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2005 Indiana County Highway Department Wage and Salary Survey

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2005
Indiana County Highway Department
Wage and Salary Survey

RP – 6 – 2005

October 2005

compiled by
Indiana LTAP Center

Using information provided by the
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and
The Indiana Department of Transportation

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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 2005 Salary Ordinances acquired from county auditors' offices. The number of employees in each job position was found using each county's annual operational report. The number of county road miles was found in Section 2 of *2005 Summary of Road and Street Inventory for Indiana LPA's*.

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.

Similar information for cities and towns is available in *Indiana Municipal Salaries, Wages, and Benefits, 2005*, published by the Indiana Association of Cities and Towns.

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	Manager Highway Operations	Highway Engineers	Assistant Engineers	Clerks/ Secretaries/ Clerical	Bookkeeper	Office Managers ⁽¹⁾	Project Managers ⁽²⁾	Technicians/ GIS/Draftsman ⁽³⁾	Purchasing Agents ⁽⁴⁾	Clerical Helpers	Total
1	Adams		1	1					2						4
2	Allen		2	2	1	12	5	6	4						32
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					1						3
8	Carroll		1			1			1						3
9	Cass		1			1		2							4
10	Clark			1		1	1	1							4
11	Clay		1					2							3
12	Clinton		1	1				1							3
13	Crawford		1					1							2
14	Daviess		1					2							3
15	Dearborn	1				1		2							4
16	Decatur		1	4				1							6
17	Dekalb		1					1	1						3
18	Delaware		1	1		1*	1*		1			1	1	2	7
19	Dubois		1	1		1		1						2	6
20	Elkhart	1	1	5		3	5	4	1	1					21
21	Fayette		1					1							2
22	Floyd			2		1			1					1	5
23	Fountain		1					1							2
24	Franklin					1		2							3
25	Fulton		1	1				1							3
26	Gibson		1						1						2
27	Grant		1			1	1	1				1			5
28	Greene								1					1	2
29	Hamilton	1	2			1	12	5			1	2			24
30	Hancock			1		1	2			1				1	6
31	Harrison		1				2	2		1				1	7
32	Hendricks		1	1		1	1			2	2	3		1	12
33	Henry		1			1				1		1			4
34	Howard					1	2	1	1			1			6
35	Huntington		1					2							3
36	Jackson		1			1			1	1					4
37	Jasper			2		1		1							4
38	Jay		1			1		1							3
39	Jefferson		1			1		2							4
40	Jennings		3					1							4
41	Johnson	1	1				2	1	1				1		7
42	Knox		1							1			1		3
43	Kosciusko		1				1			1		2		1	6

Table 1

County Highway Positions - Administration

County	Highway Director	Supervisors/ Superintendents	Assistant Supervisors/ Superintendents	Manager Highway Operations	Highway Engineers	Assistant Engineers	Clerks/ Secretaries/ Clerical	Bookkeeper	Office Managers ⁽¹⁾	Project Managers ⁽²⁾	Technicians/ GIS/Draftsman ⁽³⁾	Purchasing Agents ⁽⁴⁾	Clerical Helpers	Total
44	Lagrange		1		1		1							3
45	Lake		1	5	1	1	5				3			16
46	Laporte		1		1			1						3
47	Lawrence		1	3	1			1					1	7
48	Madison		1		1		1	1			2			6
49	Marion													0
50	Marshall		1				2							3
51	Martin		1				1							2
52	Miami		1		1		1	1						4
53	Monroe		1	2	1	3	2				1			10
54	Montgomery	1		1			2	1						5
55	Morgan		1		1		2							4
56	Newton		1		1		2							4
57	Noble		1		1		3							5
58	Ohio		1				1						1	3
59	Orange		1		1		2							4
60	Owen		1				1						1	3
61	Parke		1				1							2
62	Perry		1						1					2
63	Pike		1	1	1		2							5
64	Porter		1	1	2	3	1						1	9
65	Posey		1				1	1						3
66	Pulaski		1				2							3
67	Putnam		1				2							3
68	Randolph		1	1			1						1	4
69	Ripley		1				1							2
70	Rush		1	1			1							3
71	St. Joseph		1	5	1	2	3	1	1		3			17
72	Scott				1			1						2
73	Shelby		1	1			1				1		1	5
74	Spencer		1		1		1		1					4
75	Starke	1					1							2
76	Steuben		1		1		2				1			5
77	Sullivan				1		1							2
78	Switzerland		1				1							2
79	Tippecanoe	1	1	1	1		2		1		3		1	11
80	Tipton		1			1	1							3
81	Union		1				1						1	3
82	Vanderburgh		1	1	1	4	1	1						9
83	Vermillion		1				1							2
84	Vigo		1	1	1		2		1				1	7
85	Wabash		1					1						2
86	Warren		1				1					1		3

Table 1

County Highway Positions - Administration

County	Highway Director	Supervisors/ Superintendents	Assistant Supervisors/ Superintendents	Manager Highway Operations	Highway Engineers	Assistant Engineers	Clerks/ Secretaries/ Clerical	Bookkeeper	Office Managers ⁽¹⁾	Project Managers ⁽²⁾	Technicians/ GIS/Draftsman ⁽³⁾	Purchasing Agents ⁽⁴⁾	Clerical Helpers	Total
87	Warrick				1	1	3				1			6
88	Washington		3				1							5
89	Wayne		1		1	1	3							6
90	Wells		1		1		2							4
91	White		1	1			1							3
92	Whitley				1				1					2
Total		7	81	55	1	59	51	114	28	17	3	26	4	466
Average/County		1.0	1.1	1.7	1.0	1.3	2.6	1.7	1.2	1.1	1.5	1.7	1.0	5.1

(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.

