Inspection System (NBIS) requirements. We request an increase in grade for the Statewide Bridge Inspector due to a greater level of responsibility, travel demands, and difficulty recruiting qualified applicants. We also request an increase in the number of positions by one to meet the increasing demands of the NBIS. Increasing this position by one will also allow us to develop an additional statewide bridge inspection team capable of going anywhere in the state when needed. In addition to these changes, we also request to increase the number of authorized District Bridge Inspectors by two and Assistant Bridge Inspectors by three to meet increased inspection demands. These changes result in a net increase of six positions.
- In the Public Information Office, we request the addition of an External Information Coordinator to research and organize supporting materials for presentations, write and distribute news releases, coordinate social media functions, and serve as a contributing writer.
- In the Human Resources Division, we request one additional Training Specialist to provide increased training and development opportunities for employees, and request an HR Systems Administrator having technical responsibility for all HR systems, including timekeeping, hiring, performance, learning, compensation, and the HRIS. This is a net increase of two positions.
- In the Program Management Division, we request an increase of one GIS Analyst and the addition of a GIS Supervisor to oversee and coordinate mapping and GIS activities. We also request the addition of a Data Specialist to meet increasing data mining and technical needs in the Division. This results in a net increase of three positions.
- In the Materials Division, we request to increase the grade of the Staff Concrete and Steel Fabrication Engineer to more accurately reflect the level of responsibility and

bring this position in line with comparable positions.

- We also request to add three Assistant Division Head positions for use in the Computer Services, Fiscal Services and System Information and Research Divisions. We request to add two unclassified positions for our Connecting Arkansas Program Administrator and our Design Build Project Director to more accurately reflect the level of responsibility for these positions. These two individuals are currently holding Grade 20 positions, both of which will be deleted when the new positions are authorized for a net change of zero.

The overall result of these proposed changes is a net decrease of 117 positions for the 2016 Fiscal Session and, as stated above, many more reductions are scheduled for the 2017 General Session. Though these changes result in a decrease in the number of authorized positions, these changes do not affect our budgeted salaries appropriation at this time because the number of employees is not being affected by these changes.

A copy of our proposed FY17 appropriation is attached. Please feel free to contact me if I can provide any additional information or clarification. Thank you in advance for your consideration of these requests.

Sincerely,



Scott E. Bennett, P.E.  
Director of Highways  
and Transportation

Attachment

c: AHTD Salary Committee

FY 17 Appropriation

ITEM NUMBER	CURRENT GRADE	CLASSIFICATION SALARY/TITLE	NUMBER OF POSITIONS	ANNUAL RATE FY 16-17
1	99	Director of Highways and Transportation	1	198,650
2	99	Deputy Director & Chief Engineer	1	159,915
3	99	Deputy Director and Chief Operating Officer	1	159,915
4	99	Assistant Chief Engineer - Design	1	143,313
5	99	Assistant Chief Engineer - Operations	1	143,313
6	99	Assistant Chief Engineer - Planning	1	143,313
6.1	99	Assistant Chief - Administration	1	143,313
7	99	Chief Legal Counsel	1	135,173
8	99	Chief Fiscal Officer	1	134,223
9	99	Construction Engineer	1	125,755
10	99	State Maintenance Engineer	1	125,755
11	99	District Engineer	10	122,018
12	99	Division Head	14	122,018
12.1	99	Design Build Project Director	1	122,018
12.2	99	Cap Administrator	1	122,018
	XX	SALARY LEVEL		115,066
13		Administrative Officer V	1	
14		ASHERS Executive Secretary	1	
		Assistant Construction Engineer	1	
		Assistant Division Head	13	
		Assistant State Maintenance Engineer	1	
		Chief Auditor	1	
		Consultant Contracts Administrator	1	

