Our mission is to provide a world-class transportation experience that delights our customers and promotes a prosperous Missouri.
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Background

MoDOT recently reorganized its bridge maintenance forces resulting in the formation of eight regional bridge crews located across the state and five Central Office bridge inspection crews. The former is dedicated to the routine and emergency structural repair and preventative maintenance of bridges located within that region. Whereas, the latter is responsible for performing in-depth, fracture critical, and special inspections; deck surveys; major bridge repair; and some preventative maintenance of bridges statewide. Workers on both are currently in a Bridge Maintenance Worker title series that is one step higher than that of the routine Maintenance Worker series.

The higher pay grade seems appropriate considering these employees perform more specialized/technical (e.g., welding, inspection) work, are exposed to harsher work/environmental conditions, and must pass higher health screenings than the routine maintenance worker. In addition, it provides incentive for workers to stay in the bridge maintenance field thereby enabling the department to maintain a skilled work force in that area. Conversely, this situation creates disparity in pay between entry-, intermediate-, and senior-level workers and in years of service required for the pay grades 7 and 8 in both work groups.

To gain a better understanding of where MoDOT is in relation to its peers on this issue, Bridge Maintenance staff developed a survey and sent it to 52 other transportation agencies via e-mail. The results of this survey are presented in this report.
Introduction

An outstanding issue MoDOT needs to resolve with the regionalization of Bridge Maintenance forces is what pay grades to assign to the entry-, intermediate-, and senior-level positions on the regional bridge maintenance crews.

The current bridge maintenance worker career ladder series consists of pay grades 7, 8, and 9. Whereas, the maintenance worker career ladder series consists of pay grades 6, 7, and 8. The major reason for the difference between the two being the significant amount of overnight, statewide travel required of those in bridge maintenance worker positions. This is a condition of the job that has been drastically reduced with the implementation of the regional concept.

As such, there is some consideration for lowering the pay grades of those employees on the regional bridge maintenance crews to the levels in the maintenance worker series. This is evident from the creation of a regional bridge maintenance worker title, a pay grade 6 position, used for new hires on these crews.

Since these employees perform more specialized/technical (e.g., welding, inspection) work, are exposed to harsher work/environmental conditions, and must pass higher health screenings than the routine maintenance worker, however, there is some concern with the ramifications of implementing such an idea has on our ability to maintain a skilled work force in the bridge maintenance area.

Prior to making a decision on this issue, MoDOT managers wanted to consider what the state of practice was in other transportation agencies. Accordingly, Bridge Maintenance staff developed a survey requesting information on the function and structure of their bridge maintenance and bridge inspection crews and the pay grades and job titles for workers assigned to each (Note: Bridge inspection crews were included in this survey to ensure we covered all field bridge maintenance positions). This survey (Appendix A) was sent, via e-mail, to peers in 52 other transportation agencies (Appendix B). Twenty-six representatives from 23 states responded to this survey (Note: This included responses from four of Missouri’s neighboring states). A tabulation of survey responses and a summary of the results are provided in the following sections of this report.
## Tabulation of Survey Responses

1. Does your state have crews dedicated to performing bridge *maintenance* functions (i.e., routine and emergency structural repair and preventative maintenance)?

<table>
<thead>
<tr>
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<th>State(s)</th>
</tr>
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<tbody>
<tr>
<td>18 Yes</td>
<td>AR, CO, CT, FL, IN, IA, KS, ME, MI, MN, MS, NV, NH, NC, SD, TN, VT, VA</td>
</tr>
<tr>
<td>04 No</td>
<td>MD, MA, MT, ND</td>
</tr>
<tr>
<td>01 Seasonal</td>
<td>AK</td>
</tr>
<tr>
<td>00 Other</td>
<td></td>
</tr>
</tbody>
</table>

If applicable,

1a. Where are your bridge maintenance crews located?

<table>
<thead>
<tr>
<th></th>
<th>State(s)</th>
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<tbody>
<tr>
<td>00 Centrally</td>
<td></td>
</tr>
<tr>
<td>18 Locally</td>
<td>AR, CO, CT, FL, IN, IA, KS, ME, MI, MN, MS, NV, NH, NC, SD, TN, VT, VA</td>
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<tr>
<td>04 N/A</td>
<td>MD, MA, MT, ND</td>
</tr>
<tr>
<td>01 Other</td>
<td>AR (Centrally and Locally)</td>
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1b. What are your bridge maintenance crews assigned areas?

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<th>State(s)</th>
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<td></td>
</tr>
<tr>
<td>11 District</td>
<td>CT, FL, IN, IA, KS, MN, MS, NV, NH, VT, VA</td>
</tr>
<tr>
<td>06 Region</td>
<td>AK, CO, ME, MI, SD, TN</td>
</tr>
<tr>
<td>01 County</td>
<td>NC</td>
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<td>04 N/A</td>
<td>MD, MA, MT, ND</td>
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<tr>
<td>01 Other</td>
<td>AR (Statewide and District)</td>
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1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

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<tr>
<td>09 Same</td>
<td>AK, CO, IN, KS, MS, NV, NC, SD, VA</td>
</tr>
<tr>
<td>00 Lower</td>
<td></td>
</tr>
<tr>
<td>04 N/A</td>
<td>MD, MA, MT, ND</td>
</tr>
<tr>
<td>03 Other</td>
<td>CT (Higher level specialists in both), MI (emergency repair welders paid higher), TN (Higher end pay positions in Br Mt)</td>
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</table>

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

<table>
<thead>
<tr>
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<th>State(s)</th>
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<td>AR, FL, IA, ME, MN, NH, VT</td>
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<td>10 No</td>
<td>AK, CO, KS, MI, MS, NV, NC, SD, TN, VA</td>
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<tr>
<td>04 N/A</td>
<td>MD, MA, MT, ND</td>
</tr>
<tr>
<td>02 Other</td>
<td>CT (Same title w/ specialty), IN (In 2 of 5 districts having a crew)</td>
</tr>
</tbody>
</table>

2. Does your state have crews dedicated to performing bridge *inspection* functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

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<tr>
<td>00 No</td>
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<td>00 Seasonal</td>
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<td>00 Other</td>
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If applicable,

2a. Where are your bridge inspection crews located?

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<tr>
<td>12</td>
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<tr>
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<td>N/A</td>
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<tr>
<td>02</td>
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<td>AR (Centrally and Locally), MA (No response)</td>
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2b. What are your bridge inspection crews assigned areas?

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<tr>
<td>07</td>
<td>District</td>
<td>FL, IN, MS, MT, NH, ND, VA</td>
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<tr>
<td>07</td>
<td>Region</td>
<td>CT, IA, MI, NC, SD, TN</td>
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<tr>
<td>01</td>
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<td>VT</td>
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<tr>
<td>02</td>
<td>Other</td>
<td>AR (Statewide and District), MA (No response)</td>
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2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

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<tr>
<td>00</td>
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</table>

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

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<td>Lower</td>
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<tr>
<td>04</td>
<td>N/A</td>
<td>MD, MA, MT, ND</td>
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2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

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<td>No</td>
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2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

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</tr>
<tr>
<td>01</td>
<td>No</td>
<td>SD</td>
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<tr>
<td>04</td>
<td>N/A</td>
<td>MD, MA, MT, ND</td>
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</table>
Summary

As a result of MoDOT’s reorganization of bridge maintenance, the department now has eight bridge maintenance crews and five bridge inspection crews in the state. Each of the former is managed by a district office and is responsible for routine and emergency repair and preventative maintenance of bridge structures within a region of the state. The latter are managed by the Central Office and are responsible for performing in-depth, fracture critical, and special inspections and deck surveys across the state.