* 50% of these positions are paid from the cumulative bridge fund.

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

Table 2

County Highway Positions - Maintenance and Repair

County	Truck Drivers	Equipment Operators ⁽¹⁾	Laborers ⁽²⁾	Inspectors	Foremen ⁽³⁾	Summer/ Part Time Helpers	Sign Men	Parts Men ⁽⁴⁾	Crew Leaders	Night Watchmen/ Custodians	Total
1 Adams	12	2	6								20
2 Allen *			53	2	4		3	1			63
3 Bartholomew	9	3				4			3		19
4 Benton	12	4			1	1					18
5 Blackford	7				1						8
6 Boone	12	7	1	1	1	2	1		2		27
7 Brown	5	3	3								11
8 Carroll	9	8					1			1	19
9 Cass	24				3		1				28
10 Clark		26									26
11 Clay	9	13	1								23
12 Clinton	11	7			1		2		1		22
13 Crawford	6	6			3						15
14 Daviess	7	12	1		2	5					27
15 Dearborn	8	6	4								18
16 Decatur	11	7	1								19
17 Dekalb	7	3	4		7		1				22
18 Delaware	15	8	9	1*	2						34
19 Dubois	8	8			2	16					34
20 Elkhart	31		3		3						37
21 Fayette	7	5	4								16
22 Floyd	12	4	9							5	30
23 Fountain	8	11	2		2						23
24 Franklin	15	5			4						24
25 Fulton	14	5	5								24
26 Gibson	10	19	1				1	1			32
27 Grant	16	4	4		2	3					29
28 Greene	14	13	2		2						31
29 Hamilton	17	3		2	4	46		1			73
30 Hancock	16	5	2	1	1		1		2		28
31 Harrison	10	14			9	2					35
32 Hendricks *	37	4				8					49
33 Henry	10	13	3		1			1			28
34 Howard	7	15	4		2				2		30
35 Huntington		15			3	10	1				29
36 Jackson	6	11	1		3	3			1		25

Table 2

County Highway Positions - Maintenance and Repair

County	Truck Drivers	Equipment Operators ⁽¹⁾	Laborers ⁽²⁾	Inspectors	Foremen ⁽³⁾	Summer/ Part Time Helpers	Sign Men	Parts Men ⁽⁴⁾	Crew Leaders	Night Watchmen/ Custodians	Total
37 Jasper	13	6				16					35
38 Jay	13	2				3					18
39 Jefferson	9	7	1		4						21
40 Jennings	5	10	7								22
41 Johnson	23	4					1	1			29
42 Knox	9	6	6		4						25
43 Kosciusko	27		6		2	4	1	1			41
44 Lagrange	21		1		2						24
45 Lake	35	13	9	1	5			1		4	68
46 Laporte	38		5		4						47
47 Lawrence	10	4	10								24
48 Madison	20	5	8		1	1				1	36
49 Marion											0
50 Marshall	7	5			1	6		1	13		33
51 Martin	7	6									13
52 Miami	14	6	7		2		1			1	31
53 Monroe	16	10	3				1				30
54 Montgomery	14	5	5		3		1				28
55 Morgan	26		7		2						35
56 Newton			14		2						16
57 Noble	12	5			2	3		1			23
58 Ohio	8	1	3		1						13
59 Orange	9	12			3	2					26
60 Owen	5	13	3								21
61 Parke	10	7	2		3	4		1			27
62 Perry	6	13			2						21
63 Pike	5	4	3								12
64 Porter	27	8		1	5	2					43
65 Posey	3	24	4		2						33
66 Pulaski			22		1						23
67 Putnam	13	5	6			4	1				29
68 Randolph	17	4	24								45
69 Ripley	12	6	2		2						22
70 Rush	12	2	6								20
71 St. Joseph	32	32									64
72 Scott		9			3	6					18

Table 2

County Highway Positions - Maintenance and Repair

County	Truck Drivers	Equipment Operators ⁽¹⁾	Laborers ⁽²⁾	Inspectors	Foremen ⁽³⁾	Summer/ Part Time Helpers	Sign Men	Parts Men ⁽⁴⁾	Crew Leaders	Night Watchmen/ Custodians	Total
73 Shelby	13	1	2		2	1					19
74 Spencer	7	17	2		4						30
75 Starke	19				1						20
76 Steuben	7	14	1								22
77 Sullivan	10	12	6		3						31
78 Switzerland	4	4	7		4						19
79 Tippecanoe	18	11		1	3		1				34
80 Tipton	13				1						14
81 Union	7		1								8
82 Vanderburgh	11	9	10		4						34
83 Vermillion *	17				3						20
84 Vigo	8	18	1				1	1	6	1	36
85 Wabash	15				1		1			1	18
86 Warren		11			3						14
87 Warrick	16	13			2						31
88 Washington		24									24
89 Wayne	11	10	5		3	1	1			1	32
90 Wells	11	6	2		2	1					22
91 White	9	5	13		2		1			1	31
92 Whitley	12	4	1		2						19
Total	1088	662	338	9	159	154	23	11	30	16	2490
Average/County	13.1	8.7	5.8	1.3	2.6	6.2	1.2	1.0	3.8	1.8	27.1

* - Laborers also serve as truck drivers.

(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.