FY 17 Appropriation

ITEM NUMBER	CURRENT GRADE	CLASSIFICATION SALARY/TITLE	NUMBER OF POSITIONS	ANNUAL RATE FY 16-17
		Deputy Chief Counsel	1	
		District Construction Engineer	10	
		District Maintenance Engineer	10	
		Heavy Bridge Maintenance Engineer	1	
14	XIX	SALARY LEVEL		112,530
		Administrative Officer IV	1	
		Engineering Systems Administrator	1	
		Engineer V	1	
		Resident Engineer	33	
		Section Head - Facilities Management	1	
		Staff Asset Management Engineer	1	
		Staff Bridge Design Engineer	5	
		Staff Concrete and Steel Fabrication Engineer	1	
		Staff Construction Engineer	4	
		Staff Design Engineer	9	
		Staff Geotechnical Engineer	1	
		Staff - GIS and Mapping Administrator	1	
		Staff Heavy Bridge Maintenance Engineer	1	
		Staff Hydraulic Engineer	1	
		Staff Land Surveyor	1	
		Staff Local Federal Aid Project Engineer	1	
		Staff Maintenance Engineer	4	
		Staff Materials Engineer	1	
		Staff Planning Engineer	1	

FY 17 Appropriation

ITEM NUMBER	CURRENT GRADE	CLASSIFICATION SALARY/TITLE	NUMBER OF POSITIONS	ANNUAL RATE FY 16-17
		Staff Program Administration Engineer	1	
		Staff Project Development Engineer	1	
		Staff Research Engineer	1	
		Staff Structures Engineer	1	
		Staff Surveys Engineer	3	
		Staff Traffic Engineer	2	
		Staff Traffic Information Systems Engineer	1	
		Staff Traffic Safety Engineer	1	
15	XVIII	SALARY LEVEL		108,934
		Application Development Manager	1	
		Automated Surveys System Engineer	1	
		Bituminous Engineer	1	
		Consultant Coordinator	2	
		Data Warehouse Manager	1	
		Fiscal Services Coordinator	1	
		Help Desk Manager	1	
		Information Tech Security Manager	1	
		Hydraulic Engineer	1	
		Materials Area Engineer	2	
		MPO Coordinator	1	
		Network Manager	1	
		Personnel Officer	1	
		Public Information Officer	1	

8



**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Public Transportation Administrator	1	
		Quality Assurance Engineer	1	
		Section Head - Acquisition	1	
		Section Head - Appraisals	1	
		Section Head - Assessments	1	
		Section Head - Beautification	1	
		Section Head - Chemistry Laboratory	1	
		Section Head - Construction Payments and Audits	1	
		Section Head - Cultural Resources	1	
		Section Head - E.E.O.	1	
		Section Head - Federal Aid Billing	1	
		Section Head - Geographic Information System	1	
		Section Head - Geotechnical	1	
		Section Head - Photogrammetry	1	
		Section Head - Policy & Legislative Analyst	1	
		Section Head - Project Estimates	1	
		Section Head - Public Involvement	1	
		Section Head - Receipts and Expenditures	1	
		Section Head - Relocation	1	
		Section Head - Reports and Costs	1	
		Section Head - Right-of-Way Administrative	1	
		Section Head - Right-of-Way Engineering	1	
		Section Head - Special Studies	1	
		Section Head - Utilities	1	

**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Senior Bridge Design Engineer	10	
		Senior Design Engineer	9	
		Senior Transportation Planning Engineer	2	
		Senior Programs & Contracts Engineer	1	
		Senior Structures Engineer	2	
		Staff Attorney	8	
16	XVII	SALARY LEVEL		103,064
		Administrative Officer III	5	
		Arkansas Highway Police Major	1	
		Assistant Resident Engineer	31	
		Audit Manager - Internal Audit	1	
		Audit Manager - Motor Fuel	1	
		Bridge Management Engineer	1	
		Computer Technical Coordinator	2	
		District Materials Supervisor	10	
		Engineer IV	6	
		Fleet Manager	1	
		Help Desk Administrator	1	
		Laboratory Facility Manager	1	
		Land Surveyor II	1	
		Network Engineer	1	
		Programs and Contracts Engineer II	1	
		Reviewing Appraiser	3	