Bridge Maintenance Crew Worker
As shown in the tabulation of survey results, 18 of the 23 responding agencies have full-time crews dedicated to bridge maintenance functions. Furthermore, all 18 of these agencies have crews located locally with 17 having responsibilities within a larger geographic region (e.g., district (12) or region (5)). These 17 agencies (AR, CO, CT, FL, IN, IA, KS, ME, MI, MN, MS, NV, NH, SD, TN, VT, and VA) have bridge maintenance functions and structures similar to ours. Therefore, only their responses to the questions on differences in pay and job titles between bridge and routine maintenance workers will be considered in any further comparison.

Unfortunately, not much can be gleaned from the responses to these questions because they were distributed evenly. Of the 17 “similar” agencies, seven provide higher and seven pay the same salaries to bridge maintenance workers as they do to routine maintenance workers. However, the three remaining states had caveats in their responses that favored higher salaries for bridge maintenance workers due to the specialized work they perform. So, one could contend there is a general trend for bridge maintenance crew workers to be paid more than routine maintenance workers.

This is not readily apparent in the responses to the difference in job title question considering only seven agencies, those that pay more, use a different job title for bridge maintenance worker positions than those used for routine maintenance. But, two of the eight agencies that responded they used the same job titles and one of the two agencies that responded “other” paid more to specialty workers.

Note: The subset of responses from the four neighboring states included in the job title comparison these agencies were very similar to what was found for the entire group. The AHTD and IaDOT pay their bridge maintenance workers more and use different job titles than routine maintenance workers. The KsDOT pays the same and uses the same job titles for both groups of workers. TnDOT uses the same job titles for both groups of workers; but, bridge maintenance workers have the potential to make more within that title than do routine maintenance workers.

Bridge Inspection Crew Worker
The tabulation of survey results reflects that all 23 of the responding agencies have dedicated bridge inspection crews. Nine of these agencies have centrally-located crews, 12 have them located locally, one has both centrally and locally located crews, and one was non-responsive. In addition, seven of these crews, all centrally based, perform inspections statewide and 16 are assigned to smaller geographic regions (e.g., district (8), region (7), and county (1)) (Note: The agency having crews located both centrally and locally is included twice and the non-responsive agencies was not included).

Because the responses to the pay and job title questions are so definitive, there is not a need to identify similar agencies for comparison of these aspects. Twenty-two of the 23 agencies pay their bridge inspection crew workers more and use different job titles than routine maintenance workers. In addition, 17 agencies pay bridge inspection crew workers more and 18 use different job titles than bridge maintenance workers (Note: Four of the remaining six agencies do not have bridge maintenance crews). Many of those agencies using a different job title classify the position as an engineering technician.

Note: Three of the four neighboring states responding to the survey pay their bridge inspection crew workers more and use different job titles than both routine maintenance and bridge maintenance workers. IaDOT pays their bridge inspection crew workers the same as bridge maintenance workers; but, uses a different job title for each.

Bridge Maintenance Crew Members
Appendix A
(Survey Form)

MoDOT Survey on Bridge Maintenance Crew Workers and Inspectors

Name ______________________________________________
Title ______________________________________________
Agency ______________________________________________
Contact Info __________________________________________

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?
   □ Yes  □ No  □ Seasonal  □ Other _____________

   If applicable,
   1a. Where are your bridge maintenance crews located?
       □ Centrally  □ Locally  □ N/A  □ Other _____________
   1b. What are your bridge maintenance crews assigned areas?
       □ Statewide  □ District  □ Region  □ County  □ Other _____________
   1c. How do bridge maintenance crew members' pay levels compare to regular roadway maintenance employees?
       □ Higher  □ Same  □ Lower  □ N/A
   1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?
       □ Yes  □ No  □ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?
   □ Yes  □ No  □ Seasonal  □ Other _____________

   If applicable,
   2a. Where are your bridge inspection crews located?
       □ Centrally  □ Locally  □ N/A  □ Other _____________
   2b. What are your bridge inspection crews assigned areas?
       □ Statewide  □ District  □ Region  □ County  □ Other _____________
   2c. How do bridge inspection crew members' pay levels compare to regular roadway maintenance employees?
       □ Higher  □ Same  □ Lower  □ N/A
2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☐ Higher  ☐ Same  ☐ Lower  ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☐ Yes  ☐ No  ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☐ Yes  ☐ No  ☐ N/A
## Appendix B
(Survey Mailing List)

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<thead>
<tr>
<th>Transportation Agency</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama DOT</td>
<td><a href="mailto:christiee@dot.state.al.us">christiee@dot.state.al.us</a></td>
</tr>
<tr>
<td></td>
<td><a href="mailto:connerg@dot.state.al.us">connerg@dot.state.al.us</a></td>
</tr>
<tr>
<td>Alaska DOT</td>
<td><a href="mailto:jay.bottoms@alaska.gov">jay.bottoms@alaska.gov</a></td>
</tr>
<tr>
<td></td>
<td><a href="mailto:greg.patz@alaska.gov">greg.patz@alaska.gov</a></td>
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<tr>
<td></td>
<td><a href="mailto:earl.ratliff@alaska.gov">earl.ratliff@alaska.gov</a></td>
</tr>
<tr>
<td>Arizona DOT</td>
<td><a href="mailto:sathalye@azdot.gov">sathalye@azdot.gov</a></td>
</tr>
<tr>
<td>Arkansas Highway &amp; Transportation Dept</td>
<td><a href="mailto:glenn.cheatham@arkansashighways.com">glenn.cheatham@arkansashighways.com</a></td>
</tr>
<tr>
<td>CalTrans</td>
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</tr>
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<td>Colorado DOT</td>
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<tr>
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<td>Delaware DOT</td>
<td><a href="mailto:calvin.weber@state.de.us">calvin.weber@state.de.us</a></td>
</tr>
<tr>
<td>District of Columbia DOT</td>
<td><a href="mailto:robert.marsili@dc.gov">robert.marsili@dc.gov</a></td>
</tr>
<tr>
<td>Florida DOT</td>
<td><a href="mailto:richard.kerr@dot.state.fl.us">richard.kerr@dot.state.fl.us</a></td>
</tr>
<tr>
<td>Georgia DOT</td>
<td><a href="mailto:mclaments@dot.ga.gov">mclaments@dot.ga.gov</a></td>
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<tr>
<td>Hawaii DOT</td>
<td><a href="mailto:george.abcede@hawaii.gov">george.abcede@hawaii.gov</a></td>
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<tr>
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<td>Iowa DOT</td>
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<tr>
<td>New York State Thruway</td>
<td><a href="mailto:kirk.huang@thruway.state.ny.us">kirk.huang@thruway.state.ny.us</a></td>
</tr>
<tr>
<td>North Carolina DOT</td>
<td><a href="mailto:dholderman@ncdot.gov">dholderman@ncdot.gov</a></td>
</tr>
<tr>
<td></td>
<td><a href="mailto:emcgraw@ncdot.gov">emcgraw@ncdot.gov</a></td>
</tr>
<tr>
<td>North Dakota DOT</td>
<td><a href="mailto:bdarr@nd.gov">bdarr@nd.gov</a></td>
</tr>
</tbody>
</table>

