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# 2009 Indiana County Highway Department Wage and Salary Survey

Indiana LTAP

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**2009**  
***Indiana County Highway Department***  
***Wage and Salary Survey***

RP – 6 – 2009

**December 2009**

compiled by  
**Indiana LTAP Center**

Using information provided by the  
**Indiana County Auditors and Highway Departments**  
**and**  
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# Indiana County Highway Department Wage and Salary Survey

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## Introduction

Included in this publication are wage and salary figures for the major salaried and hourly county highway positions in Indiana. In addition, the numbers of employees working under each job title are tabulated, and the ratio of total number of employees per mile of county road is displayed. The following series of tables are divided into four categories: administration, maintenance and repair, general and undistributed, and cumulative bridge. The appendix presents the recommended methods for calculating the labor burden for both salaried and hourly employees. Also included are generalized worksheets, which may be copied and used to calculate labor burden for any specific county. The method for calculating overhead rates or overhead burden was approved by the Indiana Department of Transportation.

All salary and wage data was obtained from approved 2009 Salary Ordinances acquired from county auditors' offices, counties were also asked to provide the number of employees for each of the positions. The 2008 operational report was referenced if additional information was needed. The number of county road miles was found in 2009 county road inventory data.

Similar information for cities and towns is available in *Indiana Municipal Salaries, Wages, and Benefits, 2009*, published by the Indiana Association of Cities and Towns

The information in this publication is intended to assist the county highway agencies in developing their wage plans for next year's budget by providing comparative information from other counties in the state. Exact duties and responsibilities for the same job position will vary from county to county, which is often reflected in a wide range of wage and salary values. The difficult task of grouping individual positions into common job titles was done with great care, but users should be aware that some positions might not be completely comparable with others under the same job title classification.

We are very grateful for the cooperation of all the county auditors' offices and county highway departments who submitted information contained in this publication.

# **County Highway Positions & Staffing Levels**

Table 1

## County Highway Positions - Administration

County	Highway Director	Supervisors/ Superintendents	Assistant Supervisors/ Superintendents	Highway Engineers	Assistant Engineers	Clerks/ Secretaries/ Clerical	Bookkeeper	Office Managers <sup>(1)</sup>	Project Managers <sup>(2)</sup>	Technicians/ GIS/Draftsman <sup>(3)</sup>	Purchasing Agents <sup>(4)</sup>	Clerical Helpers	Total
1 Adams		1	1			1	1						4
2 Allen	1	2	1	1	9	4	1		6				25
3 Bartholomew		1	1	1				1	1				5
4 Benton		1	1			1	1						4
5 Blackford		1					1						2
6 Boone		1	1					1					3
7 Brown		1	1										2
8 Carroll				1				1					2
9 Cass		1				2							3
10 Clark	1		1					1					3
11 Clay		1				2							3
12 Clinton		1				1							2
13 Crawford		1	3			1							5
14 Daviess		1				2							3
15 Dearborn			1			1							2
16 Decatur		1	1			1							3
17 Dekalb		7											7
18 Delaware		0.5				0.5		0.5			0.5		2
19 Dubois		1	1	1		2							5
20 Elkhart		1	1	1	1.5	1		1	4	7		1	18.5
21 Fayette		1				1							2
22 Floyd		1	2	1	1	1	1						7
23 Fountain	1					1							2
24 Franklin						2							2
25 Fulton		1				1							2
26 Gibson		1		1			1						3
27 Grant		1			1		1			1			4
28 Greene						1	1						2
29 Hamilton	1	1		1	2	2		3	3	2			15
30 Hancock			1	1	1			2	1	1			7
31 Harrison		1		1	1			2		1			6
32 Hendricks		1	1					1				0.5	3.5
33 Henry				1				2					3
34 Howard				1	2		2			3			8
35 Huntington		2	2			2							6
36 Jackson		1		1		1	1		3				7
37 Jasper				1		1	1						3
38 Jay		1		1				1					3
39 Jefferson		1		1		1							3
40 Jennings		3				2							5

Table 1

## County Highway Positions - Administration

County	Highway Director	Supervisors/ Superintendents	Assistant Supervisors/ Superintendents	Highway Engineers	Assistant Engineers	Clerks/ Secretaries/ Clerical	Bookkeeper	Office Managers <sup>(1)</sup>	Project Managers <sup>(2)</sup>	Technicians/ GIS/Draftsman <sup>(3)</sup>	Purchasing Agents <sup>(4)</sup>	Clerical Helpers	Total
41 Johnson	2		1	2	1	1		3	2	2			14
42 Knox		1					1				1		3
43 Kosciusko		1	1					1	1	1		1	6
44 Lagrange		1		1		2							4
45 Lake		1	1			2		1	3	1			9
46 Laporte		1		1		1	1			1			5
47 Lawrence		1	4			1	1						7
48 Madison		1		1		1				1			4
49 Marion													0
50 Marshall		1				2							3
51 Martin		1				1							2
52 Miami		1		1		1	1						4
53 Monroe	1	1	2	1	1	1	1	1	2				11
54 Montgomery	1		2			1		1					5
55 Morgan		1	2	1									4
56 Newton		1		1		1							3
57 Noble		1		1		1	1						4
58 Ohio		1				1							2
59 Orange		1	3			2							6
60 Owen		1				1							2
61 Parke		1				1							2
62 Perry		1						2	1				4
63 Pike		1					1	1				0.5	3.5
64 Porter		1	1	1	1	1		1				1	7
65 Posey		1			1	1							3
66 Pulaski		1					1						2
67 Putnam		2						2					4
68 Randolph		1	1				1						3
69 Ripley		1	1										2
70 Rush		1	1			1							3
71 St. Joseph	1	5		1		1		2		1			11
72 Scott													0
73 Shelby		1	1			1							3
74 Spencer		1		1		1		1					4
75 Starke		1				1							2
76 Steuben		1		1		2							4
77 Sullivan													0
78 Switzerland		1				1							2
79 Tippecanoe	1	1	5		1	2	1	2	5	4			22
80 Tipton		1			1	1							2

Table 1

## County Highway Positions - Administration

County	Highway Director	Supervisors/ Superintendents	Assistant Supervisors/ Superintendents	Highway Engineers	Assistant Engineers	Clerks/ Secretaries/ Clerical	Bookkeeper	Office Managers <sup>(1)</sup>	Project Managers <sup>(2)</sup>	Technicians/ GIS/Draftsman <sup>(3)</sup>	Purchasing Agents <sup>(4)</sup>	Clerical Helpers	Total
81 Union		1				1							2
82 Vanderburgh		1		2	5	1	1			2			12
83 Vermillion		1	3			1	1						6
84 Vigo		1	1			2		1					5
85 Wabash		1				2							3
86 Warren		1				1							2
87 Warrick		1	1	1	1			2		1	1		8
88 Washington		1				1							2
89 Wayne	1					1	2					1	5
90 Wells		1		1		1	1						4
91 White		1	1			1							3
92 Whitley		1		1		1							3
<b>Total</b>	11	90.5	52	35	30.5	81.5	27	37.5	32	29	2.5		433.5
<b>Average/County</b>	1.1	1.2	1.5	1.1	1.9	1.3	1.1	1.4	2.7	1.9	0.8		4.7

A) Average per county figure includes only those counties with employees in that position.

(1) - Includes administrative assistants.

(2) - Includes fiscal managers, permit managers, and construction managers.

(3) - Includes engineer technicians and engineer assistants Traffic Specialists Safety personnel director and GIS/Cad Technicians.

(4) - Including Fleet Maintenance Coordinators.



Table 2

## County Highway Positions - Maintenance and Repair

County	Truck Drivers	Equipment Operators <sup>(1)</sup>	Laborers <sup>(2)</sup>	Inspectors	Foremen <sup>(3)</sup>	Summer/ Part Time Helpers	Sign Men	Parts Men <sup>(4)</sup>	Crew Leaders	Night Watchmen/ Custodians	Total
1 Adams <sup>(5)</sup>		1	17								18
2 Allen <sup>(6)</sup>			34	2	3		3	2			44
3 Bartholomew <sup>(6)</sup>			12		3	4					19
4 Benton	20										20
5 Blackford <sup>(6)</sup>	9				1						10
6 Boone	13	8		1	2		2		2	1	29
7 Brown	9	3									12
8 Carroll	12	2						1		0.5	15.5
9 Cass	20				2						22
10 Clark		28			7						35
11 Clay	4	17	1								22
12 Clinton	12	8			1		2				23
13 Crawford	7	7	2			3					19
14 Daviess	7	12	3		2	2					26
15 Dearborn	11	5			1				8		25
16 Decatur	12	7			3						22
17 Dekalb	7	4			1	2					14
18 Delaware	13	9	6		1.5						29.5
19 Dubois	8	7			4						19
20 Elkhart <sup>(6)</sup>	28				3	1			13		45
21 Fayette	6	5			1		1				13
22 Floyd <sup>(6)</sup>		4	22							2	28
23 Fountain	8	8	2								18
24 Franklin	15	5			3						23
25 Fulton			15		2						17
26 Gibson	10	20	1				1	2			34
27 Grant	16	4	3		2						25
28 Greene	14	15	1		3						33
29 Hamilton	18	3		2	4				3		30
30 Hancock	14	2		1	1				2		20
31 Harrison	10	14			10	2					36
32 Hendricks <sup>(6)</sup>	22	4									26
33 Henry	8	12			2			1			23
34 Howard	7	15	1		2				2		27
35 Huntington		12				1					13
36 Jackson	7	10							1		18

Table 2

## County Highway Positions - Maintenance and Repair

County	Truck Drivers	Equipment Operators <sup>(1)</sup>	Laborers <sup>(2)</sup>	Inspectors	Foremen <sup>(3)</sup>	Summer/ Part Time Helpers	Sign Men	Parts Men <sup>(4)</sup>	Crew Leaders	Night Watchmen/ Custodians	Total
37 Jasper	13	9			1		1			1	25
38 Jay	13	2									15
39 Jefferson	8	8			4	2					22
40 Jennings	4	9	5								18
41 Johnson	22	2			2						26
42 Knox	9	6	3		3						21
43 Kosciusko	27.5		2	0.5	4	1					35
44 Lagrange	19				2	3					24
45 Lake	35	13			3		2			2	55
46 Laporte		37	5		4						46
47 Lawrence	10	4	8								22
48 Madison	18	5	8		5					2	38
49 Marion											0
50 Marshall	4	5			1				13		23
51 Martin	7	3	2							0.5	12.5
52 Miami	12	6	2		4	2	1			1	28
53 Monroe	14	8	1		1	0.5	2				26.5
54 Montgomery	14		4		2		1		5		26
55 Morgan <sup>(6)</sup>	23								2		25
56 Newton			14		3						17
57 Noble		5	12		3			1			21
58 Ohio		4	3								7
59 Orange	10	10									20
60 Owen	8	14	4								26
61 Parke	13	10	3		3		1				30
62 Perry	5	11			2						18
63 Pike	5	3	2		1						11
64 Porter <sup>(6)</sup>	30	7		1	6		2				46
65 Posey	3	26	4		2						35
66 Pulaski <sup>(6)</sup>	14				1						15
67 Putnam	12	5	3		2	1					23
68 Randolph <sup>(6)</sup>	16	4									20
69 Ripley	11	6			4						21
70 Rush	11	2	7								20
71 St. Joseph			62			5					67
72 Scott											0