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

Table 3

County Highway Positions - General and Undistributed

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

Table 3

County Highway Positions - General and Undistributed

County	Head Mechanics ⁽¹⁾	Mechanics	Assistant Mechanics	Dispatchers	Stock Clerks	Welders	Fuel/Tire Service Men	Total
35 Huntington		1						1
36 Jackson		2						2
37 Jasper		3						3
38 Jay		2						2
39 Jefferson		1						1
40 Jennings		2						2
41 Johnson	1	2						3
42 Knox		4						4
43 Kosciusko		1						1
44 Lagrange	1	1						2
45 Lake		6		1				7
46 Laporte		4						4
47 Lawrence		1						1
48 Madison		3						3
49 Marion								0
50 Marshall		4						4
51 Martin		1						1
52 Miami		2						2
53 Monroe	1	2		1				4
54 Montgomery	1	1						2
55 Morgan		4						4
56 Newton		1						1
57 Noble		3						3
58 Ohio								0
59 Orange		2						2
60 Owen	1	1						2
61 Parke		3					1	4
62 Perry		1						1
63 Pike		2	1	1			1	5
64 Porter	1	3	1					5
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 ⁽¹⁾	Mechanics	Assistant Mechanics	Dispatchers	Stock Clerks	Welders	Fuel/Tire Service Men	Total
69 Ripley		2						2
70 Rush		1						1
71 St. Joseph	1	5						6
72 Scott		1	1					2
73 Shelby	1	1	1	1				4
74 Spencer		4						4
75 Starke		3						3
76 Steuben		2						2
77 Sullivan		6						6
78 Switzerland		1						1
79 Tippecanoe	1	2						3
80 Tipton		1						1
81 Union		1						1
82 Vanderburgh		3					4	7
83 Vermillion								0
84 Vigo		3						3
85 Wabash		1						1
86 Warren	1	1	1					3
87 Warrick		4						4
88 Washington		3						3
89 Wayne		2						2
90 Wells		2						2
91 White		2				1		3
92 Whitley		2	1					3
Total	17	204	10	5	1	2	10	249
Average/County	1.1	2.3	1.1	1.0	1.0	1.0	2.0	2.7

(1) - Includes garage/shop foremen.

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

Table 4

County Highway Positions - Cumulative Bridge

County	Bridge Supervisor	Bridge Engineers	Assistant Engineer	Bridge Foreman	Inspectors	Carpenters	Bridge Laborers	Equipment Operators	Truck Drivers	Totals
1 Adams										
2 Allen										
3 Bartholomew										
4 Benton										
5 Blackford										
6 Boone										
7 Brown	1						1		1	3
8 Carroll							2			2
9 Cass										
10 Clark	1							3		4
11 Clay										
12 Clinton										
13 Crawford										
14 Daviess						2	1	1		4
15 Dearborn	1					2	3			6
16 Decatur										
17 Dekalb										
18 Delaware		1*	1*		1*					
19 Dubois				2			3			5
20 Elkhart										
21 Fayette										
22 Floyd										
23 Fountain							1			1
24 Franklin										
25 Fulton										
26 Gibson				1			5			6
27 Grant				1						1
28 Greene										
29 Hamilton		1								1
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	Assistant Engineer	Bridge Foreman	Inspectors	Carpenters	Bridge Laborers	Equipment Operators	Truck Drivers	Totals
35 Huntington										
36 Jackson				1		2	2			5
37 Jasper										
38 Jay										
39 Jefferson										
40 Jennings										
41 Johnson				2				1	2	5
42 Knox				1			2			3
43 Kosciusko										
44 Lagrange										
45 Lake								3		3
46 Laporte										
47 Lawrence				1			2	1	2	6
48 Madison										
49 Marion										
50 Marshall								2		2
51 Martin										
52 Miami							1	2		3
53 Monroe				1			1		1	3
54 Montgomery										
55 Morgan										
56 Newton				1				1		2
57 Noble										
58 Ohio										
59 Orange				1			1			2
60 Owen										
61 Parke						3				3
62 Perry										
63 Pike										
64 Porter										
65 Posey								3	1	4
66 Pulaski				1						1
67 Putnam				1						1
68 Randolph										

Table 4

County Highway Positions - Cumulative Bridge

County	Bridge Supervisor	Bridge Engineers	Assistant Engineer	Bridge Foreman	Inspectors	Carpenters	Bridge Laborers	Equipment Operators	Truck Drivers	Totals
69 Ripley				1			4			5
70 Rush										
71 St. Joseph										
72 Scott										
73 Shelby										
74 Spencer				1			1			2
75 Starke										
76 Steuben										
77 Sullivan							2			2
78 Switzerland										
79 Tippecanoe				1						1
80 Tipton										
81 Union										
82 Vanderburgh										
83 Vermillion										
84 Vigo										
85 Wabash										
86 Warren				1				2		3
87 Warrick							2	4		6
88 Washington										
89 Wayne										
90 Wells										
91 White										
92 Whitley										
Total	3	1	1	19	1	11	34	23	11	104
Average/County	1.0	1.0	1.0	1.1	1.0	2.2	2.0	2.1	1.8	13.2

* Engineers Salary distributed 1/2 highway and 1/2 cumulative Bridge Fund only 1 position.