Bridge Maintenance Crew Members

10
Ohio DOT ................................................................................................................................. michael.brokaw@dot.state.oh.us
mike.loeffler@dot.state.oh.us
Oklahoma DOT .......................................................................................................................... wpeters@odot.org
Oregon DOT ............................................................................................................................ bruce.v.johnson@odot.state.or.us
Pennsylvania DOT .................................................................................................................... jcribben@dot.state.pa.us
cbeissel@state.pa.us
Puerto Rico Department of Transportation & Public Works ....................................................... jvega@act.dtop.gov.pr
Rhode Island DOT ................................................................................................................... jboardman@dot.state.ri.us
rfura@dot.ri.gov
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South Dakota DOT .................................................................................................................... tom.gilsrud@state.sd.us
Tennessee DOT .......................................................................................................................... wayne.seger@tn.gov
Texas DOT ................................................................................................................................... bmerrill@dot.state.tx.us
kramsey@dot.state.tx.us
Utah DOT ..................................................................................................................................... richard.tetreault@state.ut.us
Vermont Agency of Transportation .......................................................................................... anwar.ahmad@vdot.virginia.gov
Virginia DOT .............................................................................................................................. john.coleman@vdot.virginia.gov
Washington DOT ...................................................................................................................... coffmah@wsdot.wa.gov
wilsond@wsdot.wa.gov
Wisconsin DOT ........................................................................................................................... david.babler@dot.state.wi.us
bruce.karow@dot.state.wi.us
West Virginia DOT ..................................................................................................................... w.a.varney@wv.gov
david.w.whited@wv.gov
jeffrey.p.ball@wv.gov
w.kyle.stollings@wv.gov
Wyoming DOT .............................................................................................................................. gregg.fredrick@dot.state.wy.us

**Bold** denotes responding agency and representative.
Appendix C
(State Responses)

Alaska
Earl Ratliff
Northern Region Bridge Foreman
Alaska DOT
907-451-5233
earl.ratliff@alaska.gov

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?
   - □ Yes
   - □ No
   - ☒ Seasonal
   - □ Other ____________

   If applicable,

   1a. Where are your bridge maintenance crews located?
       - ☒ Centrally
       - □ Locally
       - □ N/A
       - □ Other ____________

   1b. What are your bridge maintenance crews assigned areas?
       - □ Statewide
       - □ District
       - ☒ Region
       - □ County
       - □ Other ____________

   1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?
       - □ Higher
       - ☒ Same
       - □ Lower
       - □ N/A

   1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?
       - □ Yes
       - □ No
       - □ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?
   - ☒ Yes
   - □ No
   - □ Seasonal
   - □ Other ____________

   If applicable,

2a. Where are your bridge inspection crews located?
   - ☒ Centrally
   - □ Locally
   - □ N/A
   - ☒ Other In Juneau

2b. What are your bridge inspection crews assigned areas?
   - ☒ Statewide
   - □ District
   - □ Region
   - □ County
   - □ Other ____________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?
   - ☒ Higher
   - □ Same
   - □ Lower
   - □ N/A
2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

- Higher □ Same □ Lower □ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

- Yes □ No □ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

- Yes □ No □ N/A

Arkansas
Glenn Cheatham
Heavy Bridge Maintenance Engineer
Arkansas Highway and Transportation Department
501-569-2466
glenn.cheatham@arkansashighways.com

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

- Yes □ No □ Seasonal □ Other __________

If applicable,

1a. Where are your bridge maintenance crews located?

- Centrally □ Locally □ N/A □ Other __________

1b. What are your bridge maintenance crews assigned areas?

- Statewide □ District □ Region □ County □ Other __________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

- Higher □ Same □ Lower □ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

- Yes □ No □ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

- Yes □ No □ Seasonal □ Other __________

If applicable,

2a. Where are your bridge inspection crews located?

- Centrally □ Locally □ N/A □ Other __________
2b. What are your bridge inspection crews assigned areas?

- ☒ Statewide  
- ☒ District  
- ☐ Region  
- ☐ County  
- ☐ Other ___________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

- ☒ Higher  
- ☐ Same  
- ☐ Lower  
- ☐ N/A

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

- ☒ Higher  
- ☐ Same  
- ☐ Lower  
- ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

- ☒ Yes  
- ☐ No  
- ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

- ☒ Yes  
- ☐ No  
- ☐ N/A

Comments:
Arkansas has 10 Districts. Each District has their own bridge repair crew. Each District has 2 or 3 bridge inspectors and assistant bridge inspectors depending on the number of bridges.

We also have one statewide bridge inspector and assistant inspector that inspect the larger structures around the state. Constant statewide travel. We also have 3 statewide repair crews that work on these bridges.

There is a total of 23 bridge inspectors and 23 assistant bridge inspectors.

Follow-up:
The District Repair Crews and the Statewide Repair Crews have the same titles. Bridge Repairer I, Bridge Repairer II, and Crew Leader. All same salaries. The only difference is that our 3 statewide repair crews have a different title - Heavy Bridge Supervisor. The Districts have a Bridge Job Superintendent that oversees the District Repair crew. Both have the same salaries.

The salaries are a little higher for entry-level bridge crew members than local area road maintenance crew members.

Colorado
Jeff Anderson
Bridge Inspection Program Manager
Colorado DOT
jeffrey.anderson@dot.state.co.us

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

- ☒ Yes  
- ☐ No  
- ☐ Seasonal  
- ☐ Other ___________

If applicable,
Bridge Maintenance Crew Members

1a. Where are your bridge maintenance crews located?
   [ ] Centrally    [ ] Locally    [ ] N/A    [ ] Other ____________

1b. What are your bridge maintenance crews assigned areas?
   [ ] Statewide   [ ] District   [ ] Region    [ ] County    [ ] Other ____________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?
   [ ] Higher    [ ] Same    [ ] Lower    [ ] N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?
   [ ] Yes    [ ] No    [ ] N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?
   [ ] Yes    [ ] No    [ ] Seasonal    [ ] Other ____________

If applicable,

2a. Where are your bridge inspection crews located?
   [ ] Centrally    [ ] Locally    [ ] N/A    [ ] Other ____________

2b. What are your bridge inspection crews assigned areas?
   [ ] Statewide    [ ] District    [ ] Region    [ ] County    [ ] Other ____________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?
   [ ] Higher    [ ] Same    [ ] Lower    [ ] N/A

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?
   [ ] Higher    [ ] Same    [ ] Lower    [ ] N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?
   [ ] Yes    [ ] No    [ ] N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?
   [ ] Yes    [ ] No    [ ] N/A

Connecticut
David Hiscox
Transportation Supervising Engineer
Bridge Operations--Bureau of Highway Operations

Bridge Maintenance Crew Members
1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☐ Yes ☐ No ☐ Seasonal ☐ Other __________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally ☒ Locally ☐ N/A ☐ Other __________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide ☒ District ☐ Region ☐ County ☐ Other __________

1c. How do bridge maintenance crew members' pay levels compare to regular roadway maintenance employees?