Table 2

## County Highway Positions - Maintenance and Repair

County	Truck Drivers	Equipment Operators <sup>(1)</sup>	Laborers <sup>(2)</sup>	Inspectors	Foremen <sup>(3)</sup>	Summer/ Part Time Helpers	Sign Men	Parts Men <sup>(4)</sup>	Crew Leaders	Night Watchmen/ Custodians	Total
73 Shelby	15	1	5		2						23
74 Spencer	6	11	1		3						21
75 Starke	17				1						18
76 Steuben	7	14	1			1					23
77 Sullivan											0
78 Switzerland	4	4	7		3						18
79 Tippecanoe	14	8		1	5		1				29
80 Tipton <sup>(7)</sup>	11	2			1						14
81 Union	8	1									9
82 Vanderburgh	13	11	12		4					1	41
83 Vermillion	17					1					18
84 Vigo		12	16		1						29
85 Wabash <sup>(6)</sup>	15				1		1				17
86 Warren		10			3						13
87 Warrick	16	11	3								30
88 Washington	18				3		2				23
89 Wayne	11	9	6		3					1	30
90 Wells	17				2						19
91 White <sup>(5)</sup>	6		17		3		1				27
92 Whitley	11	3	1		2						17
<b>Total</b>	943.5	572	343	8.5	164.5	31.5	24	7	51	12	2157
<b>Average/County</b>	12.6	8.3	7.8	1.2	2.7	2.0	1.5	1.4	3.8	1.2	23.4

A) Average per county figure includes only those counties with employees in that position.

- (1) - Includes heavy equipment operators who generally earn a slightly larger hourly wage.
- (2) - Includes maintenance workers skilled and unskilled laborers.
- (3) - Includes road foremen and shop foremen.
- (4) - Includes inventory managers.
- (5) - Number of Employees Obtained from 2008 Operational Report
- (6) - Trucks drivers serves as equipment operators
- (7) - Laborers also serve as truck drivers.

Table 3

# County Highway Positions - General and Undistributed

County	Head Mechanics <sup>(1)</sup>	Mechanics	Assistant Mechanics	Dispatchers	Stock Clerks	Welders	Fuel/Tire Service Men	Total
1 Adams <sup>(2)</sup>		2						2
2 Allen	1	7	1		2			11
3 Bartholomew		2						2
4 Benton								0
5 Blackford	1							1
6 Boone	2	2						4
7 Brown		1						1
8 Carroll		1				1		2
9 Cass	1	1						2
10 Clark		3						3
11 Clay		1						1
12 Clinton								0
13 Crawford	1	1						2
14 Daviess	1	1	1					3
15 Dearborn	1	2						3
16 Decatur		1						1
17 Dekalb		2						2
18 Delaware		3.5				0.5		4
19 Dubois		1						1
20 Elkhart		3						3
21 Fayette		1						1
22 Floyd	1	1						2
23 Fountain		3						3
24 Franklin								0
25 Fulton		2						2
26 Gibson	1	1				1	1	4
27 Grant		2						2
28 Greene		4						4
29 Hamilton		1			1			2
30 Hancock		1	1					2
31 Harrison	1	1						2
32 Hendricks	1	1						2
33 Henry		3						3
34 Howard		4						4

Table 3

## County Highway Positions - General and Undistributed

County	Head Mechanics <sup>(1)</sup>	Mechanics	Assistant Mechanics	Dispatchers	Stock Clerks	Welders	Fuel/Tire Service Men	Total
35 Huntington		1						1
36 Jackson	1	1						2
37 Jasper	1	1						2
38 Jay		2						2
39 Jefferson		1						1
40 Jennings	1	1						2
41 Johnson	1	2						3
42 Knox		4						4
43 Kosciusko	1							1
44 Lagrange	1	2						3
45 Lake	1	13		1				15
46 Laporte		3						3
47 Lawrence		3						3
48 Madison		4			1			5
49 Marion								0
50 Marshall		4			1			5
51 Martin		1						1
52 Miami		2						2
53 Monroe	1	3						4
54 Montgomery		3			1			4
55 Morgan		4			1			5
56 Newton	1	1						2
57 Noble	1	2						3
58 Ohio								0
59 Orange		1						1
60 Owen	1	1						2
61 Parke		3						3
62 Perry		2						2
63 Pike		1	3					4
64 Porter		3						3
65 Posey		3						3
66 Pulaski		1	1					2
67 Putnam		3						3
68 Randolph		1						1

Table 3

## County Highway Positions - General and Undistributed

County	Head Mechanics <sup>(1)</sup>	Mechanics	Assistant Mechanics	Dispatchers	Stock Clerks	Welders	Fuel/Tire Service Men	Total
69 Ripley	2	2						4
70 Rush		1						1
71 St. Joseph		5						5
72 Scott								0
73 Shelby	1	1		2				4
74 Spencer		3						3
75 Starke		2						2
76 Steuben		2						2
77 Sullivan								0
78 Switzerland		1						1
79 Tippecanoe		3						3
80 Tipton		1						1
81 Union		1						1
82 Vanderburgh	1	1	5		1		1	9
83 Vermillion								0
84 Vigo								0
85 Wabash		2						2
86 Warren		2						2
87 Warrick		3						3
88 Washington	1	1						2
89 Wayne			2					2
90 Wells		2						2
91 White <sup>(2)</sup>		3						3
92 Whitley		1	1					2
<b>Total</b>	28	173.5	15	3	8	2.5	2	232
<b>Average/County</b>	1.1	2.2	1.9	1.5	1.1	0.8	1.0	2.5

A) Average per county figure includes only those counties with employees in that position.

(1) - Includes garage/shop foremen.

(2) Number of Employees was obtained from 2008 Operational Report

Table 4

# County Highway Positions - Cumulative Bridge

County	Bridge Supervisor	Bridge Engineers <sup>(1)</sup>	Bridge Foreman	Carpenters	Bridge Laborers	Equipment Operators	Truck Drivers	Totals
1 Adams								
2 Allen								
3 Bartholomew								
4 Benton								
5 Blackford								
6 Boone								
7 Brown			1				2	3
8 Carroll						2		2
9 Cass								
10 Clark						3		3
11 Clay								
12 Clinton								
13 Crawford								
14 Daviess				2	2	1		5
15 Dearborn		2	2	2				6
16 Decatur								
17 Dekalb								
18 Delaware								
19 Dubois			1		2			3
20 Elkhart								
21 Fayette								
22 Floyd								
23 Fountain								
24 Franklin								
25 Fulton								
26 Gibson			1		3			4
27 Grant			1					1
28 Greene								
29 Hamilton		2						2
30 Hancock								
31 Harrison			1	2				3
32 Hendricks					4			4
33 Henry								
34 Howard								

Table 4

## County Highway Positions - Cumulative Bridge

County	Bridge Supervisor	Bridge Engineers <sup>(1)</sup>	Bridge Foreman	Carpenters	Bridge Laborers	Equipment Operators	Truck Drivers	Totals
35 Huntington								
36 Jackson			1	1	1			3
37 Jasper								
38 Jay								
39 Jefferson								
40 Jennings								
41 Johnson		1	1				2	4
42 Knox			1					1
43 Kosciusko								
44 Lagrange								
45 Lake		2	1					3
46 Laporte			1		3			4
47 Lawrence	1		1		3	1	1	7
48 Madison								
49 Marion								
50 Marshall								
51 Martin								
52 Miami				2	2			4
53 Monroe	1	1				1	2	5
54 Montgomery								
55 Morgan								
56 Newton								
57 Noble								
58 Ohio								
59 Orange			1			1	1	3
60 Owen								
61 Parke				3				3
62 Perry								
63 Pike					3			3
64 Porter								
65 Posey								
66 Pulaski								
67 Putnam								
68 Randolph								



Table 4

## County Highway Positions - Cumulative Bridge

County	Bridge Supervisor	Bridge Engineers <sup>(1)</sup>	Bridge Foreman	Carpenters	Bridge Laborers	Equipment Operators	Truck Drivers	Totals
69 Ripley			1	4				5
70 Rush								
71 St. Joseph								
72 Scott								
73 Shelby								
74 Spencer								
75 Starke								
76 Steuben		1						1
77 Sullivan								
78 Switzerland								
79 Tippecanoe								
80 Tipton								
81 Union								
82 Vanderburgh								
83 Vermillion								
84 Vigo								
85 Wabash								
86 Warren			1			2		3
87 Warrick								
88 Washington								
89 Wayne		3						3
90 Wells								
91 White								
92 Whitley								
<b>Total</b>	2	12	16	16	23	11	8	88
<b>Average/County</b>	1.0	1.7	1.1	2.3	2.6	1.6	1.6	3.4

A) Average per county figure includes only those counties with employees in that position.