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

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		Average	Range		Average	Range		Average	Range		Average
			Low	Hi		Low	Hi		Low	Hi		Low	Hi	
1 Adams		\$38,760			\$34,240									
2 Allen		\$53,612			\$47,377			\$50,037	\$33,926	\$45,526	\$39,726	\$22,824	\$28,577	\$25,701
3 Bartholomew		\$41,007	\$34,103	\$36,103	\$35,103			\$65,723			\$63,723			
4 Benton		\$39,528			\$29,557									
5 Blackford		\$41,846										\$18,720	\$23,150	\$20,935
6 Boone		\$44,291			\$37,495									
7 Brown		\$30,650			\$31,650									
8 Carroll		\$36,821						\$34,201						
9 Cass		\$32,425						\$45,537				\$19,302	\$19,781	\$19,542
10 Clark					\$32,000			\$46,964			\$34,000			\$24,000
11 Clay		\$31,350												\$23,750
12 Clinton		\$32,453			\$30,447									\$25,305
13 Crawford					\$26,832									\$21,736
14 Daviess					\$42,862							\$24,446	\$25,128	\$24,787
15 Dearborn	\$52,000							\$70,000						\$24,515
16 Decatur		\$33,016			\$33,250									\$22,750
17 Dekalb		\$44,375												\$24,651
18 Delaware		\$36,802						\$73,500			\$32,363			
19 Dubois		\$40,400			\$35,840			\$51,600						\$27,740
20 Elkhart	\$59,821	\$49,500	\$34,540	\$41,325	\$37,933	\$62,640	\$66,415	\$64,528	\$31,595	\$39,000	\$35,298			\$32,604
21 Fayette		\$35,750												\$25,138
22 Floyd		\$34,112			\$31,038			\$39,524						
23 Fountain		\$38,152												\$22,386
24 Franklin								\$57,984						\$28,683
25 Fulton		\$39,025			\$34,701									\$21,256
26 Gibson		\$35,924												
27 Grant					\$38,156			\$50,315			\$26,272			\$24,443
28 Greene														
29 Hamilton	\$91,368	\$63,990						\$86,078	\$59,589	\$64,881	\$62,235	\$25,542	\$39,015	\$32,279
30 Hancock					\$43,447			\$79,000			\$42,200			
31 Harrison		\$39,913									\$39,010			\$24,066
32 Hendricks		\$44,921			\$38,129			\$49,886			\$48,057			\$10,163
33 Henry		\$41,813						\$54,340						
34 Howard								\$60,204			\$36,753			\$29,670
35 Huntington		\$48,123												\$27,582
36 Jackson		\$39,142						\$59,789						
37 Jasper					\$35,277			\$67,080						\$27,539

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	
38 Jay		\$36,925						\$59,434						\$20,129
39 Jefferson		\$32,911						\$50,550						\$25,062
40 Jennings		\$34,645												\$24,960
41 Johnson	\$56,030				\$35,275				\$32,523	\$35,958	\$34,241			\$22,875
42 Knox		\$30,680												
43 Kosciusko		\$51,142									\$33,744			\$30,281
44 Lagrange		\$42,042						\$59,228						\$27,165
45 Lake		\$67,062	\$42,227	\$46,744	\$44,486			\$71,579			\$42,227	\$23,855	\$25,843	\$24,849
46 Laporte		\$44,750						\$47,500						
47 Lawrence		\$30,549			\$27,948									
48 Madison		\$49,984						\$66,663						\$33,524
49 Marion														
50 Marshall		\$40,588										\$26,749	\$27,768	\$27,258
51 Martin					\$28,644									\$18,512
52 Miami		\$35,569						\$42,682						\$21,456
53 Monroe		\$55,644			\$35,755			\$55,644	\$32,637	\$35,536	\$34,087			\$27,074
54 Montgomery	\$49,171											\$29,515	\$30,139	\$29,827
55 Morgan		\$34,164						\$64,387				\$26,312	\$26,728	\$26,520
56 Newton		\$44,450						\$50,000				\$20,530	\$26,645	\$23,587
57 Noble		\$41,800						\$65,000						\$24,672
58 Ohio		\$34,100												\$18,325
59 Orange		\$29,000						\$49,550						\$21,300
60 Owen		\$34,437												\$23,222
61 Parke		\$33,844												\$23,644
62 Perry		\$38,522												\$23,941
63 Pike		\$22,913						\$50,051						
64 Porter		\$52,579			\$43,241			\$57,752			\$43,982			\$27,000
65 Posey		\$32,178												\$24,078
66 Pulaski		\$31,174												
67 Putnam		\$36,856										\$25,040	\$25,534	\$25,287
68 Randolph		\$33,600			\$30,992									\$20,982
69 Ripley		\$33,676												\$24,289
70 Rush		\$35,074			\$30,186									\$28,834
71 St. Joseph		\$42,013						\$74,710	\$47,920	\$58,432	\$53,176			\$24,445
72 Scott								\$68,900						
73 Shelby		\$46,304			\$34,242									\$26,227
74 Spencer		\$33,650						\$49,200						\$21,559

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	
75 Starke		\$28,917												\$20,397
76 Steuben		\$42,571						\$56,800				\$26,157	\$27,152	\$26,655
77 Sullivan								\$50,477						\$22,060
78 Switzerland		\$31,138												\$24,212
79 Tippecanoe	\$70,332	\$54,052			\$44,574			\$59,762						\$24,049
80 Tipton		\$34,704									\$22,071			\$21,720
81 Union		\$29,418												\$19,258
82 Vanderburgh		\$43,497			\$39,784			\$67,898			\$42,327			\$31,863
83 Vermillion		\$29,049												\$25,650
84 Vigo		\$40,210			\$34,006			\$53,379				\$27,040	\$27,925	\$27,483
85 Wabash		\$41,474												
86 Warren		\$37,740												\$21,138
87 Warrick								\$55,779			\$47,062			\$18,512
88 Washington		\$29,236			\$26,172									\$23,471
89 Wayne		\$48,000						\$46,904			\$36,038			
90 Wells		\$41,700						\$54,400						\$23,900
91 White		\$51,326			\$41,910									\$30,607
92 Whitley								\$54,524						
LOWEST	\$49,171	\$22,913	\$34,103	\$36,103	\$26,172	\$62,640	\$66,415	\$34,201	\$31,595	\$35,536	\$22,071	\$18,720	\$19,781	\$10,163
HIGHEST	\$91,368	\$67,062	\$42,227	\$46,744	\$47,377	\$62,640	\$66,415	\$86,078	\$59,589	\$64,881	\$63,723	\$29,515	\$39,015	\$33,524
Average/County	\$63,120	\$39,372			\$35,532			\$57,534			\$40,409			\$24,537

Notes:

- 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 averaging the high and low salaries.
- D) Average per county figure includes only those counties with employees in that position.