☐ Higher ☒ Same ☐ Lower ☐ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes ☒ No ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☐ Yes ☐ No ☐ Seasonal ☐ Other __________

The function of bridge inspection is NOT overseen by the Bureau of Highway Operations, which includes Maintenance. The Bureau of Engineering has several specialty units, one of which is the office of Bridge Safety and Evaluation. When BS&E identifies a deficiency in a bridge, they will initiate a memo from that unit to the Office of Maintenance where it is forwarded to the appropriate District office for action.

If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally ☒ Locally ☐ N/A ☐ Other __________

2b. What are your bridge inspection crews assigned areas?

☐ Statewide ☐ District ☒ Region ☐ County ☐ Other __________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☐ Higher ☒ Same ☐ Lower ☐ N/A

2d. How do bridge inspection crew members' pay levels compare to bridge maintenance employees?
Comments:
You're situation seems like a tough spot to be in. We all, including Connecticut, seem to be reeling from a reduction in workers and an increasing work load from the aging infra-structure. A quick overview on how our small State is set-up for Bridge Maintenance work:

We've split our state into 4 Districts that handles their work load independently though there is a central office that coordinates efforts State-wide. For each District there is a Bridge Manager who splits time between two Districts and the bridge maintainers led by a General Supervisor who reports to the Bridge Manager. There is also an Engineer who advises the Bridge Manager and General Supervisor but is not in the chain of command overseeing any work.

Your questions regarding differences between highway maintainers and bridge maintainers can be answered "yes" and "No" in that the pay grades are all the same (i.e.--Maintainer 1, Maintainer 2, etc...), but that at the higher levels, there are parentheticals that differentiate specialist duties (i.e. Maintainer 4 (Welder)). The comparable specialist and crew leaders on the highway side (i.e.--Maintainer 4 (Operator)) are on the same pay scale, though.

Again, as noted in the filled out survey/questionnaire, bridge inspection functions are not under the purview of the Office of Maintenance but rather overseen by the Office of Engineering who will forward deficiencies noted in any inspection to the Office of Maintenance in what we call a Bridge Maintenance Memorandum (BMM). The actual inspection is done by an inspector class which many of the bridge maintainers try to jump to after a number of years partly because it pays more to start and the years in Maintenance takes a toll on the body and they're looking for something different. Beyond the inspectors, each inspection "team" is overseen by an engineer though this class has many more education requirements and the inspectors don't typically make the jump to the Engineering career ladder.

Florida
Richard Kerr, P.E.
Bridge Management Inspection Engineer
Florida DOT
850-410-5808
richard.kerr@dot.state.fl.us

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☑ Yes ☐ No ☐ Seasonal ☐ Other ___________________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally ☑ Locally ☐ N/A ☐ Other _______________
1b. What are your bridge maintenance crews assigned areas?

☐ Statewide  ☒ District  ☐ Region  ☐ County  ☐ Other __________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☒ Higher  ☐ Same  ☐ Lower  ☐ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☒ Yes  ☐ No  ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☒ Yes  ☐ No  ☐ Seasonal  ☐ Other __________

If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally  ☒ Locally  ☐ N/A  ☐ Other __________

2b. What are your bridge inspection crews assigned areas?

☐ Statewide  ☒ District  ☐ Region  ☐ County  ☐ Other __________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☒ Higher  ☐ Same  ☐ Lower  ☐ N/A

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☒ Higher  ☐ Same  ☐ Lower  ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☒ Yes  ☐ No  ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☒ Yes  ☐ No  ☐ N/A

Comments:
Note, we have bridge crews that are assigned for bridge specific work, but some of the routine work is done by crews that do both bridge and roadway maintenance. This survey was answered in respect to the bridge specific crews. These crews would be used for structural repair, welding, and certain joint repairs.

Indiana
Jaffar Golkhajeh, P.E. / Bill Dittrich
Bridge Maintenance Crew Members
1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

- Yes  □ No  □ Seasonal  □ Other __________

Five of our six Districts have a dedicated Bridge Crew, the sixth District does not, instead, they rely more on an annual maintenance contract to take care of bridge deficiencies that their local maintenance crews cannot handle on their own.

If applicable,

1a. Where are your bridge maintenance crews located?

- □ Centrally  □ Locally  □ N/A  □ Other __________

1b. What are your bridge maintenance crews assigned areas?

- □ Statewide  □ District  □ Region  □ County  □ Other __________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

- □ Higher  □ Same  □ Lower  □ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

- Yes  □ No  □ N/A

2 of the 5 districts having a crew.

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

- Yes  □ No  □ Seasonal  □ Other __________

District Crews perform some Fracture Critical and Special Inspections, in addition to the Routine Inspections.

If applicable,

2a. Where are your bridge inspection crews located?

- □ Centrally  □ Locally  □ N/A  □ Other __________

2b. What are your bridge inspection crews assigned areas?

- □ Statewide  □ District  □ Region  □ County  □ Other __________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

- □ Higher  □ Same  □ Lower  □ N/A
2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☑ Higher  ☐ Same  ☐ Lower  ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☑ Yes  ☐ No  ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☑ Yes  ☐ No  ☐ N/A

Iowa
Mike Todsen
Special Projects Engineer
Iowa DOT
515-233-7726
michael.todsen@dot.iowa.gov

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☑ Yes  ☐ No  ☐ Seasonal  ☐ Other __________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally  ☑ Locally  ☐ N/A  ☐ Other __________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide  ☑ District  ☐ Region  ☐ County  ☐ Other __________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☑ Higher  ☐ Same  ☐ Lower  ☐ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☑ Yes  ☐ No  ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☑ Yes  ☐ No  ☐ Seasonal  ☐ Other __________

If applicable,
2a. Where are your bridge inspection crews located?

☐ Centrally   ☒ Locally   ☐ N/A   ☐ Other ____________
Under central office control

2b. What are your bridge inspection crews assigned areas?

☐ Statewide   ☐ District   ☒ Region   ☐ County   ☐ Other ____________

2c. How do bridge inspection crew members' pay levels compare to regular roadway maintenance employees?

☒ Higher   ☐ Same   ☐ Lower   ☐ N/A

2d. How do bridge inspection crew members' pay levels compare to bridge maintenance employees?

☐ Higher   ☒ Same   ☐ Lower   ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☒ Yes   ☐ No   ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☒ Yes   ☐ No   ☐ N/A

Kansas
Donald E. Whisler, PE
Bridge Management Engineer
Kansas DOT
785-296-4435
whisler@ksdot.org

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☒ Yes   ☐ No   ☐ Seasonal   ☐ Other ____________
We have 3 Districts w/ Bridge crews and 3 Districts w/o.

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally   ☒ Locally   ☐ N/A   ☐ Other ____________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide   ☒ District   ☐ Region   ☐ County   ☐ Other ____________

1c. How do bridge maintenance crew members' pay levels compare to regular roadway maintenance employees?
1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes ☑ No ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☑ Yes ☐ No ☐ Seasonal ☐ Other __________

If applicable,

2a. Where are your bridge inspection crews located?

☑ Centrally ☐ Locally ☐ N/A ☐ Other __________

2b. What are your bridge inspection crews assigned areas?