**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Section Head - Reprographics	1	
		Section Head - NPDES	1	
		Section Head - Training and Safety	1	
		Senior Asset Management Analyst	1	
		Senior Environmental Scientist	3	
		Senior Traffic Engineer	2	
		Senior Transportation Planner	1	
		Systems Engineer	2	
		Technical Architect	1	
		Technology Transfer Program Manager	1	
		Transportation Planning Engineer	1	
17	XVI	SALARY LEVEL		97,303
		Advanced Bridge Design Engineer	6	
		Advanced Construction Field Engineer	24	
		Advanced Design Engineer	12	
		Advanced Research Study Engineer	1	
		Advanced Structures Engineer	2	
		Assistant Maintenance Superintendent	10	
		Assistant Public Information Officer	1	
		Environmental Scientist III	2	
		Federal Programs Coordinator	1	
		Geodetic Surveys Coordinator	1	
		Geospatial Applications Coordinator	1	
		Heavy Bridge Maintenance Superintendent	1	

FY 17 Appropriation

ITEM NUMBER	CURRENT GRADE	CLASSIFICATION SALARY/TITLE	NUMBER OF POSITIONS	ANNUAL RATE FY 16-17
		Lead Application Developer	6	
		Lead Section Analyst	2	
		Legislative Analyst I	1	
		Network Administrator	1	
		Program Administration Engineer	1	
		Program Management Data Specialist	1	
		Program Management GIS Supervisor	1	
		Project Development Engineer	1	
		Public Transportation Safety and Security Officer	1	
		Senior Hydraulic Design Engineer	1	
		Staff Administrative Assistant	1	
		Statewide Bridge Inspector	2	
		Traffic Services Specialist	1	
18	XV	SALARY LEVEL		91,690
		Administrative Officer II	6	
		Advanced Hydraulic Design Engineer	2	
		Advanced Programs and Contracts Specialist	2	
		Advanced Traffic Engineer	2	
		Arkansas Highway Police Captain	6	
		Bridge Management Analyst	1	
		Cartographer Supervisor	1	
		Construction Project Coordinator	31	
		Database Analyst	2	

**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		District Bridge Inspector	25	
		Engineer III	8	
		Environmental Scientist II	6	
		Facilities Management Specialist	1	
		Geologist III	1	
		ITS Operations Supervisor	1	
		Land Surveyor I	1	
		Multimedia Highway Information System Coordinator	1	
		Network Support Engineer	1	
		Pavement Profiler Job Superintendent	1	
		Photogrammetric Specialist	1	
		Programs and Contracts Engineer I	2	
		Railroad Crossing Coordinator	1	
		Realty Appraiser IV	2	
		Research Study Engineer	1	
		Right of Way Acquisition Agent III	1	
		Senior Designer	11	
		Senior Traffic Investigator	3	
		Signing Superintendent	1	
		Staff Utility Coordinator	1	
		Striping Superintendent	1	
		Structural Detailing Specialist	3	
		Survey Specialist	4	

FY 17 Appropriation

ITEM NUMBER	CURRENT GRADE	CLASSIFICATION SALARY/TITLE	NUMBER OF POSITIONS	ANNUAL RATE FY 16-17
		Surveys Technical Coordinator	1	
		Transportation Engineer	2	
		Transportation Programming Specialist	1	
19	XIV	SALARY LEVEL		86,087
		Accountant	12	
		Administrative Assistant III	10	
		Agronomist	1	
		Aircraft Pilot	1	
		Application Developer	14	
		Area Maintenance Supervisor	85	
		Arkansas Highway Police First Lieutenant	10	
		Assistant Signing Superintendent	1	
		Assistant Striping Superintendent	1	
		Auditor	17	
		Beautification Coordinator III	1	
		Bridge Job Superintendent	10	
		Cartographer IV	1	
		Chemist III	2	
		Construction Field Engineer II	21	
		Communications Coordinator	1	
		Environmental Scientist I	6	
		Equipment Maintenance Supervisor	10	
		Equipment Specialist	3	
		External EEO Coordinator	1	