Table 5

Salaries and Wages - Administration

County	Bookkeeper			Office Manager ⁽¹⁾			Project Manager ⁽²⁾			Technician ⁽³⁾			Purchasing Agent	Clerical Help ⁽⁴⁾
	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi			
1 Adams	\$23,791	\$25,427	\$24,609											
2 Allen	\$24,805	\$27,348	\$26,077							\$30,864	\$20,037	\$40,449		
3 Bartholomew						\$30,435								\$13.67
4 Benton			\$23,322											\$10.02
5 Blackford														
6 Boone						\$30,135								
7 Brown			\$21,205											
8 Carroll			\$24,537											
9 Cass														
10 Clark														
11 Clay														
12 Clinton														
13 Crawford														
14 Daviess														
15 Dearborn														
16 Decatur														
17 Dekalb			\$23,964											
18 Delaware			\$27,162									\$27,788	\$29,048	\$11.63
19 Dubois														\$12.32
20 Elkhart			\$31,013			\$40,538								
21 Fayette														
22 Floyd			\$28,548											\$11.55
23 Fountain														
24 Franklin														
25 Fulton														
26 Gibson			\$28,447											
27 Grant												\$26,427		
28 Greene			\$20,284											\$8.99
29 Hamilton								\$75,249	\$45,873	\$54,105	\$49,989			
30 Hancock						\$30,285								\$11.70
31 Harrison						\$27,851								\$11.57
32 Hendricks						\$25,446		\$41,653			\$29,662			
33 Henry						\$29,318					\$36,340			
34 Howard			\$31,267								\$35,219			
35 Huntington														
36 Jackson			\$17,784			\$25,377								
37 Jasper														

Table 5

Salaries and Wages - Administration

County	Bookkeeper			Office Manager ⁽¹⁾			Project Manager ⁽²⁾			Technician ⁽³⁾			Purchasing Agent	Clerical Help ⁽⁴⁾
	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi			
38 Jay														
39 Jefferson														
40 Jennings														
41 Johnson			\$28,275										\$27,275	
42 Knox						\$24,960							\$24,960	
43 Kosciusko										\$31,554	\$32,594	\$32,074		\$9.25
44 Lagrange														
45 Lake										\$29,924	\$40,812	\$35,368		
46 Laporte						\$32,176								
47 Lawrence	\$23,133	\$27,752	\$25,443											
48 Madison			\$26,430									\$34,891		
49 Marion														
50 Marshall														
51 Martin														
52 Miami			\$21,456											
53 Monroe												\$35,536		
54 Montgomery			\$31,117											
55 Morgan														
56 Newton														
57 Noble			\$24,672											
58 Ohio													\$17,784	
59 Orange														
60 Owen														
61 Parke														
62 Perry						\$24,648								
63 Pike														
64 Porter														
65 Posey			\$25,686											
66 Pulaski			\$27,206			\$27,206								
67 Putnam														
68 Randolph														\$7.82
69 Ripley														
70 Rush														
71 St. Joseph			\$30,111			\$23,870				\$29,277	\$36,218	\$32,748		
72 Scott			\$31,762											
73 Shelby												\$24,856		\$11.33
74 Spencer						\$21,559								

Table 5

Salaries and Wages - Administration

County	Bookkeeper			Office Manager ⁽¹⁾			Project Manager ⁽²⁾			Technician ⁽³⁾			Purchasing Agent	Clerical Help ⁽⁴⁾
	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi			
75 Starke														
76 Steuben												\$29,640		
77 Sullivan														
78 Switzerland														
79 Tippecanoe						\$30,324				\$25,829	\$37,743	\$31,786		\$7.50
80 Tipton														
81 Union														\$7.80
82 Vanderburgh			\$31,429											
83 Vermillion														
84 Vigo						\$30,886								\$14.09
85 Wabash			\$24,606											
86 Warren													\$17,160	
87 Warrick												\$24,846		
88 Washington														
89 Wayne	\$19,994	\$25,710	\$22,852											
90 Wells														
91 White														
92 Whitley						\$29,527								
LOWEST	\$19,994	\$25,427	\$17,784	\$0	\$0	\$21,559	\$0	\$0	\$41,653	\$25,829	\$20,037	\$24,846	\$17,160	\$8
HIGHEST	\$24,805	\$27,752	\$31,762	\$0	\$0	\$40,538	\$0	\$0	\$75,249	\$45,873	\$54,105	\$49,989	\$29,048	\$14
Average/County			\$26,126			\$28,502			\$58,451			\$32,976	\$23,245	\$10.66

Notes:

- 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.
 (2) - Includes fiscal managers, permit managers, and construction managers.
 (3) - Includes engineer technicians and engineer assistants.
 (4) - Value given as an hourly wage.