1) Bridge Engineer Includes Assistant Bridge Engineers

# **Salaries and Wages**

Table 5

## Salaries and Wages - Administration

County	Highway Director	Supervisor/ Superintendent	Assistant Supervisor/ Superintendent		Highway Engineer			Assistant Engineer			Clerk/Secretary			
	Average	Average	Range Low	Hi	Average	Range Low	Hi	Average	Range Low	Hi	Average	Range Low	Hi	Average
1 Adams		\$42,354			\$37,414									\$27,836
2 Allen	\$84,046	\$61,152			\$52,295			\$73,548	\$45,725	\$57,075	\$51,400.00	\$26,034	\$32,597	\$29,315.50
3 Bartholomew		\$43,254	\$37,052	\$39,052	\$38,052	\$68,476	\$70,476	\$69,476						
4 Benton		\$44,723			\$34,216									\$20,783
5 Blackford		\$46,188												
6 Boone		\$50,578			\$42,772									
7 Brown		\$33,983			\$34,337									
8 Carroll								\$58,120						
9 Cass		\$40,800										\$19,830	\$23,500	\$21,665
10 Clark	\$52,464				\$41,500									
11 Clay		\$36,736												\$25,755
12 Clinton		\$40,053												\$30,605
13 Crawford		\$29,265			\$28,142									\$23,899
14 Daviess		\$57,974										\$27,996	\$29,723	\$28,860
15 Dearborn					\$42,500									\$27,724
16 Decatur		\$41,076			\$38,703									\$25,285
17 Dekalb		\$35,547												
18 Delaware <sup>(5)</sup>		\$40,926												\$31,656
19 Dubois		\$45,800			\$35,154			\$56,200				\$31,730	\$32,340	\$32,035
20 Elkhart		\$70,245			\$54,637			\$72,697	\$40,170	\$68,745	\$54,458			\$27,747
21 Fayette		\$37,000												\$27,388
22 Floyd		\$36,615			\$34,029			\$45,524			\$32,050			\$25,865
23 Fountain	\$43,460													\$25,513
24 Franklin														\$29,182
25 Fulton		\$43,644												\$24,645
26 Gibson		\$37,275						\$55,000						
27 Grant		\$50,000									\$27,332			
28 Greene														
29 Hamilton	\$104,400	\$74,850						\$99,400	\$54,527	\$75,457	\$64,992	\$24,601	\$26,570	\$25,586
30 Hancock <sup>(6)</sup>					\$47,610			\$85,585			\$45,900			
31 Harrison		\$44,254						\$56,654			\$40,634			
32 Hendricks		\$54,570			\$50,884									
33 Henry								\$59,410						
34 Howard								\$61,800			\$38,990			
35 Huntington	\$51,685	\$39,918	\$38,666	\$43,161	\$40,914									\$30,930
36 Jackson		\$41,947				\$58,610	\$62,180	\$60,395						
37 Jasper <sup>(6)</sup>								\$80,626						\$38,625
38 Jay		\$35,484						\$67,643						

Table 5

## Salaries and Wages - Administration

County	Highway Director	Supervisor/ Superintendent	Assistant Supervisor/ Superintendent			Highway Engineer			Assistant Engineer			Clerk/Secretary		
	Average	Average	Range		Average	Range		Average	Range		Average	Range		
			Low	Hi		Low	Hi		Low	Hi		Low	Hi	Average
39 Jefferson		\$35,735						\$52,000						\$32,136
40 Jennings		\$32,926										\$27,993	\$28,270	\$28,132
41 Johnson	\$46,550				\$43,077	\$37,066	\$35,942	\$36,504			\$40,358			\$34,075
42 Knox		\$33,521												
43 Kosciusko		\$64,590	\$47,868	\$59,133	\$53,501									
44 Lagrange		\$46,540						\$64,799						\$30,742
45 Lake		\$69,409			\$50,000							\$28,000	\$24,690	\$26,345
46 Laporte		\$51,581						\$74,000						\$31,826
47 Lawrence		\$41,200			\$36,050									\$29,052
48 Madison		\$48,613						\$85,000						\$28,461
49 Marion														
50 Marshall		\$45,110										\$30,701	\$31,782	\$31,242
51 Martin		\$33,949												\$24,273
52 Miami		\$42,375						\$48,436						\$25,006
53 Monroe	\$70,692	\$70,692			\$42,856			\$53,461			\$37,624			\$33,318
54 Montgomery	\$46,450		\$39,250	\$39,650	\$39,450									\$23,850
55 Morgan		\$38,827	\$29,952	\$30,472	\$30,212			\$74,082						
56 Newton		\$52,109						\$61,851						\$32,096
57 Noble		\$44,538						\$66,500						\$26,676
58 Ohio		\$36,950												\$20,675
59 Orange		\$34,500			\$31,200							\$22,500	\$25,200	\$23,850
60 Owen		\$41,153												\$25,877
61 Parke		\$35,300												\$25,600
62 Perry		\$44,151												
63 Pike		\$34,450												
64 Porter		\$57,013			\$47,386			\$62,187			\$48,142			\$25,717
65 Posey		\$36,924												\$28,375
66 Pulaski		\$35,277												
67 Putnam		\$35,880												
68 Randolph		\$40,560			\$37,494									
69 Ripley		\$36,438			\$27,054									
70 Rush		\$42,926			\$38,740									\$31,616
71 St. Joseph	\$58,182	\$45,989						\$61,354						\$25,678
72 Scott														
73 Shelby		\$50,910	\$36,358	\$41,944	\$39,151							\$24,178	\$28,024	\$26,101
74 Spencer		\$38,075						\$54,590						\$24,700
75 Starke		\$35,198												\$29,758
76 Steuben		\$45,197						\$28,900				\$24,176	\$28,652	\$26,414
77 Sullivan														

Table 5

## Salaries and Wages - Administration

County	Highway Director	Supervisor/ Superintendent	Assistant Supervisor/ Superintendent			Highway Engineer			Assistant Engineer			Clerk/Secretary		
	Average	Average	Range		Average	Range		Average	Range		Average	Range		Average
			Low	Hi		Low	Hi		Low	Hi		Low	Hi	
78 Switzerland		\$35,572												\$28,438
79 Tippecanoe	\$83,209	\$59,970	\$39,633	\$59,970	\$49,802					\$57,133	\$33,147	\$34,145	\$33,646	
80 Tipton		\$38,822								\$25,018				
81 Union		\$31,415												\$22,000
82 Vanderburgh		\$55,615						\$77,968	\$68,574	\$38,632	\$53,603			\$28,239
83 Vermillion		\$31,800			\$30,567									\$28,400
84 Vigo		\$43,067			\$35,907							\$30,777	\$31,459	\$31,118
85 Wabash		\$45,186												\$29,226
86 Warren		\$42,477												\$23,754
87 Warrick		\$47,001	\$41,034	\$43,534	\$42,284			\$59,865			\$50,475			
88 Washington		\$31,434												\$25,501
89 Wayne	\$54,837													\$29,729
90 Wells		\$45,812			\$59,098									
91 White		\$57,714			\$47,721									\$33,255
92 Whitley		\$53,000						\$62,032						\$31,595
LOWEST	\$43,460	\$29,265	\$29,952	\$30,472	\$27,054	\$37,066	\$35,942	\$28,900	\$40,170	\$38,632	\$25,018	\$19,830	\$23,500	\$20,675
HIGHEST	\$91,368	\$74,850	\$47,868	\$59,970	\$59,098	\$68,476	\$70,476	\$99,400	\$68,574	\$75,457	\$64,992	\$33,147	\$34,145	\$38,625
<b>Average/County</b>	\$63,270	\$44,128			\$40,992			\$63,300			\$44,541			\$27,956

Table 5

## Salaries and Wages - Administration

County	Bookkeeper			Office Manager <sup>(1)</sup>			Project Manager <sup>(2)</sup>			Technician <sup>(3)</sup>			Purchasing Agent	Clerical Help <sup>(4)</sup>
	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi			
1 Adams			\$25,967											
2 Allen			\$28,294				\$51,930	\$57,075	\$54,503					
3 Bartholomew				\$31,038	\$33,038	\$32,038	\$37,052	\$39,052	\$38,052					
4 Benton			\$27,021											
5 Blackford			\$25,542											\$7.35
6 Boone						\$34,411								
7 Brown														
8 Carroll						\$25,403								
9 Cass														
10 Clark						\$35,994								
11 Clay														
12 Clinton														
13 Crawford														
14 Daviess														
15 Dearborn														
16 Decatur														
17 Dekalb														
18 Delaware <sup>(5)</sup>						\$29,128							\$32,216	
19 Dubois														
20 Elkhart						\$38,743	\$40,965	\$49,129	\$45,047	\$30,534	\$48,921	\$39,728		\$12.00
21 Fayette														
22 Floyd			\$30,547											
23 Fountain														
24 Franklin														
25 Fulton														
26 Gibson			\$29,797											
27 Grant			\$29,037									\$27,495		
28 Greene			\$25,538			\$23,777								
29 Hamilton				\$28,867	\$46,300	\$37,584	\$50,049	\$88,425	\$69,237	\$62,138	\$75,197	\$68,668		
30 Hancock <sup>(6)</sup>				\$26,873	\$33,800	\$30,337			\$39,939			\$31,205		
31 Harrison				\$28,413	\$29,702	\$29,702						\$28,704		
32 Hendricks						\$34,417								\$12.60
33 Henry				\$32,188	\$54,864	\$43,526								
34 Howard	\$31,476	\$33,171	\$32,324							\$34,177	\$37,363	\$35,770		
35 Huntington														
36 Jackson			\$19,614			\$26,922	\$30,306	\$37,274	\$33,790					
37 Jasper <sup>(6)</sup>			\$30,888											
38 Jay						\$23,670								

Table 5

## Salaries and Wages - Administration

County	Bookkeeper			Office Manager <sup>(1)</sup>			Project Manager <sup>(2)</sup>			Technician <sup>(3)</sup>			Purchasing Agent	Clerical Help <sup>(4)</sup>
	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi			
39 Jefferson														
40 Jennings														
41 Johnson				\$26,458	\$32,698	\$29,578	\$29,723	\$30,056	\$29,890	\$31,531	\$34,528	\$33,030		
42 Knox			\$27,458										\$27,458	
43 Kosciusko						\$34,998			\$47,868			\$41,154		\$10.61
44 Lagrange														
45 Lake						\$36,783			\$47,000			\$30,972		
46 Laporte			\$28,825									\$28,260		
47 Lawrence			\$30,275											
48 Madison												\$37,571		
49 Marion														
50 Marshall														
51 Martin														
52 Miami			\$25,006											
53 Monroe	\$32,656	\$39,300	\$35,978			\$27,358			\$39,455					
54 Montgomery						\$25,400								
55 Morgan														
56 Newton														
57 Noble			\$26,676											
58 Ohio														\$7.78
59 Orange														
60 Owen														
61 Parke														
62 Perry						\$28,610			\$38,269					
63 Pike			\$27,021											\$6.65
64 Porter						\$30,820								\$12.14
65 Posey			\$30,032											
66 Pulaski			\$31,200											
67 Putnam				\$28,640	\$29,134	\$28,887								
68 Randolph			\$25,686											\$9.52
69 Ripley														
70 Rush														
71 St. Joseph						\$28,742						\$38,218		
72 Scott														
73 Shelby														
74 Spencer						\$24,700								
75 Starke														\$8.89
76 Steuben														
77 Sullivan														