**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Federal Aid Billing Coordinator	1	
		Financial Analyst	1	
		GIS Analyst II	1	
		Heavy Bridge Maintenance Supervisor	3	
		Insurance Administrator	1	
		Internal EEO Coordinator	1	
		Maintenance Job Superintendent	11	
		Network Technician	5	
		Personnel Staff Coordinator	1	
		Photogrammetry Technician IV	2	
		Programs & Contracts Specialist II	1	
		Property Manager	2	
		Realty Appraiser III	5	
		Relocation Coordinator II	5	
		Research Information Coordinator	1	
		Retirement Officer	1	
		Right-of-Way Coordinator	1	
		Right-of-Way Engineering Specialist	2	
		Right of Way Acquisition Agent II	5	
		Safety Information Coordinator	1	
		Sealing Job Superintendent	10	
		Senior Utilities Coordinator	2	
		Sign Shop Supervisor	1	

FY 17 Appropriation

ITEM NUMBER	CURRENT GRADE	CLASSIFICATION SALARY/TITLE	NUMBER OF POSITIONS	ANNUAL RATE FY 16-17
		Surveys Crew Chief	12	
		Title VI Coordinator	1	
		Traffic Investigator	1	
		Transportation Study Coordinator	1	
20	XIII	SALARY LEVEL		80,616
		Administrative Assistant II	3	
		Administrative Officer I	4	
		Arkansas Highway Police Second Lieutenant	8	
		Cartographer III	3	
		Chemist II	2	
		Closing Agent	2	
		District Office Manager	10	
		Engineer	70	
		Estimates Analyst	4	
		External Communications Coordinator	1	
		Facility Management Project Coordinator	2	
		Geologist II	1	
		Geotechnical Specialist	1	
		HR Systems Administrator	1	
		Information System Analyst	1	
		Internal Communication Coordinator	1	
		Investigator	2	
		Laboratory Coordinator	4	



**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Legal Office Manager	1	
		Programs & Contracts Specialist I	2	
		Program Management GIS Analyst	1	
		Public Transportation Asset Specialist II	1	
		Purchasing Manager	1	
		Right-of-Way Plans Designer III	2	
		Roadway Designer	3	
		Safety Inspection Officer	5	
		Senior Abstractor	2	
		Senior Inspector	64	
		Senior Survey Office Technician	1	
		Shop Supervisor	11	
		Software Analyst	5	
		Special Project Coordinator	1	
		Training Specialist	3	
		Transportation Planner	3	
		Transportation Specialist	3	
		Utility Coordinator II	6	
21	XII	SALARY LEVEL		75,370
		Abstractor	4	
		Administrative Assistant I	15	
		Beautification Coordinator II	2	
		Buyer	3	
		Cartographer II	2	

**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Commission Secretary	1	
		District Permit Officer	10	
		Division Office Manager	2	
		EEO Specialist	1	
		Engineering Research Technician II	2	
		Environmental Analyst III	10	
		Estimates Supervisor	4	
		External Information Coordinator	1	
		Geotechnical Drill Party Chief	3	
		Highway Performance & Needs Analyst II	1	
		Hydraulics Documentation Specialist	1	
		Mail and Supply Supervisor	1	
		Maintenance Inventory Coordinator	1	
		Motor Carrier Safety Inspector	2	
		Photogrammetry Laboratory Supervisor	1	
		Photogrammetry Technician III	2	
		Public Transportation Asset Specialist I	1	
		Relocation Coordinator I	1	
		Realty Appraiser II	4	
		Right -of-Way Acquisition Agent I	1	
		Senior Construction Materials Inspector	31	
		Structural Detailer	3	
		Subcontract Administrator	1	

**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Surveys Research Technician II	1	
		Surveys Technician III	3	
		Transportation Information Analyst	2	
		Website Coordinator	1	
22	XI	SALARY LEVEL		70,273
		Assistant Bridge Inspector	27	
		Arkansas Highway Police Sergeant	38	
		Assistant Sign Shop Supervisor	1	
		Bridge Management Specialist	1	
		Communication Maintenance Specialist	9	
		Crew Leader	140	
		Data Collection Supervisor	3	
		Electrician	1	
		Environmental Analyst II	2	
		Ferry Boat Supervisor	1	
		Geologist I	1	
		Graphic Design Specialist	1	
		Highway Performance and Needs Analyst I	1	
		Information System Technician II	1	
		Inspector	69	
		Materials Technician IV	6	
		Multimedia Specialist	1	
		Pavement Management Specialist	2	
		Photogrammetry Technician II	1	