☑ Statewide ☐ District ☐ Region ☐ County ☐ Other __________

2c. How do bridge inspection crew members' pay levels compare to regular roadway maintenance employees?

☐ Higher ☐ Same ☐ Lower ☑ N/A

Note: Same as normal Engineering Technicians

2d. How do bridge inspection crew members' pay levels compare to bridge maintenance employees?

☐ Higher ☐ Same ☐ Lower ☑ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☐ Yes ☐ No ☑ N/A

Note: Same as normal Engineering Technicians

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☐ Yes ☐ No ☑ N/A

Comment:

In Kansas, we are not as lucky as MoDOT to have a Centralized Bridge Maintenance crew or Paint Crew. We have six Districts, 26 Areas and 112 Sub-Areas. Three Districts have actual bridge crews and a heavy equipment crew which perform some bridge maintenance as well as building maintenance. The other three Districts only have a heavy equipment crew which again perform some bridge maintenance as well as building maintenance. These crews work in conjunction with the Area and Sub-Area personnel as needed to meet the requirements of the task to be completed. The majority of all bridge maintenance is performed by contract. All contract work is selected and funded through Bridge Management. I normally have about $25 million for this work. The last two years this fund has been raided due to budget problems.

All bridge inspectors are either classified as a standard Engineer or a standard Engineer Technician. We do not provide any additional pay for any of the inspection activities completed.
Follow-up:
During our discussion on this subject in Baton Rouge, I remember you stating the bridge and heavy equipment crew workers were paid the same as the routine maintenance workers and the inspectors were paid more than both. Is this a fair recollection? Yes.

Maine
John E. Buxton, P.E.
Bridge Maintenance Engineer
Maine DOT
State House Station 16
Augusta, Maine 04333-0016
207-624-3588
john.buxton@maine.gov

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

- Yes ☑️
- No ☐
- Seasonal ☐
- Other __________

If applicable,

1a. Where are your bridge maintenance crews located?

- Centrally ☐
- Locally ☑️
- N/A ☐
- Other __________

1b. What are your bridge maintenance crews assigned areas?

- Statewide ☐
- District ☐
- Region ☑️
- County ☐
- Other __________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

- Higher ☑️
- Same ☐
- Lower ☐
- N/A ☐

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

- Yes ☑️
- No ☐
- N/A ☐

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

- Yes ☑️
- No ☐
- Seasonal ☐
- Other __________

If applicable,

2a. Where are your bridge inspection crews located?

- Centrally ☑️
- Locally ☐
- N/A ☐
- Other __________

2b. What are your bridge inspection crews assigned areas?

- Statewide ☑️
- District ☐
- Region ☐
- County ☦
- Other __________

2c. How do bridge inspection crew members' pay levels compare to regular roadway maintenance employees?
2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☑ Higher  ☐ Same  ☐ Lower  ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☑ Yes  ☐ No  ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☑ Yes  ☐ No  ☐ N/A

Comments:
The Maine DOT is in the process of implementing a significant reorganization of our Bridge Maintenance & Maintenance work force. Currently our Bridge Maintenance work force is a very capable and talented group. We perform general and preventative maintenance as well as heavy rehabilitation and construction. The bridge workers have always been paid more due to the very reasons you cited. Fall protection, Lead & Silica, Work Zone Safety etc, not to mention the craftsmanship, pride and dedication required to accomplish technical work in often time’s difficult environments during extreme temperatures.

In a nutshell, we are looking at a smaller more flexible merit based workforce. The more you can do (form concrete or weld & plow snow or replace a cross pipe) the more you get paid. In essence we are not cutting the bridge workers, but rather bringing the maintenance workers to the bridge level and funding this through the forfeiture of open positions. I’m cautiously optimistic, but must be even more diligent in making sure that the motivation of others does not adversely impact my ability to keep our bridges safe.

The evidence of my bias is spurred by the fact that we are losing ground as our bridge inventory ages. I assume you folks are experiencing a similar trend which could only be exacerbated by a diminished bridge maintenance effort.

The Bridge Inspection Program, which is located in my office, is staffed by Engineering Technicians (Certified NBI Inspectors) who are paid slightly less than a Bridge Crew Supervisor. The technician series is totally separate from our maintenance series so they will not be impacted by the reorganization.

Follow-up:
Yes, we have 5 Regions with 4 to 6 crews per Region. Our crews consist of 4-6 workers including the Crew Supervisor. We used to have about 168 bridge workers, now we have somewhere in the low 140’s. My office develops the Work Plan and provides all structural engineering support to the Regions. The Regions are responsible for carrying out the Work Plan.

Maryland
Greg Roby
Deputy Director
Office of Structures
Maryland State Highway Department
410-545-8311
groby@sha.state.md.us

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?
☐ Yes ☒ No ☐ Seasonal ☐ Other __________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally ☐ Locally ☐ N/A ☐ Other __________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide ☐ District ☐ Region ☐ County ☐ Other __________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☐ Higher ☐ Same ☐ Lower ☐ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes ☐ No ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☒ Yes ☐ No ☐ Seasonal ☐ Other __________

If applicable,

2a. Where are your bridge inspection crews located?

☒ Centrally ☐ Locally ☐ N/A ☐ Other __________

2b. What are your bridge inspection crews assigned areas?

☐ Statewide ☐ District ☒ Region ☐ County ☐ Other __________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☒ Higher ☐ Same ☐ Lower ☐ N/A

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☐ Higher ☐ Same ☐ Lower ☒ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☒ Yes ☐ No ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?
☐ Yes  ☒ No  ☐ N/A

Massachusetts
Mohammed Nabulsi
District Bridge Engineer
District 3
Massachusetts DOT
617-799-4211
mohammed.nabulsi@state.ma.us

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☐ Yes  ☐ No  ☐ Seasonal  ☐ Other ____________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally  ☐ Locally  ☐ N/A  ☐ Other ____________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide  ☐ District  ☐ Region  ☐ County  ☐ Other ____________

1c. How do bridge maintenance crew members' pay levels compare to regular roadway maintenance employees?

☐ Higher  ☐ Same  ☐ Lower  ☐ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes  ☐ No  ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☐ Yes  ☐ No  ☐ Seasonal  ☒ Other Dedicated Bridge Inspectors Civil Engineer Grades

If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally  ☐ Locally  ☐ N/A  ☐ Other ____________

2b. What are your bridge inspection crews assigned areas?

☐ Statewide  ☐ District  ☐ Region  ☐ County  ☐ Other ____________

2c. How do bridge inspection crew members' pay levels compare to regular roadway maintenance employees?

☐ Higher  ☐ Same  ☐ Lower  ☐ N/A
2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☐ Higher  ☐ Same  ☐ Lower  ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☐ Yes  ☐ No  ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☐ Yes  ☐ No  ☐ N/A

Comments:
At this time, MassDot District 3 has no dedicated bridge crews.

Michigan
Anthony Dionise, P.E.
Engineer Structure Maintenance
Division of Operations
Michigan DOT
6333 Old Lansing Rd
Lansing, MI 48917
517-322-3322/517-243-9522 (Cell)
dionisea@michigan.gov

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☒ Yes  ☐ No  ☐ Seasonal  ☐ Other ____________
Our crews do not perform emergency structural repair.