Table 5

## Salaries and Wages - Administration

County	Bookkeeper			Office Manager <sup>(1)</sup>			Project Manager <sup>(2)</sup>			Technician <sup>(3)</sup>			Purchasing Agent	Clerical Help <sup>(4)</sup>
	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi			
78 Switzerland														
79 Tippecanoe			\$37,580	\$34,145	\$36,483	\$35,314	\$30,919	\$38,477	\$34,698	\$35,694	\$51,471	\$43,583		
80 Tipton														
81 Union														
82 Vanderburgh			\$35,631									\$30,338		
83 Vermillion			\$33,011											
84 Vigo						\$30,118								
85 Wabash														
86 Warren														
87 Warrick				\$41,034	\$43,564	\$42,299						\$32,978	\$21,000	
88 Washington														
89 Wayne	\$19,594	\$25,310	\$22,452											
90 Wells			\$27,118											\$9.94
91 White														
92 Whitley														
LOWEST	\$19,594	\$25,310	\$19,614	\$26,458	\$29,134	\$23,670	\$29,723	\$30,056	\$29,890	\$30,534	\$34,528	\$27,495	\$21,000	\$7
HIGHEST	\$32,656	\$39,300	\$37,580	\$41,034	\$54,864	\$43,526	\$51,930	\$88,425	\$69,237	\$62,138	\$75,197	\$68,668	\$32,216	\$13
<b>Average/County</b>			\$28,789			\$31,454			\$43,146			\$36,511	\$26,891	\$9.75

- A) Amounts listed are annual salaries and include state subsidy where appropriate.
- B) Hi and low salaries are listed only when the county employs more than one person in that position at various pay rates.
- C) Average values are found by simply averaging the high and low salaries.
- D) Average per county figure includes only those counties with employees in that position.

- (1) - Includes administrative assistants, Managers of Technical Services.
- (2) - Includes fiscal managers, permit managers, district managers, and construction managers.
- (3) - Includes engineer technicians, GIS Technicians, Draftsmen, and engineer assistants.
- (4) - Value given as an hourly wage.
- (5) - Delaware employees are half time employees so wages were multiplied by two for comparison purpose
- (6) - Hancock County and Jasper County Engineer serves as the Superintendent



Table 6

## Salaries and Wages - Maintenance and Repair

County	Truck Driver			Equipment Operator <sup>(1)</sup>			Laborer <sup>(2)</sup>			Inspector <sup>(3)</sup>			Foreman <sup>(4)</sup>		
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Low	Hi	
1 Adams						\$15.97			\$15.37						
2 Allen <sup>(6)</sup>							\$16.67	\$21.26	\$18.96			\$15.75			\$24.72
3 Bartholomew <sup>(6)</sup>							\$12.14	\$15.60	\$13.87				\$12.14	\$17.24	\$14.69
4 Benton			\$16.23												
5 Blackford <sup>(6)</sup>						\$15.65	\$11.29	\$8.75	\$10.02						\$17.66
6 Boone			\$16.91			\$18.21					\$20.11	\$19.13	\$19.73	\$19.43	
7 Brown	\$11.20	\$14.65	\$12.93	\$12.55	\$15.82	\$14.19									
8 Carroll			\$14.13			\$14.13									\$15.26
9 Cass	\$11.00	\$13.85	\$12.43										\$13.50	\$16.50	\$15.00
10 Clark						\$16.03									\$17.07
11 Clay			\$14.08			\$14.28			\$13.61						
12 Clinton	\$12.57	\$15.51	\$14.04	\$13.44	\$15.91	\$14.68									\$17.09
13 Crawford			\$12.84			\$12.84			\$12.84						
14 Daviess			\$15.90			\$16.87	\$11.09	\$15.28	\$13.19						\$19.37
15 Dearborn			\$14.42			\$15.08									\$17.24
16 Decatur	\$14.07	\$15.93	\$15.00	\$14.70	\$14.93	\$14.82									\$15.93
17 Dekalb			\$16.83			\$17.07									\$17.25
18 Delaware	\$14.28	\$15.23	\$14.76	\$15.85	\$16.59	\$16.18	\$14.07	\$14.54	\$14.31				\$14.13	\$16.60	\$15.37
19 Dubois			\$15.45			\$15.70									\$16.30
20 Elkhart <sup>(6)</sup>	\$14.08	\$18.58	\$16.33										\$18.34	\$19.45	\$18.90
21 Fayette			\$15.21			\$15.31									\$15.94
22 Floyd <sup>(6)</sup>				\$14.60	\$15.31	\$14.96			\$14.60						
23 Fountain			\$14.36			\$14.36			\$14.36						
24 Franklin			\$13.67			\$13.98									\$14.74
25 Fulton									\$15.01						\$16.75
26 Gibson			\$14.79	\$14.68	\$15.04	\$14.86			\$14.33						
27 Grant			\$13.14	\$13.39	\$13.94	\$13.66			\$12.95						\$15.07
28 Greene			\$12.87	\$12.75	\$13.07	\$12.91			\$12.75				\$13.90	\$15.09	\$14.50
29 Hamilton	\$14.66	\$20.29	\$17.48	\$18.51	\$20.46	\$19.48				\$17.63	\$22.52	\$20.08	\$23.45	\$24.38	\$23.91
30 Hancock	\$13.01	\$16.89	\$14.95	\$14.18	\$16.89	\$15.54									\$21.87
31 Harrison			\$14.52	\$14.52	\$14.96	\$14.74							\$15.56	\$16.08	\$15.82
32 Hendricks <sup>(6)</sup>	\$11.15	\$16.99	\$14.07			\$17.43									
33 Henry			\$14.13	\$14.13	\$14.87	\$14.50									\$17.10
34 Howard			\$16.43	\$16.85	\$17.73	\$17.29			\$16.05			\$16.43			\$18.71
35 Huntington				\$16.70	\$16.92	\$16.81									
36 Jackson	\$12.38	\$15.22	\$13.80	\$12.38	\$15.22	\$13.80									
37 Jasper			\$16.06			\$16.06									\$18.58
38 Jay	\$10.92	\$14.30	\$12.61			\$15.66									\$15.91
39 Jefferson			\$14.20			\$15.45									\$16.41
40 Jennings	\$13.33	\$13.46	\$13.40	\$13.80	\$14.08	\$13.94	\$13.49	\$13.75	\$13.62			\$10.84			

Table 6

## Salaries and Wages - Maintenance and Repair

County	Truck Driver			Equipment Operator <sup>(1)</sup>			Laborer <sup>(2)</sup>			Inspector <sup>(3)</sup>			Foreman <sup>(4)</sup>		
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Low	Hi	
41 Johnson	\$13.75	\$16.88	\$15.32	\$18.56	\$18.47	\$18.52									\$19.22
42 Knox	\$12.34	\$12.87	\$12.61	\$12.71	\$14.36	\$13.54			\$12.34				\$12.34	\$14.36	\$13.35
43 Kosciusko	\$12.21	\$18.35	\$15.28				\$10.24	\$18.35	\$14.30				\$19.79	\$21.18	\$20.48
44 Lagrange			\$16.19										\$18.48	\$18.90	\$18.69
45 Lake			\$15.50			\$17.63									\$21.63
46 Laporte						\$16.22			\$13.58				\$19.45	\$21.69	\$20.57
47 Lawrence			\$13.76			\$13.91			\$13.10						
48 Madison			\$14.99			\$16.50			\$14.07				\$17.31	\$20.58	\$18.95
49 Marion															
50 Marshall			\$16.05			\$16.52									\$19.37
51 Martin			\$13.80			\$14.06	\$13.00	\$13.80	\$13.40						
52 Miami			\$14.68			\$15.36							\$15.56	\$17.36	\$16.46
53 Monroe	\$15.70	\$18.89	\$17.30	\$15.70	\$18.89	\$17.30			\$10.06				\$15.70	\$18.89	\$17.30
54 Montgomery	\$14.16	\$14.71	\$14.44				\$12.98	\$14.42	\$13.70				\$16.42	\$17.28	\$16.85
55 Morgan <sup>(6)</sup>	\$12.95	\$17.00	\$14.98												
56 Newton									\$16.55						\$17.20
57 Noble						\$15.75			\$14.86				\$16.06	\$17.14	\$16.60
58 Ohio						\$15.34			\$14.61						
59 Orange	\$11.65	\$13.40	\$12.53	\$12.12	\$13.95	\$13.04									
60 Owen	\$12.80	\$13.97	\$13.39	\$14.97	\$13.77	\$14.37	\$11.53	\$12.63	\$12.08						
61 Parke	\$11.86	\$12.67	\$12.27	\$12.14	\$12.97	\$12.56	\$11.16	\$11.86	\$11.51						\$13.90
62 Perry			\$14.15			\$15.12									\$16.62
63 Pike			\$12.83			\$12.83			\$12.83						\$16.47
64 Porter <sup>(6)</sup>			\$16.89	\$17.19	\$17.69	\$17.44						\$12.64			\$17.89
65 Posey			\$14.70	\$15.04	\$15.40	\$15.22			\$14.46						\$16.10
66 Pulaski <sup>(6)</sup>			\$15.00												\$15.82
67 Putnam	\$14.83	\$15.13	\$14.98	\$16.04	\$16.46	\$16.25	\$14.07	\$14.18	\$14.13						\$17.25
68 Randolph <sup>(6)</sup>	\$13.08	\$13.40	\$13.24			\$13.84									
69 Ripley			\$13.90			\$13.90							\$15.09	\$16.91	\$16.00
70 Rush			\$15.20			\$15.20			\$15.20						
71 St. Joseph							\$13.41	\$14.31	\$13.86						\$15.89
72 Scott															
73 Shelby	\$10.88	\$13.85	\$12.37	\$10.88	\$13.85	\$12.37	\$10.88	\$13.85	\$12.37				\$14.01	\$16.24	\$15.13
74 Spencer			\$13.10	\$13.10	\$13.85	\$13.48			\$14.21						\$14.21
75 Starke			\$14.76												\$16.05
76 Steuben	\$12.38	\$15.68	\$14.03	\$13.83	\$16.42	\$15.13			\$10.72						
77 Sullivan															
78 Switzerland			\$15.05			\$15.05			\$15.05						\$15.41
79 Tippecanoe	\$14.52	\$17.15	\$15.83	\$15.53	\$19.05	\$17.29					\$20.45	\$19.95	\$21.68	\$20.81	
80 Tipton <sup>(7)</sup>			\$15.67			\$15.67									\$17.01