FY 17 Appropriation

ITEM NUMBER	CURRENT GRADE	CLASSIFICATION SALARY/TITLE	NUMBER OF POSITIONS	ANNUAL RATE FY 16-17
		Planning Contract Specialist	1	
		Program and Contracts Technician II	1	
		Quality Assurance Specialist	3	
		Records Supervisor	1	
		Right-of-Way Plans Designer II	4	
		Senior Design Technician	2	
		Sign Crew Supervisor	10	
		Sign Crew Leader	7	
		Storeroom Supervisor	11	
		Striping Crew Leader	6	
		Surveys Office Technician	1	
		Surveys Research Technician I	1	
		Surveys Technician II	12	
		Hardware Technician	9	
		Testing Equipment Specialist	2	
		Traffic Crash Analyst	1	
		Traffic Designer	3	
		Transportation Management Analyst III	1	
23	X	SALARY LEVEL		65,315
		Administrative Aide V	5	
		Advanced Research Assistant	2	
		Aerial Photographer	1	
		Beautification Coordinator I	4	

**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Cartographer I	2	
		Chemist I	1	
		Construction Aide III	30	
		Construction Materials Inspector	20	
		DBE Program Specialist	1	
		Electronics Technician	1	
		Environmental Analyst I	12	
		GIS Analyst	1	
		Law Enforcement Officer	140	
		Legal Assistant	3	
		Office Administrative Assistant V	30	
		Presentation & Writing Specialist	1	
		Programmer	1	
		Publications Specialist	1	
		Realty Appraiser I	3	
		Resident Office Technician	31	
		Section Office Coordinator	1	
		Survey Technician I	2	
		System Support Technician	4	
		Training Coordinator	1	
		Transportation Management Analyst II	4	
		Utility Coordinator I	2	
24	IX	SALARY LEVEL		59,759
		Administrative Aide IV	9	

21

**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Advanced Estimates Technician	3	
		Attendance Administrator	1	
		Bridge Repairer II	48	
		Construction Aide II	49	
		Data Collection Technician	16	
		Design Technician II	2	
		District Bookkeeper	10	
		District Laboratory Technician	8	
		Electrical, Plumbing & Mechanical Repairer	15	
		Electrician's Aide	1	
		Environmental Technician	2	
		Ferry Boat Pilot	3	
		Carpenter	12	
		Geotechnical Drill Operator	3	
		Janitorial Staff Coordinator	1	
		Leave Administrator	1	
		Maintenance Aide III	310	
		Mechanic	108	
		Office Administrative Assistant IV	3	
		PAHR Administrator	1	
		Pavement Profiler Operator	3	
		Payroll Specialist	2	
		Programming Analyst	2	

**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Reprographics Technician	4	
		Body Repairer and Painter	11	
		Surveys Aide III	14	
		Welder	21	
25	VIII	SALARY LEVEL		55,923
		Account Analyst	3	
		Administrative Aide III	6	
		Computer Technician	2	
		Design Technician I	2	
		Division Bookkeeper	2	
		Environmental Field Technician II	1	
		Insurance Account Coordinator	2	
		Landscape Technician	1	
		Legal Technician Support	2	
		Maintenance Management Analyst	1	
		Materials Technician III	6	
		Motor Carrier Safety Auditor	5	
		Program and Contracts Technician I	1	
		Public Transportation Technician	1	
		Research Assistant	2	
		Right of Way Plans Designer I	4	
		Senior Reprographics Operator	2	
		Sign Layout Supervisor	1	
		Storeroom Assistant II	12	

FY 17 Appropriation

ITEM NUMBER	CURRENT GRADE	CLASSIFICATION SALARY/TITLE	NUMBER OF POSITIONS	ANNUAL RATE FY 16-17
		Striping Machine Driver	6	
		Striping Zoner II	1	
		Traffic Signal Maintenance Technician	1	
		Transportation Management Analyst I	3	
26	VII	SALARY LEVEL		51,511
		Accounting Assistant	1	
		Administrative Aide II	6	
		Area Headquarters Attendant	85	
		Bridge Repairer I	48	
		Construction Aide I	56	
		Construction Office Specialist	1	
		District Clerk	22	
		Estimates Technician	5	
		Field Clerk	31	
		Geotechnical Aide II	4	
		Legal Aide	2	
		Maintenance Aide II	770	
		Motor Carrier Safety Specialist II	1	
		Office Administrative Assistant III	24	
		Paint Transport Truck Driver	6	
		Permit Technician	15	
		Pilot - Deck Hand	2	
		Purchasing Clerk	2	