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally  ☒ Locally  ☐ N/A  ☐ Other ____________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide  ☐ District  ☒ Region  ☐ County  ☐ Other ____________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☐ Higher  ☒ Same  ☐ Lower  ☐ N/A
Our crews perform routine and preventive maintenance. Emergency repairs are done by a separate statewide crew made up of certified welders and are paid more.

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes  ☒ No  ☐ N/A
No, but they should. They do more complex work.
2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☐ Yes  ☐ No  ☐ Seasonal  ☐ Other ____________

If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally  ☒ Locally  ☐ N/A  ☐ Other ____________

2b. What are your bridge inspection crews assigned areas?

☐ Statewide  ☐ District  ☒ Region  ☐ County  ☐ Other ____________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☒ Higher  ☐ Same  ☐ Lower  ☐ N/A

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☒ Higher  ☐ Same  ☐ Lower  ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☒ Yes  ☐ No  ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☒ Yes  ☐ No  ☐ N/A

Comments:
This was tried here in the past without success. Bridge Crew workers should be at a higher level. Let me know how it turns out.

Minnesota
Tom Styrbicki
State Bridge Construction and Maintenance Engineer
Minnesota DOT
651-366-4507
tom.styrbicki@state.mn.us

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☒ Yes  ☐ No  ☐ Seasonal  ☐ Other ____________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally  ☒ Locally  ☐ N/A  ☐ Other ____________

Mn/DOT has eight District offices throughout the state.
1b. What are your bridge maintenance crews assigned areas?

☐ Statewide  ☒ District  ☐ Region  ☐ County  ☐ Other ____________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☒ Higher  ☐ Same  ☐ Lower  ☐ N/A

Bridge maintenance workers are one pay grade above regular roadway maintenance workers.

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☒ Yes  ☐ No  ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☒ Yes  ☐ No  ☐ Seasonal  ☐ Other ____________

Our Fracture Critical inspectors are dedicated to performing bridge inspections. Some Districts have dedicated bridge inspection crews for routine inspections, but mostly the bridge maintenance crews also do bridge inspection.

If applicable,

2a. Where are your bridge inspection crews located?

☒ Centrally  ☒ Locally  ☐ N/A  ☐ Other ____________

We have a centrally-located team of Fracture Critical bridge inspectors. All other inspectors are in the Districts.

2b. What are your bridge inspection crews assigned areas?

☒ Statewide  ☒ District  ☐ Region  ☐ County  ☐ Other ____________

The centrally-located Fracture Critical inspection team travels statewide. All other inspectors work within their Districts.

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☒ Higher  ☐ Same  ☐ Lower  ☐ N/A

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☒ Higher  ☒ Same  ☐ Lower  ☐ N/A

The Fracture Critical inspection team consists of a range of job classifications and pay grades. The District inspectors are generally also Bridge Maintenance Workers, so the pay grade is the same.

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☒ Yes  ☐ No  ☐ N/A
2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☐ Yes  ☐ No  ☐ N/A

The Fracture Critical inspection team consists of a range of job classifications. The District inspectors are generally also Bridge Maintenance Workers, so the job title is the same.

Mississippi
Mitch Carr, P.E.
Bridge Engineer
Mississippi DOT
601-359-7200
mcarr@mdot.stat.ms.us

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☐ Yes  ☐ No  ☐ Seasonal  ☐ Other __________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally  ☐ Locally  ☐ N/A  ☒ Other In each District

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide  ☒ District  ☐ Region  ☐ County  ☐ Other __________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☐ Higher  ☒ Same  ☐ Lower  ☐ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes  ☐ No  ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☐ Yes  ☐ No  ☐ Seasonal  ☐ Other __________

If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally  ☐ Locally  ☐ N/A  ☒ Other In each District

2b. What are your bridge inspection crews assigned areas?

☐ Statewide  ☒ District  ☐ Region  ☐ County  ☐ Other __________
2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☑ Higher ☐ Same ☐ Lower ☐ N/A

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☑ Higher ☐ Same ☐ Lower ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☑ Yes ☐ No ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☑ Yes ☐ No ☐ N/A

Montana
David Crumley, P.E.
Bridge Maintenance Engineer
Bridge Bureau
Montana DOT
PO Box 201001
Helena, MT 59620-100
406-444-6320
dcrumley@mt.gov

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☐ Yes ☑ No ☐ Seasonal ☐ Other ____________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally ☐ Locally ☑ N/A ☐ Other ____________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide ☐ District ☐ Region ☐ County ☐ Other ____________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☐ Higher ☐ Same ☐ Lower ☑ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes ☐ No ☑ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?
<table>
<thead>
<tr>
<th>Question</th>
<th>Option</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?</td>
<td>Yes, Majority by contract maintenance</td>
</tr>
<tr>
<td>2a. Where are your bridge inspection crews located?</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Centrally</td>
</tr>
<tr>
<td>2b. What are your bridge inspection crews assigned areas?</td>
<td>Statewide</td>
</tr>
<tr>
<td>2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?</td>
<td>Higher</td>
</tr>
<tr>
<td>2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?</td>
<td>Higher</td>
</tr>
<tr>
<td>2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?</td>
<td>Yes</td>
</tr>
<tr>
<td>2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?</td>
<td>Yes</td>
</tr>
</tbody>
</table>

**Nevada**

Rob Potter / David Severns, P.E.
Supervisor II, Associate Engineer – Dist. II Bridge Maintenance / Asst. Chief Structures Engineer
Nevada DOT/Nevada DOT
775-834-8378/775-888-7545
rpotter@dot.state.nv.us / dseverns@dot.state.nv.us

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

<table>
<thead>
<tr>
<th>Option</th>
<th>Yes</th>
<th>No</th>
<th>Seasonal</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Majority by contract maintenance</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If applicable,

1a. Where are your bridge maintenance crews located?

<table>
<thead>
<tr>
<th>Option</th>
<th>Yes</th>
<th>No</th>
<th>Seasonal</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Locally</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1b. What are your bridge maintenance crews assigned areas?

<table>
<thead>
<tr>
<th>Option</th>
<th>Yes</th>
<th>No</th>
<th>Seasonal</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>District</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Bridge Maintenance Crew Members** 32
1c. How do bridge maintenance crew members' pay levels compare to regular roadway maintenance employees?

☑ Higher  ☐ Same  ☐ Lower  ☐ N/A

There is some differences by District. 2 of the 3 Districts have Crews with pay comparable to regular roadway maintenance and engineering staff for the contracts and one only has engineering staff and the regular roadway crew's address the bridge housekeeping issues for their areas.

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☑ Yes  ☐ No  ☐ N/A

Workers are the same but the engineering staff is made up with Engineering Technicians and Associate Engineers.

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☑ Yes  ☐ No  ☐ Seasonal  ☐ Other ____________

If applicable,

2a. Where are your bridge inspection crews located?

☑ Centrally  ☐ Locally  ☐ N/A  ☑ Other Consultant engineers also employed

2b. What are your bridge inspection crews assigned areas?

☑ Statewide  ☐ District  ☐ Region  ☐ County  ☐ Other ____________

2c. How do bridge inspection crew members' pay levels compare to regular roadway maintenance employees?

☑ Higher  ☐ Same  ☐ Lower  ☐ N/A

2d. How do bridge inspection crew members' pay levels compare to bridge maintenance employees?