Table 6

## Salaries and Wages - Maintenance and Repair

County	Truck Driver			Equipment Operator <sup>(1)</sup>			Laborer <sup>(2)</sup>			Inspector <sup>(3)</sup>			Foreman <sup>(4)</sup>		
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Low	Hi	
81 Union	\$12.57	\$12.95	\$12.76			\$12.82									
82 Vanderburgh	\$17.74	\$18.25	\$17.99	\$18.12	\$18.50	\$18.31	\$17.26	\$17.66	\$17.46						\$20.84
83 Vermillion			\$14.39												
84 Vigo						\$14.73	\$14.61	\$14.39	\$14.61						\$15.58
85 Wabash <sup>(6)</sup>			\$15.43												\$16.95
86 Warren				\$13.81	\$14.17	\$13.99							\$14.45	\$15.00	\$14.73
87 Warrick			\$14.69	\$14.00	\$15.36	\$14.68			\$12.45				\$18.15	\$19.35	\$18.75
88 Washington			\$13.07												\$13.81
89 Wayne	\$14.66	\$16.96	\$15.81	\$15.90	\$18.37	\$13.99	\$11.42	\$16.33	\$13.88				\$16.78	\$19.39	\$18.09
90 Wells			\$15.69												\$17.24
91 White	\$13.79	\$21.66	\$17.73				\$13.44	\$21.66	\$17.55				\$15.55	\$24.33	\$19.94
92 Whitley			\$14.69			\$16.05			\$15.02						\$20.01
LOWEST	\$10.88	\$12.67	\$12.27	\$10.88	\$12.97	\$12.37	\$10.24	\$8.75	\$10.02	\$17.63	\$22.52	\$10.84	\$12.14	\$14.36	\$13.35
HIGHEST	\$17.74	\$21.66	\$17.99	\$18.56	\$20.46	\$19.48	\$17.26	\$21.66	\$18.96	\$17.63	\$22.52	\$20.45	\$23.45	\$24.38	\$24.72
<b>Average/County</b>			\$14.66			\$15.23			\$13.95			\$16.61			\$17.33

Table 6

## Salaries and Wages - Maintenance and Repair

County	Summer/Part Time Help			Sign Man			Parts Man <sup>(5)</sup>			Crew Leader			Night Watchman/ Custodian		
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Low	Hi	
1 Adams	\$8.00	\$12.42	\$10.21												
2 Allen <sup>(6)</sup>						\$21.26			\$21.26						
3 Bartholomew <sup>(6)</sup>	\$7.29	\$10.00	\$8.65												
4 Benton			\$10.00												
5 Blackford <sup>(6)</sup>	\$8.79	\$11.29	\$10.04												
6 Boone						\$16.04					\$18.50			\$12.37	
7 Brown															
8 Carroll						\$14.13									\$13.29
9 Cass	\$8.25	\$11.35	\$9.80												
10 Clark	\$12.00	\$13.00	\$12.50												
11 Clay															
12 Clinton				\$13.16	\$15.08	\$14.12									
13 Crawford			\$8.92												
14 Daviess			\$8.70												
15 Dearborn			\$11.00							\$15.31	\$17.24	\$16.28			
16 Decatur															
17 Dekalb			\$12.12												
18 Delaware															
19 Dubois															
20 Elkhart <sup>(6)</sup>			\$10.50							\$16.84	\$18.58	\$17.71			
21 Fayette						\$15.21									
22 Floyd <sup>(6)</sup>															\$9.25
23 Fountain															
24 Franklin															
25 Fulton			\$11.31												
26 Gibson						\$14.68	\$14.68	\$14.79	\$14.73						
27 Grant															
28 Greene			\$10.00												
29 Hamilton	\$12.50	\$14.10	\$13.30				\$24.06	\$24.98	\$24.06	\$19.30	\$22.26	\$20.78			
30 Hancock				\$14.86	\$16.05	\$15.46									
31 Harrison	\$9.00	\$12.00	\$10.50												
32 Hendricks <sup>(6)</sup>															
33 Henry									\$15.71						
34 Howard			\$7.00									\$17.79			
35 Huntington			\$10.00			\$16.92									
36 Jackson			\$10.10							\$13.37	\$16.45	\$14.91			
37 Jasper						\$16.06									\$12.49
38 Jay															
39 Jefferson			\$9.50												
40 Jennings															

Table 6

## Salaries and Wages - Maintenance and Repair

County	Summer/Part Time Help			Sign Man			Parts Man <sup>(5)</sup>			Crew Leader			Night Watchman/ Custodian		
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Low	Hi	
41 Johnson			\$9.00												
42 Knox															
43 Kosciusko						\$19.79			\$19.79						
44 Lagrange			\$11.48												
45 Lake						\$15.50									\$8.00
46 Laporte															
47 Lawrence			\$11.13												\$14.53
48 Madison															
49 Marion															
50 Marshall			\$10.60						\$16.27	\$16.52	\$17.23	\$16.88			
51 Martin															\$9.69
52 Miami			\$9.50			\$14.88									\$10.52
53 Monroe			\$8.65	\$15.70	\$18.89	\$17.30									
54 Montgomery						\$15.99				\$15.36	\$16.37	\$15.87			
55 Morgan <sup>(6)</sup>			\$9.80							\$17.50	\$18.65	\$18.08			
56 Newton			\$13.37												
57 Noble	\$9.30	\$10.96	\$10.13			\$14.30									
58 Ohio															
59 Orange															
60 Owen															
61 Parke	\$9.21	\$10.12	\$9.67			\$12.55									
62 Perry															
63 Pike															
64 Porter <sup>(6)</sup>						\$16.89									
65 Posey															
66 Pulaski <sup>(6)</sup>															
67 Putnam			\$10.00												
68 Randolph <sup>(6)</sup>			\$8.32												
69 Ripley															
70 Rush															
71 St. Joseph															
72 Scott															
73 Shelby															
74 Spencer															
75 Starke															
76 Steuben			\$10.35												
77 Sullivan															
78 Switzerland															
79 Tippecanoe						\$20.43									
80 Tipton <sup>(7)</sup>															

Table 6

## Salaries and Wages - Maintenance and Repair

County	Summer/Part Time Help			Sign Man			Parts Man <sup>(5)</sup>			Crew Leader			Night Watchman/ Custodian		
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Low	Hi	
81 Union															
82 Vanderburgh															\$17.64
83 Vermillion			\$8.65												
84 Vigo															
85 Wabash <sup>(6)</sup>						\$15.43							\$7.05	\$12.60	\$9.83
86 Warren															
87 Warrick															
88 Washington						\$13.07									
89 Wayne	\$8.90	\$10.87	\$9.89												\$10.34
90 Wells			\$10.13												
91 White				\$14.71	\$22.07	\$18.39									\$9.50
92 Whitley															
<b>LOWEST</b>	\$7.29	\$10.00	\$7.00	\$13.16	\$15.08	\$12.55	\$14.68	\$14.79	\$14.73	\$13.37	\$16.37	\$14.91	\$7.05	\$12.60	\$8.00
<b>HIGHEST</b>	\$12.50	\$14.10	\$13.37	\$15.70	\$22.07	\$21.26	\$24.06	\$24.98	\$24.06	\$19.30	\$22.26	\$20.78	\$7.05	\$12.60	\$17.64
<b>Average/County</b>			\$10.14			\$16.11			\$18.64			\$17.42			\$11.45

- A) Amounts listed are hourly wages.
- B) Amounts listed as annual salaries were converted to an hourly wage by dividing by 2080 hours/year.
- C) Hi and low wages are listed only where the county employs more than one person in that position at various pay rates.
- D) Average values are found by simply averaging the high and low wages.
- E) Average per county figure includes only those counties with employees in that position.

- (1) - Includes heavy equipment operators who generally earn a slightly larger hourly wage.
  - (2) - Includes maintenance workers.
  - (3) - Amounts listed are annual salaries and include state subsidy where appropriate.
  - (4) - Includes road foremen and shop foremen.
  - (5) - Includes inventory managers.
  - (6) - Laborers also serve as truck drivers.
  - (7) - Trucks drivers serves as equipment operators
- Note: Morgan County include Truck Drivers, Equipment Operators, and Bridge Crew as one pay group

Table 7

## Salaries and Wages - General and Undistributed

County	Head Mechanic			Mechanic			Assistant Mechanic			Dispatcher			Stock Clerk	Welder	Fuel/ Service Man
	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi				
1 Adams				\$15.97	\$16.63	\$16.30									
2 Allen			\$24.72	\$20.44	\$16.98	\$18.71			\$18.93						
3 Bartholomew				\$12.14	\$17.47	\$14.81									
4 Benton															
5 Blackford			\$17.50												
6 Boone						\$18.12									
7 Brown						\$13.89									
8 Carroll						\$14.65								\$14.65	
9 Cass			\$17.30			\$13.15									
10 Clark						\$16.60									
11 Clay						\$15.89									
12 Clinton						\$14.66									
13 Crawford			\$13.38			\$12.84									
14 Daviess			\$18.88			\$18.02			\$15.73						
15 Dearborn			\$15.31			\$14.81									
16 Decatur						\$14.93									
17 DeKalb						\$17.25									
18 Delaware			\$16.59	\$16.14	\$16.59	\$16.37								\$16.32	
19 Dubois						\$16.10									
20 Elkhart				\$17.16	\$20.17	\$18.67									
21 Fayette						\$16.30									
22 Floyd						\$15.31									
23 Fountain						\$15.15									
24 Franklin															
25 Fulton				\$16.54	\$16.75	\$16.65									
26 Gibson			\$15.55			\$15.04								\$15.04	\$15.04
27 Grant			\$13.39												
28 Greene						\$13.42									
29 Hamilton				\$19.33	\$21.63	\$20.48							\$16.65		
30 Hancock						\$18.39			\$16.75						
31 Harrison			\$15.90			\$15.37									
32 Hendricks			\$17.51			\$16.94									
33 Henry						\$15.71									
34 Howard						\$17.77									
35 Huntington						\$18.59									
36 Jackson	\$14.57	\$17.92	\$16.25	\$13.37	\$16.47	\$14.92									
37 Jasper			\$18.56			\$16.06									
38 Jay				\$11.20	\$11.54	\$11.37									
39 Jefferson						\$15.45									
40 Jennings			\$14.51			\$13.80									
41 Johnson			\$24.95	\$15.95	\$17.16	\$16.56									