**FY 17 Appropriation**

<b>ITEM NUMBER</b>	<b>CURRENT GRADE</b>	<b>CLASSIFICATION SALARY/TITLE</b>	<b>NUMBER OF POSITIONS</b>	<b>ANNUAL RATE FY 16-17</b>
		Station Attendant II	11	
		Surveys Aide II	10	
		Telecommunication Operator	12	
27	VI	SALARY LEVEL		47,267
		Accident Coding Clerk	2	
		Administrative Aide I	12	
		Data Entry Operator	5	
		Materials Technician II	7	
		Motor Carrier Safety Specialist I	3	
		Office Administrative Assistant II	13	
		Reprographics Operator	4	
		Rest Area Attendant	60	
		Sign Erector	20	
		Sign Layout Specialist	1	
		Sign Fabricator	7	
		Striping Zoner I	1	
		Surveys Aide I	6	
		Traffic Services Aide	3	
		Voucher Typist	2	
28	V	SALARY LEVEL		43,323
		Boiler Operator	1	
		Central Office Receptionist	1	
		Construction Helper	50	
		Deck Hand	2	

25

FY 17 Appropriation

ITEM NUMBER	CURRENT GRADE	CLASSIFICATION SALARY/TITLE	NUMBER OF POSITIONS	ANNUAL RATE FY 16-17
		District Caretaker	10	
		Geotechnical Aide I	2	
		Guard	32	
		Maintenance Aide I	485	
		Materials Technician I	3	
		Office Administrative Assistant I	26	
		Parts Runner	11	
		Skill Trades Trainee	10	
		Station Attendant	13	
		Storeroom Assistant I	22	
		Striping Helper	12	
		Surveys Helper	7	
29	IV	SALARY LEVEL		39,601
		General Laborer	20	
		Janitor	24	
		Mail Courier	3	
30	III	SALARY LEVEL		36,103
		Intern	60	
31	II	SALARY LEVEL		32,821
		File Clerk	1	
32	I	SALARY LEVEL		30,310
		Seasonal Employees	175	
		TOTAL	4815	

Highway Department Requested Change Summary

CURRENT GRADE	PROPOSED GRADE	CLASSIFICATION SALARY/TITLE	FY2016 Current Authorized (Only Items with Changes Listed)			FY2017 Requested Changes			
			ANNUAL RATE FY 15-16	NUMBER OF POSITIONS FY 15-16	Total Authorized Salary FY 15-16	ANNUAL RATE FY 16-17	NUMBER OF POSITIONS FY 16-17	Total Authorized Salary FY 16-17	Percent Increase
	99	Design Build Project Director				122,018	1	122,018	7.10%
XX		Administrative Officer V	113,927	2	227,854		1	113,927	0.00%
	99	EAP Administrator				122,018	1	122,018	7.10%
XX		Engineer VI	113,927	1	113,927				
XX		Assistant Division Head	113,927	10	1,139,270	115,066	13	1,495,858	1.00%
XIX		Staff Programs and Contracts Engineer	111,416	1	111,416				
	XIX	Staff Local Federal Aid Project Engineer				112,530	1	112,530	1.00%
	XIX	Staff Concrete and Steel Fabr Engr				112,530	1	112,530	1.00%
XVIII		Concrete and Steel Fabrication Engineer	111,416	1	111,416				
		Automation Engineer V	107,856	1	107,856				
	XVIII	Help Desk Manager				108,934	1	108,934	1.00%
XVIII		Data Processing Manager	107,856	2	215,712				
	XVIII	Information Tech Security Manager				108,934	1	108,934	1.00%
	XVIII	Data Warehouse Manager				108,934	1	108,934	1.00%
XVIII		Section Head - Communications	107,856	1	107,856				
XVII		Automation Engineer IV	102,043	1	102,043				
	XVII	Help Desk Administrator				103,064	1	103,064	1.00%
	XVI	Program Management Data Specialist				97,303	1	97,303	NA
	XVI	Program Management GIS Supervisor				97,303	1	97,303	NA
	XVI	Statewide Bridge Inspector				97,303	2	194,606	7.18%
XV		Statewide Bridge Inspector	90,782	1	90,782				
	XVI	Lead Application Developer				97,303	6	583,818	1.00%
XVI		Application Developer VI	96,340	2	192,680				
XV		Application Developer V	90,782	4	363,128				
XV		District Bridge Inspector	90,782	23	2,087,986	91,690	25	2,292,250	1.00%
XV		Attorney	90,782	4	363,128				
	XV	Database Analyst				91,690	2	183,380	7.57%
XIV		Database Analyst	85,235	1	85,235				
	XV	ITS Operations Supervisor				91,690	1	91,690	NA
XIV		Communications Maintenance Coordinator	85,235	1	85,235				
	XIV	Communications Coordinator				86,087	1	86,087	1.00%
	XIV	Application Developer				86,087	14	1,205,218	1.00%
XIV		Application Developer IV	85,235	2	170,470				
XIII		Application Developer III	79,818	5	399,090				
XII		Application Developer II	74,624	3	223,872				
XI		Application Developer	69,577	4	278,308				
	XIV	Accountant				86,087	12	1,033,044	1.00%
XIV		Budget and Expenditure Controller	85,235	1	85,235				
XIV		Senior Accountant	85,235	6	511,410				
XII		Accountant	74,624	2	149,248				
	XIV	Architect				103,064	1	103,064	1.00%