☑ Higher  ☐ Same  ☐ Lower  ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☑ Yes  ☐ No  ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☑ Yes  ☐ No  ☐ N/A

Comments:
The Nevada DOT recognizes bridge maintenance and bridge inspection as different entities. Bridge inspection engineers work from a centralized office (part of NDOT Structures Division, based out of Carson City, NV), while our bridge maintenance crews work from each of our three Districts. Bridge inspection team leader engineers work within the Professional Engineer Series of positions, while inspection assistants work within the Staff Associate Engineer Series. Note that inspection team leaders must be Nevada Registered
Professional Engineers, unless under-filling a Professional Engineer position. The attached survey deals with your questions regarding bridge inspection personnel only.

New Hampshire
Doug Gosling
Bridge Maintenance Administrator
New Hampshire DOT
Ph 603-271-3667
dgosling@dot.state.nh.us

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?
   - ✗ Yes
   - ❌ No
   - ❌ Seasonal
   - ❌ Other __________

   If applicable,

   1a. Where are your bridge maintenance crews located?
      - ✗ Centrally
      - ❌ Locally
      - ❌ N/A
      - ❌ Other __________

   1b. What are your bridge maintenance crews assigned areas?
      - ✗ Statewide
      - ❌ District
      - ❌ Region
      - ❌ County
      - ❌ Other __________

   1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?
      - ✗ Higher
      - ❌ Same
      - ❌ Lower
      - ❌ N/A

   1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?
      - ✗ Yes
      - ❌ No
      - ❌ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?
   - ✗ Yes
   - ❌ No
   - ❌ Seasonal
   - ❌ Other __________

   If applicable,

   2a. Where are your bridge inspection crews located?
      - ✗ Centrally
      - ❌ Locally
      - ❌ N/A
      - ❌ Other __________

   2b. What are your bridge inspection crews assigned areas?
      - ✗ Statewide
      - ❌ District
      - ❌ Region
      - ❌ County
      - ❌ Other __________

   2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?
      - ✗ Higher
      - ❌ Same
      - ❌ Lower
      - ❌ N/A
2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

- Higher  [X]  Same  [ ]  Lower  [ ]  N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

- Yes  [X]  No  [ ]  N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

- Yes  [X]  No  [ ]  N/A

North Carolina
Daniel D. Holderman
State Bridge Management Engr.
North Carolina DOT
919-835-8217
dholderman@ncdot.gov

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

- Yes  [X]  No  [ ]  Seasonal  [ ]  Other  ____________

57 bridge crews

If applicable,

1a. Where are your bridge maintenance crews located?

- Centrally  [ ]  Locally  [X]  N/A  [ ]  Other  ____________

1b. What are your bridge maintenance crews assigned areas?

- Statewide  [ ]  District  [ ]  Region  [ ]  County  [ ]  Other  1 to 2 counties  [X]

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

- Higher  [ ]  Same  [X]  Lower  [ ]  N/A

Until 10 years ago, the bridge crews were 1 paygrade higher, then system changed. Bridge crews are still much more highly skilled than average roadway maintenance employee.

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

- Yes  [ ]  No  [X]  N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

- Yes  [X]  No  [ ]  Seasonal  [ ]  Other  ____________

These are our NBIS Inspectors
If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally  ☑ Locally  ☐ N/A  ☐ Other ____________

2b. What are your bridge inspection crews assigned areas?

☐ Statewide  ☐ District  ☑ Region  ☐ County  ☐ Other ____________

Normally a 3-4 county area

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☐ Higher  ☐ Same  ☐ Lower  ☐ N/A

Higher by about 25%

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☐ Higher  ☐ Same  ☐ Lower  ☐ N/A

Higher by about 25%

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☐ Yes  ☐ No  ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☐ Yes  ☐ No  ☐ N/A

North Dakota
Brad Darr
State Maintenance Engineer
North Dakota DOT
701-328-4443
bdarr@nd.gov

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☐ Yes  ☐ No  ☐ Seasonal  ☑ Other Not dedicated but as part of other local maintenance duties.

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally  ☑ Locally  ☐ N/A  ☐ Other ____________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide  ☑ District  ☐ Region  ☐ County  ☐ Other ____________
1c. How do bridge maintenance crew members' pay levels compare to regular roadway maintenance employees?

☐ Higher   ☑ Same   ☐ Lower   ☐ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes   ☐ No   ☑ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☐ Yes   ☐ No   ☐ Seasonal   ☑ Other Not dedicated but as an collateral duty of our construction inspectors.

If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally   ☑ Locally   ☐ N/A   ☐ Other ____________

2b. What are your bridge inspection crews assigned areas?

☐ Statewide   ☑ District   ☐ Region   ☐ County   ☐ Other ____________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☑ Higher   ☐ Same   ☐ Lower   ☐ N/A

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☐ Higher   ☐ Same   ☐ Lower   ☑ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☐ Yes   ☐ No   ☑ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☑ Yes   ☐ No   ☐ N/A

Engineering Techs verses maintenance personnel.

South Dakota
Tom Gilsrud
Bridge Maintenance Engineer
South Dakota DOT
605-773-4456
tom.gilsrud@state.sd.us

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?
☑ Yes ☐ No ☐ Seasonal ☐ Other ____________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally ☑ Locally ☐ N/A ☐ Other ____________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide ☐ District ☑ Region ☐ County ☐ Other ____________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☐ Higher ☑ Same ☐ Lower ☐ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes ☐ No ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☑ Yes ☐ No ☐ Seasonal ☐ Other ____________

If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally ☑ Locally ☐ N/A ☐ Other ____________

2b. What are your bridge inspection crews assigned areas?

☐ Statewide ☐ District ☑ Region ☐ County ☐ Other ____________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☐ Higher ☑ Same ☐ Lower ☐ N/A

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☐ Higher ☑ Same ☐ Lower ☐ N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☐ Yes ☑ No ☐ N/A

Same pay titles but different working titles.

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?
Yes ☐ No ☑ N/A

Tennessee
Wayne J. Seger
Bridge Inspection Program Manager
Tennessee DOT
Bridge Inspection and Repair Office, Structures Division
Suite 1200, James K. Polk Bldg.
Nashville, TN 37243-0338
615-741-4044
wayne.seger@tn.gov

1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☐ Yes ☐ No ☐ Seasonal ☐ Other _________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally ☐ Locally ☐ N/A ☑ Other Regionally (all 4 regions of the state)

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide ☐ District ☑ Region ☐ County ☐ Other _________

1c. How do bridge maintenance crew members' pay levels compare to regular roadway maintenance employees?

☐ Higher ☑ Same ☐ Lower ☐ N/A

Basically they are the same levels. However there are more higher end pay positions in the Bridge Maintenance crews than in the roadway maintenance crews. Roughly it is about half of the bridge crews are directly comparable and the other half (more experienced) are on a slightly higher pay level than the roadway folks.

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes ☐ No ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☐ Yes ☐ No ☐ Seasonal ☐ Other _________

If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally ☐ Locally ☐ N/A ☑ Other Regionally (all 4 regions of the state)

2b. What are your bridge inspection crews assigned areas?

☐ Statewide ☐ District ☑ Region ☐ County ☐ Other _________
2c. How do bridge inspection crew members' pay levels compare to regular roadway maintenance employees?