Table 7

## Salaries and Wages - General and Undistributed

County	Head Mechanic			Mechanic			Assistant Mechanic			Dispatcher			Stock Clerk	Welder	Fuel/ Service Man
	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi				
42 Knox				\$12.34	\$14.36	\$13.35									
43 Kosciusko			\$19.79												
44 Lagrange			\$19.20			\$18.11									
45 Lake			\$22.60			\$17.63					\$15.50				
46 Laporte						\$16.55									
47 Lawrence						\$14.12									
48 Madison						\$16.14						\$14.01			
49 Marion															
50 Marshall						\$16.52									
51 Martin						\$16.40									
52 Miami						\$15.54									
53 Monroe	\$15.70	\$18.89	\$17.30	\$15.70	\$18.89	\$17.30									
54 Montgomery				\$14.66	\$15.55	\$15.11						\$11.61			
55 Morgan						\$18.40						\$15.05			
56 Newton			\$17.20			\$16.67									
57 Noble						\$16.38									
58 Ohio															
59 Orange				\$13.02	\$14.90	\$13.96									
60 Owen			\$14.37			\$13.71									
61 Parke				\$12.14	\$12.97	\$12.56									
62 Perry						\$15.99									
63 Pike						\$13.24		\$13.78							
64 Porter						\$17.24									
65 Posey						\$15.65									
66 Pulaski						\$15.82		\$15.42							
67 Putnam				\$16.07	\$16.39	\$16.23									
68 Randolph						\$13.84									
69 Ripley						\$15.20									
70 Rush						\$16.70									
71 St. Joseph						\$15.32									
72 Scott															
73 Shelby			\$18.11			\$15.61				\$10.66	\$12.36	\$11.51			
74 Spencer						\$13.85									
75 Starke						\$17.18									
76 Steuben				\$17.66	\$18.30	\$17.98									
77 Sullivan															
78 Switzerland						\$15.79									
79 Tippecanoe				\$16.52	\$17.54	\$17.03									
80 Tipton						\$15.97									
81 Union						\$13.86									
82 Vanderburgh						\$19.56	\$18.17	\$18.56	\$18.36				\$18.31		\$18.31



Table 7

## Salaries and Wages - General and Undistributed

County	Head Mechanic			Mechanic			Assistant Mechanic			Dispatcher			Stock Clerk	Welder	Fuel/ Service Man
	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi				
83 Vermillion															
84 Vigo															
85 Wabash						\$16.15									
86 Warren			\$14.69			\$14.27									
87 Warrick						\$15.36									
88 Washington			\$13.81			\$13.07									
89 Wayne				\$17.24	\$18.39	\$17.82	\$16.50	\$17.31	\$16.91						
90 Wells						\$17.24									
91 White				\$16.22	\$24.71	\$20.47									
92 Whitley						\$20.00			\$17.37						
<b>LOWEST</b>	\$14.57	\$17.92	\$13.38	\$11.20	\$11.54	\$11.37	\$16.50	\$17.31	\$13.78	\$10.66	\$12.36	\$11.51	\$11.61	\$14.65	\$15.04
<b>HIGHEST</b>	\$15.70	\$18.89	\$24.95	\$20.44	\$24.71	\$20.48	\$18.17	\$18.56	\$18.93	\$10.66	\$12.36	\$15.50	\$18.31	\$16.32	\$18.31
<b>Average/County</b>			\$17.39			\$15.97			\$16.66			\$13.51	\$15.13	\$15.34	\$16.67

- A) Amounts listed are hourly wages.
- B) Amounts listed as annual salaries were converted to an hourly wage by dividing by 2080 hours/year.
- C) Hi and low wages are listed only where the county employs more than one person in that position at various pay rates.
- D) Average values are found by simply averaging the high and low wages.
- E) Average per county figure includes only those counties with employees in that position.

Table 8

## Salaries and Wages - Cumulative Bridge

County	Bridge Supervisor	Bridge Engineer <sup>(1)</sup>			Bridge Foreman	Carpenter			Laborer			Equipment Operator			Truck Driver		
	Average	Range		Average	Average	Range		Average	Range		Average	Range		Average	Range		Average
		Low	High			Low	High		Low	High		Low	High		Low	High	
1 Adams																	
2 Allen																	
3 Bartholomew																	
4 Benton																	
5 Blackford																	
6 Boone																	
7 Brown					\$16.25												\$11.67
8 Carroll														\$14.13			
9 Cass																	
10 Clark														\$16.13			
11 Clay																	
12 Clinton																	
13 Crawford																	
14 Daviess								\$16.87			\$8.70			\$16.87			
15 Dearborn		\$41,989	\$72,800	\$57,395	\$17.31			\$14.79									
16 Decatur																	
17 Dekalb																	
18 Delaware																	
19 Dubois					\$16.35						\$15.75						
20 Elkhart																	
21 Fayette																	
22 Floyd																	
23 Fountain																	
24 Franklin																	
25 Fulton																	
26 Gibson																	
27 Grant																	
28 Greene																	
29 Hamilton																	
30 Hancock																	
31 Harrison																	
32 Hendricks																	
33 Henry																	
34 Howard																	
35 Huntington																	
36 Jackson																	
37 Jasper																	

Table 8

## Salaries and Wages - Cumulative Bridge

County	Bridge Supervisor	Bridge Engineer <sup>(1)</sup>			Bridge Foreman	Carpenter			Laborer			Equipment Operator			Truck Driver		
	Average	Range		Average	Average	Range		Average	Range		Average	Range		Average	Range		Average
		Low	High			Low	High		Low	High		Low	High		Low	High	
38 Jay																	
39 Jefferson																	
40 Jennings																	
41 Johnson																	
42 Knox																	
43 Kosciusko																	
44 Lagrange																	
45 Lake																	
46 Laporte																	
47 Lawrence																	
48 Madison																	
49 Marion																	
50 Marshall																	
51 Martin																	
52 Miami																	
53 Monroe																	
54 Montgomery																	
55 Morgan																	
56 Newton																	
57 Noble																	
58 Ohio																	
59 Orange																	
60 Owen																	
61 Parke																	
62 Perry																	
63 Pike																	
64 Porter																	
65 Posey											\$14.46		\$15.40	\$15.04	\$15.22		
66 Pulaski					\$15.82												
67 Putnam																	
68 Randolph																	
69 Ripley					\$15.09			\$13.90									
70 Rush																	
71 St. Joseph																	
72 Scott																	
73 Shelby																	
74 Spencer																	

Table 8

## Salaries and Wages - Cumulative Bridge

County	Bridge Supervisor	Bridge Engineer <sup>(1)</sup>			Bridge Foreman	Carpenter			Laborer			Equipment Operator			Truck Driver		
	Average	Range		Average	Average	Range		Average	Range		Average	Range		Average	Range		Average
		Low	High			Low	High		Low	High		Low	High		Low	High	
75 Starke																	
76 Steuben	\$38,900.00																
77 Sullivan																	
78 Switzerland																	
79 Tippecanoe																	
80 Tipton																	
81 Union																	
82 Vanderburgh																	
83 Vermillion																	
84 Vigo																	
85 Wabash																	
86 Warren					\$16.00									\$14.17			
87 Warrick																	
88 Washington																	
89 Wayne		\$62,763	\$33,150	\$47,957													
90 Wells																	
91 White																	
92 Whitley																	
<b>LOWEST</b>	\$38,900.00			\$47,957	\$15.09	\$0.00	\$0.00	\$13.90	\$0.00	\$0.00	\$8.70	\$15.40	\$15.04	\$14.13	\$0.00	\$0.00	\$11.67
<b>HIGHEST</b>	\$38,900.00			\$57,395	\$17.31	\$0.00	\$0.00	\$16.87	\$0.00	\$0.00	\$15.75	\$15.40	\$15.04	\$16.87	\$0.00	\$0.00	\$11.67
<b>Average/County</b>				\$52,676	\$16.14			\$15.19			\$12.97			\$15.30			\$11.67

- A) Amounts listed are hourly wages and annual salaries where appropriate
- B) Amounts listed as annual salaries were converted to an hourly wage by dividing by 2080 hours/year.
- C) Hi and low wages are listed only where the county employs more than one person in that position at various pay rates.
- D) Average values are found by simply averaging the high and low wages.
- E) Average per county figure includes only those counties with employees in that position.

(1) Bridge Engineer includes Assistant Bridge Engineers

Table 9 County Road Miles Per Highway Employee

County	Total No. of Employees (FTE) <sup>(1)</sup>	County Road Mileage (mi.) <sup>(2)</sup>	Miles of County Road Per Employee	Rank in State <sup>(3)</sup>
1 Adams <sup>(4)</sup>	22	751	34	85
2 Allen	80	1270	16	13
3 Bartholomew	26	685	26	53
4 Benton	24	715	30	67
5 Blackford	13	419	32	79
6 Boone	39	826	21	31
7 Brown	17	421	25	46
8 Carroll	20	823	42	89
9 Cass	30	919	31	73
10 Clark	41	522	13	7
11 Clay	26	705	27	55
12 Clinton	25	848	34	84
13 Crawford	31	457	15	11
14 Daviess	38	800	21	30
15 Dearborn	30	757	25	48
16 Decatur	26	499	19	23
17 Dekalb	23	670	29	61
18 Delaware	39	860	22	38
19 Dubois	25	651	26	50
20 Elkhart	67	1072	16	14
21 Fayette	16	469	29	63
22 Floyd	37	290	8	2
23 Fountain	23	661	29	59
24 Franklin	25	656	26	52
25 Fulton	25	834	33	81
26 Gibson	42	962	23	40
27 Grant	31	841	27	56
28 Greene	41	903	22	37
29 Hamilton	47	660	14	10
30 Hancock	32	682	21	33
31 Harrison	48	789	16	17
32 Hendricks	32	790	25	47
33 Henry	29	840	29	60
34 Howard	39	710	18	22
35 Huntington	23	693	30	69
36 Jackson	27	747	28	57
37 Jasper	30	998	33	80
38 Jay	20	805	40	88
39 Jefferson	26	566	22	35
40 Jennings	29	689	24	41
41 Johnson	44	574	13	8
42 Knox	28	889	32	77
43 Kosciusko	42	1230	29	62
44 Lagrange	34	1037	30	72
45 Lake	83	799	10	5
46 Laporte	61	506	8	3
47 Lawrence	32	693	22	34
48 Madison	47	934	20	25
49 Marion <sup>(5)</sup>	-	1599	-	-
50 Marshall	31	924	30	68
51 Martin	20	383	20	24
52 Miami	39	808	21	28
53 Monroe	42	671	16	15
54 Montgomery	35	858	25	45
55 Morgan	34	707	21	29
56 Newton	22	664	30	70
57 Noble	28	858	31	74
58 Ohio	12	145	12	6
59 Orange	27	609	23	39