Table 6

Salaries and Wages - Maintenance and Repair

County	Truck Driver			Equipment Operator ⁽¹⁾			Laborer ⁽²⁾			Inspector ⁽³⁾			Foreman ⁽⁴⁾		
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Low	Hi	
1 Adams			\$14.66			\$14.66			\$14.08						
2 Allen *							\$14.21	\$13.55	\$13.88	\$14.93	\$13.15	\$14.04			\$21.58
3 Bartholomew			\$14.36	\$11.21	\$14.36	\$12.79									
4 Benton			\$14.21			\$14.00			\$10.00						\$14.21
5 Blackford	\$9.71	\$14.18	\$11.95												\$15.99
6 Boone			\$14.81			\$15.95			\$13.42			\$14.49			\$17.61
7 Brown	\$10.83	\$10.69	\$10.76	\$11.10	\$11.12	\$11.11			\$10.29						
8 Carroll	\$13.00	\$13.65	\$13.33	\$13.00	\$13.65	\$13.33									
9 Cass	\$10.00	\$12.38	\$11.19										\$11.89	\$13.44	\$12.67
10 Clark						\$13.39									
11 Clay			\$13.09	\$13.39	\$13.49	\$13.44			\$12.62						
12 Clinton			\$13.85			\$13.85									\$14.35
13 Crawford			\$11.22			\$11.73									\$12.39
14 Daviess			\$14.27			\$15.14			\$13.71						\$17.38
15 Dearborn			\$13.48			\$14.11			\$12.94						
16 Decatur	\$12.20	\$12.68	\$12.44	\$12.99	\$13.52	\$13.26			\$8.50						
17 Dekalb			\$14.71			\$14.92			\$11.51						\$14.92
18 Delaware			\$13.08			\$13.98			\$12.43			\$12.88			\$14.08
19 Dubois			\$13.39			\$13.64									\$14.24
20 Elkhart	\$16.10	\$16.58	\$16.34				\$13.59	\$16.10	\$14.85						\$16.89
21 Fayette			\$14.21			\$15.20			\$14.11						
22 Floyd			\$13.64			\$14.33			\$13.64						
23 Fountain			\$12.59			\$12.59			\$12.59						\$13.64
24 Franklin			\$13.43			\$13.74									\$14.50
25 Fulton			\$13.31			\$13.31			\$13.31						
26 Gibson			\$14.14	\$14.03	\$14.39	\$14.21			\$13.68						
27 Grant			\$12.63			\$12.87			\$12.45				\$13.45	\$14.48	\$13.97
28 Greene			\$11.43	\$11.31	\$11.43	\$11.37			\$11.31						\$13.65
29 Hamilton	\$14.10	\$14.93	\$14.52	\$16.42	\$17.49	\$16.96				\$18.38	\$19.56	\$18.97	\$18.86	\$20.35	\$19.61
30 Hancock	\$9.00	\$17.55	\$13.28	\$9.00	\$17.55	\$13.28	\$9.00	\$17.55	\$13.28	\$9.00	\$17.55	\$13.28			\$15.62
31 Harrison			\$12.88	\$12.28	\$13.28	\$12.78									\$13.82
32 Hendricks *	\$12.95	\$15.15	\$14.05	\$14.94	\$15.60	\$15.27									
33 Henry			\$13.00	\$13.00	\$13.64	\$13.32			\$12.31						
34 Howard			\$15.49	\$15.88	\$16.71	\$16.30			\$15.13						\$17.63
35 Huntington				\$15.47	\$15.69	\$15.58									\$19.01
36 Jackson	\$11.22	\$13.81	\$12.52	\$11.22	\$13.81	\$12.52			\$9.15				\$13.21	\$16.25	\$14.73
37 Jasper			\$14.45			\$14.45									
38 Jay	\$10.19	\$12.15	\$11.17			\$13.28									
39 Jefferson			\$12.97			\$14.17			\$12.06						\$15.08

Table 6

Salaries and Wages - Maintenance and Repair

County	Truck Driver			Equipment Operator ⁽¹⁾			Laborer ⁽²⁾			Inspector ⁽³⁾			Foreman ⁽⁴⁾		
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Low	Hi	
40 Jennings			\$12.01			\$12.45			\$12.17						
41 Johnson	\$12.25	\$14.60	\$13.43	\$14.60	\$16.05	\$15.32									\$16.63
42 Knox			\$11.19			\$11.54			\$11.19				\$12.59	\$13.09	\$12.84
43 Kosciusko			\$14.52						\$12.56						\$15.67
44 Lagrange			\$14.40			\$14.67			\$11.19				\$15.05	\$15.45	\$15.25
45 Lake			\$14.54			\$15.79			\$12.48			\$15.79			\$16.94
46 Laporte	\$13.45	\$16.40	\$14.93				\$11.13	\$15.45	\$13.29				\$14.67	\$18.66	\$16.67
47 Lawrence			\$12.24			\$12.39			\$11.66						
48 Madison			\$14.33			\$15.78			\$13.45						\$19.19
49 Marion															
50 Marshall			\$14.20			\$14.64									\$14.64
51 Martin			\$12.04			\$12.62									
52 Miami			\$12.00			\$13.36			\$10.00				\$13.28	\$14.91	\$14.10
53 Monroe	\$13.21	\$14.29	\$13.75	\$13.86	\$15.09	\$14.48									
54 Montgomery			\$12.76			\$13.87			\$11.24						\$14.44
55 Morgan			\$14.92						\$14.92						\$15.39
56 Newton									\$14.25						\$14.97
57 Noble			\$13.67			\$14.25									\$14.87
58 Ohio			\$14.10			\$14.25			\$13.50						\$14.40
59 Orange			\$11.10			\$11.55									\$12.52
60 Owen	\$12.04	\$12.73	\$12.38	\$11.25	\$13.63	\$12.44	\$9.41	\$11.29	\$10.35						
61 Parke			\$15.83			\$16.24			\$13.38						\$15.10
62 Perry			\$12.29			\$13.14									\$14.41
63 Pike			\$10.51			\$10.51			\$10.51						
64 Porter			\$15.00			\$15.30						\$15.56			\$15.95
65 Posey			\$12.51	\$12.84	\$13.19	\$13.02			\$12.27						
66 Pulaski									\$13.08						\$13.88
67 Putnam			\$13.89			\$14.70			\$12.23						
68 Randolph			\$10.74			\$11.00			\$11.36						
69 Ripley			\$12.48			\$12.48			\$10.92						\$13.94
70 Rush			\$13.92			\$13.92			\$13.92						
71 St. Joseph			\$14.23			\$14.23									\$14.23
72 Scott						\$14.21									\$15.54
73 Shelby	\$10.60	\$11.95	\$11.28			\$11.95			\$9.38						\$14.01
74 Spencer			\$11.45	\$11.45	\$12.20	\$11.83									\$13.61
75 Starke			\$12.12												\$13.18
76 Steuben	\$11.66	\$14.96	\$13.31	\$12.25	\$15.71	\$13.98			\$9.32						
77 Sullivan			\$9.85			\$9.85			\$9.85						\$11.17
78 Switzerland			\$12.98			\$12.98			\$12.98						\$13.35