- [ ] Higher  [ ] Same  [ ] Lower  [ ] N/A

  The bridge inspector titles and pay are comparable to the construction inspector titles and pay.

2d. How do bridge inspection crew members' pay levels compare to bridge maintenance employees?

- [ ] Higher  [ ] Same  [ ] Lower  [ ] N/A

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

- [ ] Yes  [ ] No  [ ] N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

- [ ] Yes  [ ] No  [ ] N/A

Comments:

Sounds like your state isn't the only one looking at bridge maintenance personnel. On the operations side of TDOT, the state is broken up into 4 separate regions each having bridge inspection, bridge maintenance, construction inspection, roadway maintenance, and materials and tests lab personnel. While the entry level positions in both roadway and bridge maintenance are basically the same titles and pay levels, the upper levels in the bridge maintenance crews, that is the more experienced people, have higher titles (i.e., pay levels) than the upper levels in the roadway maintenance crews have. In both bridge and roadway maintenance, the requirement is to have valid driver's license and a Class A Commercial Driver License. Typically we have two bridge maintenance crews (made up of 7 or 8 people per crew) within each region. They would make light and medium repairs, spot paint steel, and handle light preservation activities. Larger and heavier repairs are typically done by contract with plans developed at Headquarters Bridge Repair, in the Structures Division.

Bridge Inspection personnel are also at the region level. Across Tennessee, we have 17 inspection teams (7 people per team) that solely inspect bridges. The titles and pay of the bridge inspection personnel can be compared directly with the construction inspector title series. The base requirement for the entry-level bridge/construction inspector is to have graduated from high school or have a G.E.D. and a valid driver license. The pay level of personnel in the inspector category is higher than that of the maintenance personnel. The Department requires these people to be more skilled and to be trained in technical matters. Of course we do require the bridge inspection team leader to be qualified as stated in the NBIS however we do not require them to have a Bachelors in Civil Engineering. In each of the 17 bridge teams, there is at least one graduate engineer, either the team leader or his assistant is a graduate in civil engineering. We are in a transitional period where one day I anticipate all team leaders will be engineering graduates.

Vermont
Pamela M. Thurber, P.E. / Wayne Gammell
Bridge Management and Inspection Engineer / Maintenance Transportation Administrator
Vermont Agency of Transportation / Vermont Agency of Transportation
Program Development - Structures Section
One National Life Drive
Montpelier, VT 05633-5001
802-828-0041 / 802-828-2693
pam.thurber@state.vt.us / wayne.gammell@state.vt.us
1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☑ Yes  ☐ No  ☐ Seasonal  ☐ Other __________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally  ☑ Locally  ☐ N/A  ☐ Other __________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide  ☑ District  ☐ Region  ☐ County  ☐ Other __________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☑ Higher  ☐ Same  ☐ Lower  ☐ N/A

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☑ Yes  ☐ No  ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☑ Yes  ☐ No  ☐ Seasonal  ☐ Other __________

If applicable,

2a. Where are your bridge inspection crews located?

☑ Centrally  ☐ Locally  ☐ N/A  ☐ Other __________

2b. What are your bridge inspection crews assigned areas?

☑ Statewide  ☑ District  ☐ Region  ☑ County  ☐ Other __________

2c. How do bridge inspection crew members’ pay levels compare to regular roadway maintenance employees?

☑ Higher  ☐ Same  ☐ Lower  ☐ N/A

(based on pay grade not actual pay rate)

2d. How do bridge inspection crew members’ pay levels compare to bridge maintenance employees?

☑ Higher  ☑ Same  ☐ Lower  ☐ N/A

(based on pay grade not actual pay rate)

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☐ Yes  ☐ No  ☐ N/A
2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☒ Yes  ☐ No  ☐ N/A

Comments:
Currently VTrans has bridge maintenance people in each of 9 districts. There are three levels of Bridge Maintenance workers; their entry-level position (Transportation Bridge Maintenance Worker I) pay grade is the same as the Transportation Maintenance Worker IV’s (highest non-supervisory level). We are in the process of forming specialized crews to become more proactive in bridge maintenance (bridge welding, heat straightening, plug joint, shot-crete, pre-cast, and preservative (Silane) crews). We are also looking at a central bridge facility to better utilize bridge inventory across the state. Our hopes are to move towards a more centrally run bridge maintenance crew to work with the districts allowing them to take on larger and more specialized jobs. Within AOT our bridge maintenance crews and our inspection crews are under two separate divisions; bridge maintenance is under our Operations section while bridge inspection is under our Program Development section. These two divisions work very well together coordinating all agency bridge maintenance needs.

Scott, VTrans is very interested in the outcome of this survey, would you please send a copy of your results when they are complete?

I would also like to add that all VTrans bridge inspection personnel are classified either in the AOT Technician or the Civil Engineer series which is the same series used for design / rating engineers and technicians.

Virginia
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1. Does your state have crews dedicated to performing bridge maintenance functions (i.e., routine and emergency structural repair and preventative maintenance)?

☒ Yes  ☐ No  ☐ Seasonal  ☐ Other ____________

If applicable,

1a. Where are your bridge maintenance crews located?

☐ Centrally  ☒ Locally  ☐ N/A  ☐ Other ____________

1b. What are your bridge maintenance crews assigned areas?

☐ Statewide  ☒ District  ☐ Region  ☒ County  ☐ Other ____________

1c. How do bridge maintenance crew members’ pay levels compare to regular roadway maintenance employees?

☐ Higher  ☒ Same  ☐ Lower  ☐ N/A

Maintenance Crew members fall within the Transportation Operation Career Group. The following web link provides information about this work group.

Bridge Maintenance Crew Members
The following web link provides information on pay bands for all jobs:
http://www.dhrm.state.va.us/compensation/salarystructure.html

1d. Do bridge maintenance crew members have different job titles than those on regular roadway maintenance?

☐ Yes  ☒ No  ☐ N/A

2. Does your state have crews dedicated to performing bridge inspection functions (i.e., performing in-depth, fracture critical, and special inspections and deck surveys)?

☐ Yes  ☐ No  ☐ Seasonal  ☐ Other ____________

If applicable,

2a. Where are your bridge inspection crews located?

☐ Centrally  ☒ Locally  ☐ N/A  ☐ Other ____________

2b. What are your bridge inspection crews assigned areas?

☐ Statewide  ☒ District  ☐ Region  ☐ County  ☐ Other ____________

2c. How do bridge inspection crew members' pay levels compare to regular roadway maintenance employees?

☐ Higher  ☐ Same  ☐ Lower  ☒ N/A

Bridge inspectors and maintenance crews have different roles and pay bands. The bridge inspectors fall under the Engineering Technician Career Group. The following web link provides information about this group:

2d. How do bridge inspection crew members' pay levels compare to bridge maintenance employees?

☐ Higher  ☐ Same  ☐ Lower  ☒ N/A

Bridge inspectors and maintenance crews have different roles and pay bands.

2e. Do bridge inspection crew members have different job titles than those on regular roadway maintenance?

☒ Yes  ☐ No  ☐ N/A

2f. Do bridge inspection crew members have different job titles than those on bridge maintenance?

☒ Yes  ☐ No  ☐ N/A