Table 9 County Road Miles Per Highway Employee

County	Total No. of Employees (FTE) <sup>(1)</sup>	County Road Mileage (mi.) <sup>(2)</sup>	Miles of County Road Per Employee	Rank in State <sup>(3)</sup>
60 Owen	33	663	20	27
61 Parke	35	744	21	32
62 Perry	27	487	18	21
63 Pike	19	546	30	64
64 Porter	56	767	14	9
65 Posey	41	696	17	19
66 Pulaski	19	970	51	91
67 Putnam	30	801	27	54
68 Randolph	29	920	32	76
69 Ripley	27	766	28	58
70 Rush	24	802	33	82
71 St. Joseph	83	324	4	1
72 Scott	18	886	49	90
73 Shelby	30	734	24	44
74 Spencer	28	1051	38	87
75 Starke	23	685	30	66
76 Steuben	29	634	22	36
77 Sullivan	34	890	26	51
78 Switzerland	21	369	18	20
79 Tippecanoe	54	851	16	12
80 Tipton	17	606	36	86
81 Union	12	291	24	43
82 Vanderburgh	62	526	8	4
83 Vermillion	24	393	16	16
84 Vigo	34	819	24	42
85 Wabash	25	760	30	71
86 Warren	17	574	34	83
87 Warrick	41	690	17	18
88 Washington	30	779	26	49
89 Wayne	37	740	20	26
90 Wells	25	801	32	78
91 White <sup>(4)</sup>	33	983	30	65
92 Whitley	22	690	31	75
<b>Total</b>	2,961	67,381.80		
<b>Average</b>	33	732.41	22.76	

(1) - Total number of months worked per year by county highway employees divided by twelve.

(2) - Source: 2009 Road inventory data

(3) - Counties are ranked in ascending order, the county with the lowest ratio of employee to miles is 1.

(4) - Source: Section 4 of 2008 Annual Operational Reports for County Highway Department (Adams, Scott, Sullivan and White Counties)

(5) - The City of Indianapolis DPW is responsible for all roads inside Marion County.

Table 10 Personnel Service Expenditures as a Percent of MVH Fund

County	Personnel Services				Total Personal Costs	Total MVH Budget	% of Budget
	Admin	M&R	C&R	G&U			
Adams <sup>4</sup>	\$133,571.00	\$576,699.60	\$0.00	\$67,808.00	\$778,078.60	\$1,737,161.14	45%
Allen	\$1,267,364.00	\$1,781,746.00	\$0.00	\$363,164.50	\$3,412,274.50	\$5,761,790.09	59%
Bartholomew	\$220,872.00	\$509,787.20	\$0.00	\$61,588.80	\$792,248.00	\$2,189,867.81	36%
Benton	\$126,743.00	\$675,168.00	\$0.00	\$0.00	\$801,911.00	\$1,490,138.45	54%
Blackford	\$71,730.40	\$36,732.80	\$0.00	\$36,400.00	\$144,863.20	\$866,506.17	17%
Boone	\$127,761.00	\$1,052,335.60	\$0.00	\$75,379.20	\$1,255,475.80	\$2,183,401.42	58%
Brown	\$68,319.68	\$330,470.40	\$82,347.20	\$28,891.20	\$510,028.48	\$1,043,802.50	49%
Carroll	\$83,523.00	\$425,282.40	\$58,780.00	\$30,472.00	\$598,057.40	\$1,805,328.02	33%
Cass	\$84,130.00	\$579,280.00	\$0.00	\$63,336.00	\$726,746.00	\$2,170,188.59	33%
Clark	\$129,958.00	\$1,182,087.20	\$100,651.20	\$103,584.00	\$1,516,280.40	\$2,083,086.12	73%
Clay	\$88,246.00	\$650,395.20	\$0.00	\$0.00	\$738,641.20	\$1,657,039.83	45%
Clinton	\$70,658.00	\$688,916.80	\$0.00	\$0.00	\$759,574.80	\$1,929,588.52	39%
Crawford	\$137,591.00	\$482,976.00	\$0.00	\$54,537.60	\$675,104.60	\$1,097,113.27	62%
Daviess	\$115,693.00	\$851,624.80	\$141,460.80	\$109,470.40	\$1,218,249.00	\$1,926,224.50	63%
Dearborn	\$70,224.00	\$793,436.80	\$248,325.00	\$93,454.40	\$1,205,440.20	\$1,585,630.37	76%
Decatur	\$105,064.00	\$689,509.60	\$0.00	\$31,054.40	\$825,628.00	\$1,628,618.57	51%
Dekalb	\$248,830.40	\$473,366.40	\$0.00	\$71,760.00	\$793,956.80	\$1,940,882.12	41%
Delaware	\$66,963.00	\$928,330.00	\$0.00	\$136,110.00	\$1,131,403.00	\$2,709,094.75	42%
Dubois	\$201,224.00	\$621,296.00	\$99,528.00	\$33,488.00	\$955,536.00	\$1,839,496.45	52%
Elkhart	\$828,995.75	\$1,569,682.40	\$0.00	\$116,469.60	\$2,515,147.75	\$4,076,227.27	62%
Fayette	\$64,388.00	\$413,836.80	\$0.00	\$0.00	\$478,224.80	\$1,061,107.72	45%
Floyd	\$238,658.60	\$831,001.60	\$0.00	\$31,844.80	\$1,101,505.00	\$1,412,581.25	78%
Fountain	\$68,973.00	\$537,638.40	\$0.00	\$94,536.00	\$701,147.40	\$1,565,517.11	45%
Franklin	\$58,364.00	\$663,862.00	\$0.00	\$0.00	\$722,226.00	\$1,564,768.40	46%
Fulton	\$68,289.00	\$537,992.00	\$0.00	\$69,243.20	\$675,524.20	\$1,839,180.72	37%
Gibson	\$122,072.00	\$1,047,446.20	\$124,321.60	\$63,627.20	\$1,357,467.00	\$2,308,520.56	59%
Grant	\$133,864.00	\$694,498.00	\$31,345.00	\$0.00	\$859,707.00	\$2,305,383.71	37%
Greene	\$25,538.00	\$894,545.40	\$0.00	\$111,654.40	\$1,031,737.80	\$2,126,062.67	49%
Hamilton	\$917,601.50	\$1,187,985.00	\$159,326.00	\$0.00	\$2,264,912.50	\$3,983,073.85	57%
Hancock	\$310,912.00	\$545,459.20	\$0.00	\$0.00	\$856,371.20	\$2,091,662.04	41%
Harrison	\$229,650.80	\$1,103,980.80	\$99,819.20	\$65,041.60	\$1,498,492.40	\$2,137,602.52	70%
Hendricks	\$152,975.00	\$788,860.80	\$0.00	\$58,427.20	\$1,000,263.00	\$2,930,541.79	34%
Henry	\$146,462.00	\$700,778.00	\$0.00	\$98,046.00	\$945,286.00	\$2,105,290.52	45%
Howard	\$311,737.00	\$963,889.20	\$0.00	\$147,846.40	\$1,423,472.60	\$2,211,055.90	64%
Huntington	\$223,523.00	\$440,440.00	\$0.00	\$38,666.00	\$702,629.00	\$1,794,583.55	39%
Jackson	\$223,324.70	\$518,980.80	\$92,154.40	\$0.00	\$834,459.90	\$1,966,093.11	42%
Jasper	\$150,139.00	\$832,936.00	\$0.00	\$72,009.60	\$1,055,084.60	\$2,283,248.70	46%
Jay	\$126,797.00	\$406,120.00	\$0.00	\$47,299.20	\$580,216.20	\$1,750,866.09	33%
Jefferson	\$119,871.00	\$669,427.20	\$0.00	\$32,136.00	\$821,434.20	\$1,464,208.79	56%
Jennings	\$155,041.00	\$514,051.20	\$0.00	\$30,180.00	\$699,272.20	\$1,680,089.88	42%
Johnson	\$498,189.00	\$857,792.00	\$107,972.80	\$120,764.80	\$1,584,718.60	\$2,507,438.81	63%
Knox	\$88,437.00	\$565,188.00	\$29,868.80	\$111,072.00	\$794,565.80	\$2,168,417.80	37%
Kosciusko	\$264,179.30	\$1,103,917.60	\$0.00	\$41,154.00	\$1,409,250.90	\$3,160,303.90	45%
Lagrange	\$172,823.80	\$789,214.40	\$0.00	\$115,273.60	\$1,077,311.80	\$1,918,098.20	56%
Lake	\$380,854.00	\$1,837,875.20	\$166,084.00	\$555,955.20	\$2,940,768.40	\$4,923,750.42	60%
Laporte	\$214,492.00	\$1,560,744.00	\$100,172.80	\$103,242.00	\$1,978,650.80	\$3,178,072.03	62%
Lawrence	\$244,727.00	\$619,923.20	\$219,122.60	\$0.00	\$1,083,772.80	\$1,860,158.87	58%
Madison	\$199,645.00	\$1,163,978.40	\$0.00	\$0.00	\$1,363,623.40	\$3,081,196.90	44%
Marion <sup>(5)</sup>						\$10,936,902.10	
Marshall	\$107,593.20	\$801,933.60	\$0.00	\$0.00	\$909,526.80	\$2,343,175.15	39%
Martin	\$58,222.00	\$354,485.40	\$0.00	\$0.00	\$412,707.40	\$940,215.96	44%
Miami	\$140,823.00	\$787,404.80	\$106,246.40	\$0.00	\$1,034,474.20	\$1,989,525.15	52%
Monroe	\$493,745.00	\$929,370.80	\$171,756.00	\$143,912.00	\$1,738,783.80	\$2,386,265.16	73%
Montgomery	\$174,600.00	\$802,682.40	\$0.00	\$94,255.20	\$1,071,537.60	\$2,089,534.94	51%
Morgan	\$173,333.00	\$791,596.00	\$0.00	\$153,088.00	\$1,118,017.00	\$2,192,641.77	51%
Newton	\$146,056.00	\$589,264.00	\$0.00	\$70,449.60	\$805,769.60	\$1,546,619.81	52%