Table 6

Salaries and Wages - Maintenance and Repair

County	Truck Driver			Equipment Operator ⁽¹⁾			Laborer ⁽²⁾			Inspector ⁽³⁾			Foreman ⁽⁴⁾		
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Low	Hi	
79 Tippecanoe	\$13.73	\$16.50	\$15.12	\$18.33	\$18.88	\$18.61						\$15.00			\$19.55
80 Tipton	\$12.60	\$13.94	\$13.27												\$15.17
81 Union	\$12.09	\$12.47	\$12.28						\$7.80						
82 Vanderburgh			\$15.65			\$15.94			\$15.23						\$15.94
83 Vermillion *			\$13.06												\$13.37
84 Vigo			\$13.36			\$13.49			\$13.15						
85 Wabash	\$9.45	\$13.88	\$11.67												\$15.22
86 Warren				\$12.29	\$12.63	\$12.46									\$12.90
87 Warrick			\$13.14	\$12.46	\$13.78	\$13.12									\$13.78
88 Washington					\$11.66										
89 Wayne	\$14.45	\$14.85	\$14.65	\$15.45	\$16.09	\$15.77	\$11.99	\$13.41	\$12.70				\$15.45	\$16.09	\$15.77
90 Wells			\$14.05			\$14.05			\$14.05						\$15.15
91 White			\$12.12			\$13.07									\$13.73
92 Whitley	\$11.88	\$14.18	\$13.03			\$14.33			\$14.44				\$18.09	\$18.91	\$18.50
LOWEST	\$9.00	\$10.69	\$9.85	\$9.00	\$11.12	\$9.85	\$9.00	\$11.29	\$7.80	\$9.00	\$13.15	\$12.88	\$11.89	\$13.09	\$11.17
HIGHEST	\$16.10	\$17.55	\$16.34	\$18.33	\$18.88	\$18.61	\$14.21	\$17.55	\$15.23	\$18.38	\$19.56	\$18.97	\$18.86	\$20.35	\$21.58
Average/County			\$13.22			\$13.74			\$12.32			\$15.00			\$15.14

Notes:

- 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.

* - Laborers also serve as truck drivers.

- (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.

Table 6

Salaries and Wages - Maintenance and Repair

County	Summer/Part Time Help			Sign Man			Parts Man ⁽⁵⁾			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	\$12.00	\$10.00												
2 Allen *						\$18.63			\$17.23						
3 Bartholomew	\$7.08	\$10.00	\$8.54							\$11.21	\$15.90	\$13.56			
4 Benton			\$8.00												
5 Blackford															
6 Boone			\$8.94			\$14.05						\$16.75			\$10.84
7 Brown															
8 Carroll	\$8.30	\$8.90	\$8.60	\$13.00	\$13.65	\$13.33							\$13.00	\$13.65	\$13.33
9 Cass			\$7.25			\$12.67									
10 Clark															
11 Clay															
12 Clinton						\$11.75						\$19.16			
13 Crawford															
14 Daviess			\$7.81												
15 Dearborn															
16 Decatur															
17 Dekalb			\$10.30			\$15.06									
18 Delaware															
19 Dubois			\$9.00												
20 Elkhart															
21 Fayette															
22 Floyd															\$8.64
23 Fountain															
24 Franklin															
25 Fulton															
26 Gibson						\$14.03			\$14.14						
27 Grant			\$8.75												
28 Greene			\$6.75												
29 Hamilton			\$10.50						\$17.06						
30 Hancock						\$13.28						\$13.28			
31 Harrison			\$7.11												
32 Hendricks *			\$9.00												
33 Henry			\$8.13						\$14.42						
34 Howard												\$16.77			
35 Huntington			\$9.05			\$15.47									
36 Jackson												\$13.51			
37 Jasper			\$11.18												
38 Jay			\$8.96												
39 Jefferson															

Table 6

Salaries and Wages - Maintenance and Repair

County	Summer/Part Time Help			Sign Man			Parts Man ⁽⁵⁾			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	
40 Jennings			\$8.33					\$12.00							
41 Johnson						\$12.02			\$13.59						
42 Knox															
43 Kosciusko	\$8.92	\$10.68	\$9.80			\$15.67			\$14.47						
44 Lagrange															
45 Lake								\$14.54						\$11.57	
46 Laporte			\$9.00												
47 Lawrence															
48 Madison			\$7.00											\$12.85	
49 Marion															
50 Marshall			\$9.51					\$14.41			\$14.64				
51 Martin															
52 Miami			\$9.69			\$12.50								\$9.72	
53 Monroe						\$12.56									
54 Montgomery						\$14.20									
55 Morgan															
56 Newton															
57 Noble			\$9.30					\$13.10							
58 Ohio															
59 Orange			\$9.95												
60 Owen															
61 Parke			\$12.25					\$13.12							
62 Perry															
63 Pike															
64 Porter			\$12.50												
65 Posey															
66 Pulaski															
67 Putnam			\$9.00			\$15.40									
68 Randolph															
69 Ripley			\$9.60												
70 Rush			\$9.50												
71 St. Joseph															
72 Scott			\$8.84												
73 Shelby			\$9.78												
74 Spencer															
75 Starke															
76 Steuben															
77 Sullivan															
78 Switzerland															