Highway Department Requested Change Summary

CURRENT GRADE	PROPOSED GRADE	CLASSIFICATION SALARY/TITLE	FY2016 Current Authorized (Only Items with Changes Listed)			FY2017 Requested Changes			
			ANNUAL RATE FY 15-16	NUMBER OF POSITIONS FY 15-16	Total Authorized Salary FY 15-16	ANNUAL RATE FY 16-17	NUMBER OF POSITIONS FY 16-17	Total Authorized Salary FY 16-17	Percent Increase
XIV		Senior External Auditor	85,235	6	511,410				
XIV		Senior Internal Auditor	85,235	7	596,645				
XIV		Senior Systems Auditor	85,235	1	85,235				
XIV		Utility Auditor	85,235	2	170,470				
XII		Auditor	74,624	2	149,248				
	XIV	Network Technician				86,087	5	430,435	1.00%
XIV		Network Technician III	85,235	2	170,470				
XII		Network Technician II	74,624	1	74,624				
X		Network Technician I	64,668	2	129,336				
	XIII	Program Management GIS Analyst				80,616	1	80,616	NA
	XIII	Engineer				80,616	70	5,643,120	1.00%
XIII		Bridge Design Engineer	79,818	6	478,908				
XIII		Construction Field Engineer-I	79,818	18	1,436,724				
XIII		Design Engineer	79,818	15	1,197,270				
XIII		Engineer II	79,818	11	877,998				
XIII		Hydraulic Design Engineer	79,818	2	159,636				
XI		Engineer-I	69,577	25	1,739,425				
X		Engineer	64,668	22	1,422,696				
XV		Software Analyst III	90,782	1	90,782				
	XIII	Software Analyst				80,616	5	403,080	1.00%
XIII		Software Analyst II	79,818	2	159,636				
XI		Software Analyst I	69,577	2	139,154				
	XIII	HR Systems Administrator				80,616	1	80,616	36.25%
IX		Talent Acquisition System Admin	59,168	1	59,168				
XIII		Training Specialist	79,818	2	159,636		4	239,454	0.00%
	XII	External Information Coordinator				75,370	1	75,370	NA
XI		Assistant Bridge Inspector	69,577	24	1,669,848		27	1,878,579	0.00%
	XI	Hardware Technician				70,273	9	632,457	1.00%
XI		Hardware Technician III	69,577	2	139,154				
X		Hardware Technician II	64,668	2	129,336				
IX		Hardware Technician I	59,168	5	295,840				
	XI	Quality Assurance Specialist				70,273	3	210,819	1.00%
XI		Quality Assurance Supv	69,577	1	69,577				
X		Quality Assurance Spec II	64,668	1	64,668				
VIII		Quality Assurance Spec I	55,369	1	55,369				
XI		Telecommunications Supv. II	69,577	1	69,577				
X		Pavement Profiling Technician	64,668	1	64,668				
		Advanced Research Assistant		1		65,415	2	130,830	1.00%
		Law Enforcement Officer				9,541	140	914,100	1.00%
X		AHP Corporal	64,668	72	4,656,096				
IX		AHP Patrol Officer First Class	59,168	73	4,319,264				
VIII		AHP Patrol Officer	55,369	30	1,661,070				
X		Resident Office Technician	64,668	33	2,134,044	65,415	31	2,027,865	1.00%
X		Programmer III	64,668	2	129,336				
		Technician				65,415	1	65,415	1.00%
XI		System Support Tech III	69,577	1	69,577				