Table 10 Personnel Service Expenditures as a Percent of MVH Fund

County	Personnel Services				Total Personal Costs	Total MVH Budget	% of Budget
	Admin	M&R	C&R	G&U			
Noble	\$164,389.94	\$638,297.40	\$0.00	\$34,060.00	\$836,747.34	\$2,131,788.05	39%
Ohio	\$57,625.00	\$218,795.20	\$0.00	\$0.00	\$276,420.20	\$435,669.09	63%
Orange	\$175,800.00	\$531,648.00	\$84,114.40	\$0.00	\$791,562.40	\$1,478,026.65	54%
Owen	\$67,030.00	\$741,686.40	\$0.00	\$58,406.40	\$867,122.80	\$1,547,436.74	56%
Parke	\$60,900.00	\$777,452.00	\$78,343.20	\$79,060.80	\$995,756.00	\$1,695,645.68	59%
Perry	\$139,640.00	\$562,245.60	\$0.00	\$66,518.40	\$768,404.00	\$1,245,240.61	62%
Pike	\$68,387.00	\$301,121.60	\$79,121.00	\$113,513.00	\$562,142.60	\$1,307,106.42	43%
Porter	\$296,516.20	\$1,627,675.00	\$0.00	\$107,577.60	\$2,031,768.80	\$3,044,879.69	67%
Posey	\$65,299.00	\$1,102,126.80	\$0.00	\$97,656.00	\$1,265,081.80	\$1,760,131.57	72%
Pulaski	\$66,476.80	\$469,705.60	\$0.00	\$64,979.20	\$601,161.60	\$1,931,516.58	31%
Putnam	\$129,534.00	\$723,600.80	\$0.00	\$101,275.20	\$954,410.00	\$1,912,785.17	50%
Randolph	\$103,740.00	\$555,776.00	\$0.00	\$28,787.20	\$688,303.20	\$2,029,825.85	34%
Ripley	\$63,492.00	\$624,624.00	\$147,035.00	\$63,232.00	\$898,383.00	\$1,805,561.73	50%
Rush	\$113,282.00	\$632,320.00	\$0.00	\$34,736.00	\$780,338.00	\$1,753,350.54	45%
St. Joseph	\$470,861.00	\$1,787,385.60	\$0.00	\$159,328.00	\$2,417,574.60	\$4,481,221.48	54%
Scott <sup>2</sup>						\$950,454.16	
Shelby	\$116,162.00	\$603,147.00	\$0.00	\$82,960.50	\$802,269.50	\$2,209,312.18	36%
Spencer	\$142,065.00	\$589,996.00	\$0.00	\$86,424.00	\$818,485.00	\$1,790,001.85	46%
Starke	\$64,956.00	\$555,293.60	\$0.00	\$71,468.80	\$691,718.40	\$1,656,087.68	42%
Steuben	\$126,925.00	\$688,542.40	\$0.00	\$74,796.80	\$890,264.20	\$1,661,579.60	54%
Sullivan <sup>2</sup>						\$1,983,368.08	
Switzerland	\$64,010.00	\$565,718.40	\$0.00	\$32,843.20	\$662,571.60	\$893,472.16	74%
Tippecanoe	\$972,639.50	\$1,050,306.50	\$0.00	\$106,249.50	\$2,129,195.50	\$2,919,773.55	73%
Tipton	\$63,840.00	\$458,987.20	\$0.00	\$33,210.00	\$556,037.20	\$1,371,500.13	41%
Union	\$53,415.00	\$238,992.00	\$0.00	\$28,828.80	\$321,235.80	\$700,853.02	46%
Vanderburgh	\$604,112.00	\$1,551,285.50	\$0.00	\$307,671.00	\$2,463,068.50	\$2,725,142.80	90%
Vermillion	\$184,911.00	\$526,822.40	\$0.00	\$0.00	\$711,733.40	\$1,036,721.03	69%
Vigo	\$171,328.00	\$886,288.00	\$0.00	\$0.00	\$1,057,616.00	\$2,575,760.67	41%
Wabash	\$103,638.00	\$548,767.40	\$0.00	\$67,184.00	\$719,589.40	\$1,856,645.80	39%
Warren	\$66,231.00	\$382,876.00	\$92,227.20	\$59,363.20	\$600,697.40	\$1,271,869.78	47%
Warrick	\$338,201.00	\$902,487.50	\$0.00	\$95,856.00	\$1,336,544.50	\$2,103,426.30	64%
Washington	\$56,935.00	\$629,886.40	\$0.00	\$27,185.60	\$714,007.00	\$1,885,961.18	38%
Wayne	\$129,470.00	\$931,143.20	\$143,869.50	\$70,324.80	\$1,274,807.50	\$2,119,490.26	60%
Wells	\$72,930.00	\$626,516.80	\$0.00	\$0.00	\$699,446.80	\$1,764,776.09	40%
White <sup>4</sup>	\$138,690.00	\$1,004,369.00	\$127,733.00	\$0.00	\$1,270,792.00	\$2,147,390.86	59%
Whitley	\$146,627.20	\$550,742.40	\$0.00	\$77,729.60	\$775,099.20	\$1,664,276.51	47%
<b>Total</b>	\$17,113,420	\$67,334,849	\$2,891,725	\$6,177,918	\$93,517,912	\$195,372,991	
<b>Average</b>	\$192,285.62	\$756,571.34	\$32,491.29	\$69,414.81	\$1,050,763.05	\$2,123,619.47	51%
						<b>Min</b>	17%
						<b>Max</b>	90%

(1) - Information for this table taken from MVHA Report from State Auditor (MVHA+ACCEL #2)

(2) - Did not submit an annual report.

(3) - The City of Indianapolis is responsible for all roads and bridges in Marion County.

(4) - Number of Employees for M&R and G&U is from 2008 Operational Report



# Appendix

# Labor Burden Example

## Hourly Positions

		<b>A</b>		<b>B</b>	
		Variable	Units	Dollar Value	Calculation Formula / Comments
	<b>Base</b>				
<b>1</b>	Total Hourly Rate			\$9.59	Input Hourly Wage
<b>2</b>	Number of Annual Hours		hrs./year	\$2,080.00	Input Number of Hours Worked Per Year
<b>3</b>	Equivalent Annual Salary			\$19,947.20	B2*B3
	<b>Benefits</b>				
<b>4</b>	PERF	6.00	%	\$1,196.83	A4/100*B3
<b>5</b>	FICA	7.65	%	\$1,525.96	A5/100*B3
<b>6</b>	Insurance	513.54	\$/month	\$6,162.48	A6/12
<b>7</b>	Sick	96	hrs./yr.	\$920.64	A7*B1
<b>8</b>	Holiday	104	hrs./yr.	\$997.36	A8*B1
<b>9</b>	Vacation	96	hrs./yr.	\$920.64	A9*B1
<b>10</b>	Unemployment Insurance	2.7	% for first \$7000 salary	\$189.00	A10/100*7000
<b>11</b>	Total			\$11,912.91	B4+B5+B6+B7+B8+B9+B10
<b>12</b>	Labor Burden			<b>59.72%</b>	(B11/B3)*100%

 Shaded area indicates user input information.

# Labor Burden Worksheet

## Hourly Positions

		<b>A</b>		<b>B</b>	
		Variable	Units	Dollar Value	Calculation Formula / Comments
	<b>Base</b>				
<b>1</b>	Total Hourly Rate				Input Hourly Wage
<b>2</b>	Number of Annual Hours		hrs./year		Input Number of Hours Worked Per Year
<b>3</b>	Equivalent Annual Salary				$B2*B3$
	<b>Benefits</b>				
<b>4</b>	PERF		%		$A4/100*B3$
<b>5</b>	FICA		%		$A5/100*B3$
<b>6</b>	Insurance		\$/month		$A6/12$
<b>7</b>	Sick		hrs./yr.		$A7*B1$
<b>8</b>	Holiday		hrs./yr.		$A8*B1$
<b>9</b>	Vacation		hrs./yr.		$A9*B1$
<b>10</b>	Unemployment Insurance		% for first \$X salary		$A10/100*7000$
<b>11</b>	Other Benefit A				Perform Necessary
<b>12</b>	Other Benefit B				Calculation Depending
<b>13</b>	Other Benefit C				On the Variable Unit
<b>14</b>	Total				$B4+B5+B6+B7+B8+B9+B10+B11+B12+13$
<b>15</b>	Labor Burden				$(B14/B3)*100\%$

 Shaded area indicates user input information.

# Labor Burden Example

## Salary Positions

		<b>A</b>		<b>B</b>	
		Variable	Units	Dollar Value	Calculation Formula / Comments
	<b>Base</b>				
<b>1</b>	Salary			\$46,403.00	Input Base Salary
<b>2</b>	Number of Annual Hours		hrs./year	\$2,080.00	Input Number of Hours Worked Per Year
<b>3</b>	Equivalent Hourly Rate			\$22.31	B1/B2
	<b>Benefits</b>				
<b>4</b>	PERF	6.00	%	\$2,784.18	A4/100*B1
<b>5</b>	FICA	7.65	%	\$3,549.83	A5/100*B1
<b>6</b>	Insurance	513.54	\$/month	\$6,162.48	A6/12
<b>7</b>	Sick	96	hrs./yr.	\$2,141.68	A7*B3
<b>8</b>	Holiday	104	hrs./yr.	\$2,320.15	A8*B3
<b>9</b>	Vacation	96	hrs./yr.	\$2,141.68	A9*B3
<b>10</b>	Unemployment Insurance	2.7	% for first \$7000 salary	\$189.00	A10/100*7000
<b>11</b>	Total			\$19,288.99	B4+B5+B6+B7+B8+B9+B10
<b>12</b>	Labor Burden			<b>41.57%</b>	(B11/B1)*100%

 Shaded area indicates user input information.

# Labor Burden Worksheet

# Salary Positions

		<b>A</b>		<b>B</b>	
		Variable	Units	Dollar Value	Calculation Formula / Comments
	<b>Base</b>				
1	Salary				Input Base Salary
2	Number of Annual Hours		hrs./year		Input Number of Hours Worked Per Year
3	Equivalent Hourly Rate				B1/B2
	<b>Benefits</b>				
4	PERF		%		A4/100*B1
5	FICA		%		A5/100*B1
6	Insurance		\$/month		A6/12
7	Sick		hrs./yr.		A7*B3
8	Holiday		hrs./yr.		A8*B3
9	Vacation		hrs./yr.		A9*B3
10	Unemployment Insurance		% for first \$X salary		A10/100*X
11	Other Benefit A				Perform Necessary
12	Other Benefit B				Calculation Depending
13	Other Benefit C				On the Variable Unit
14	Total				B4+B5+B6+B7+B8+B9+B10+B11+B12+B13
15	Labor Burden				(B14/B1)*100%

 Shaded area indicates user input information.