Highway Department Requested Change Summary

			FY2016 Current Authorized (Only Items with Changes Listed)			FY2017 Requested Changes			
CURRENT GRADE	PROPOSED GRADE	CLASSIFICATION SALARY/TITLE	ANNUAL RATE FY 15-16	NUMBER OF POSITIONS FY 15-16	Total Authorized Salary FY 15-16	ANNUAL RATE FY 16-17	NUMBER OF POSITIONS FY 16-17	Total Authorized Salary FY 16-17	Percent Increase
	X	System Support Tech				65,315	4	261,260	1.00%
X		System Support Tech II	64,668	1	64,668				
IX		System Support Tech I	59,168	2	118,336				
	IX	Maintenance Aide III				59,759	310	18,525,290	1.00%
IX		Crane Operator - Finish	59,168	11	650,848				
IX		Dozer Operator - Finish	59,168	20	1,183,360				
IX		Hydraulic Excavator Operator - Finish	59,168	20	1,183,360				
IX		Motor Patrol Operator - Finish	59,168	105	6,212,640				
VIII		Paver Operator	55,369	10	553,690				
VIII		Maintenance Aide III	55,369	165	9,135,885				
	X	Janitorial Staff Coordinator				59,759	1	59,759	NA
	IX	Carpenter				59,759	12	717,108	1.00%
IX		Finish Carpenter	59,168	9	532,512				
VII		Carpenter	51,001	3	153,003				
	IX	Mechanic				59,759	108	6,453,972	1.00%
IX		Senior Mechanic	59,168	88	5,206,784				
VII		Mechanic	51,001	20	1,020,020				
	IX	Body Repairer & Painter				59,759	11	657,349	1.00%
IX		Senior Body Repairer & Painter	59,168	11	650,848				
VII		Body Repairer & Painter	51,001	3	153,003				
	VIII	Computer Technician				55,923	2	111,846	1.00%
VIII		Computer Technician III	55,369	3	166,107				
VII		Computer Technician II	51,001	2	102,002				
	VII	Field Clerk				51,511	31	1,596,841	1.00%
VII		Field Clerk II	51,001	25	1,275,025				
V		Field Clerk I	42,894	17	729,198				
	VII	Maintenance Aide II				51,511	270	3,063,470	1.00%
VII		Asphalt Tank Truck Driver	51,001	10	510,010				
VII		Distributor Operator	51,001	30	1,530,030				
VII		Lowboy or Float Truck Driver	51,001	21	1,071,021				
VI		Maintenance Aide II	46,799	765	35,801,235				
	VI	Sign Fabricator				47,267	7	30,869	1.00%
VI		Sign Maker II	46,799	5	233,995				
V		Sign Maker I	42,894	5	214,470				
V		Maintenance Aide I	42,894	465	19,945,710	43,023	185	21,011,655	1.00%
IV		Janitor	39,209	10	392,090	39,601	14	550,414	1.00%
Requested Changes			Total	2285	121,448,902	Total	1168	121,216,124	
						Net Decrease	-117	232,778	

\* To Determine % Change - those positions with multiple salaries being deleted for one new salary, the "Percent Increase" column reflects the % increase of the new requested position measured against the highest paid position in that individual request.