Table 6

Salaries and Wages - Maintenance and Repair

County	Summer/Part Time Help			Sign Man			Parts Man ⁽⁵⁾			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	
79 Tippecanoe						\$15.16									
80 Tipton															
81 Union															
82 Vanderburgh															
83 Vermillion *															
84 Vigo			\$7.50			\$13.36	\$13.15	\$13.36	\$13.26			\$14.44			\$12.03
85 Wabash				\$9.45	\$13.88	\$11.67							\$6.50	\$12.00	\$9.25
86 Warren															
87 Warrick															
88 Washington															
89 Wayne	\$8.18	\$9.51	\$8.85			\$15.98							\$9.08	\$9.74	\$9.41
90 Wells			\$8.90												
91 White						\$12.39									\$8.56
92 Whitley															
LOWEST	\$7.08	\$8.90	\$6.75	\$9.45	\$13.65	\$11.67	\$13.15	\$13.36	\$12.00	\$11.21	\$15.90	\$13.28	\$6.50	\$9.74	\$8.56
HIGHEST	\$8.92	\$12.00	\$12.50	\$13.00	\$13.88	\$18.63	\$13.15	\$13.36	\$17.23	\$11.21	\$15.90	\$19.16	\$13.00	\$13.65	\$13.33
Average/County			\$9.09			\$13.96			\$14.28			\$15.26			\$10.62

Notes:

- 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.

* - Laborers also serve as truck drivers.

(5) - Includes inventory managers.

Table 7

Salaries and Wages - General and Undistributed

County	Head Mechanic ⁽¹⁾			Mechanic			Assistant Mechanic			Dispatcher			Draftsman			Stock Clerk	Welder	Fuel/ Service Man
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Hi	Low				
1 Adams						\$15.22			\$14.66									
2 Allen			\$17.31	\$21.67	\$14.88	\$18.91	\$13.25	\$13.92	\$13.58	\$10.97	\$13.74	\$12.36				\$17.23		
3 Bartholomew				\$11.21	\$16.12	\$13.67												
4 Benton						\$14.21												
5 Blackford						\$15.66												
6 Boone						\$16.26												
7 Brown						\$12.50												
8 Carroll				\$13.65	\$14.15	\$13.90												
9 Cass				\$16.10	\$14.00	\$15.05												
10 Clark						\$15.38												
11 Clay						\$14.78												
12 Clinton						\$14.56												
13 Crawford				\$11.73	\$12.25	\$11.99												
14 Daviess				\$16.17	\$16.94	\$16.56												\$14.11
15 Dearborn						\$14.32												
16 Decatur						\$13.54												
17 Dekalb						\$15.06												
18 Delaware						\$14.36												
19 Dubois				\$14.04	\$14.24	\$14.14												
20 Elkhart						\$17.71												
21 Fayette						\$15.20												
22 Floyd						\$14.33						\$13.64						
23 Fountain				\$12.90	\$13.54	\$13.22												
24 Franklin						\$14.12												
25 Fulton				\$14.70	\$14.90	\$14.80												
26 Gibson			\$14.90			\$14.39											\$14.39	\$14.39
27 Grant						\$12.87												
28 Greene				\$10.78	\$11.98	\$11.38												
29 Hamilton						\$18.01												
30 Hancock	\$9.00	\$17.55	\$13.28			\$17.55												
31 Harrison			\$14.17			\$13.65												
32 Hendricks			\$14.79			\$14.58												
33 Henry			\$15.71			\$14.42												
34 Howard						\$16.75												
35 Huntington						\$15.69												
36 Jackson				\$12.21	\$16.25	\$14.23												
37 Jasper				\$14.54	\$16.91	\$15.73	\$12.12	\$14.90	\$13.51									
38 Jay				\$12.25	\$13.55	\$12.90												
39 Jefferson						\$14.17												
40 Jennings				\$12.12	\$12.95	\$12.54												
41 Johnson			\$16.63	\$13.80	\$10.03	\$11.92												
42 Knox						\$11.69												
43 Kosciusko						\$14.93												
44 Lagrange			\$16.27			\$15.23												
45 Lake						\$16.54			\$12.48			\$15.54						

Table 7

Salaries and Wages - General and Undistributed

County	Head Mechanic ⁽¹⁾			Mechanic			Assistant Mechanic			Dispatcher			Draftsman			Stock Clerk	Welder	Fuel/ Service Man
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Hi	Low				
46 Laporte				\$13.45	\$16.40	\$14.93												
47 Lawrence						\$12.57												
48 Madison						\$15.44												
49 Marion																		
50 Marshall						\$14.64												
51 Martin						\$12.62												
52 Miami						\$17.75												
53 Monroe			\$15.62			\$14.25					\$12.29							
54 Montgomery			\$14.44			\$13.22												
55 Morgan						\$16.17												
56 Newton						\$14.25												
57 Noble						\$15.18												
58 Ohio																		
59 Orange						\$12.40												
60 Owen			\$13.02			\$12.23												
61 Parke						\$13.59												\$7.68
62 Perry						\$13.89												
63 Pike						\$13.85			\$11.01		\$11.22							\$7.68
64 Porter			\$16.05			\$15.95			\$15.35									
65 Posey						\$13.43												
66 Pulaski						\$13.88			\$13.49									
67 Putnam						\$14.54												
68 Randolph						\$11.36												
69 Ripley						\$13.64												
70 Rush						\$14.44												
71 St. Joseph			\$16.85			\$14.11												
72 Scott						\$16.54			\$14.21									
73 Shelby			\$15.62			\$10.62			\$10.62		\$13.00							
74 Spencer				\$11.70	\$12.20	\$11.95												
75 Starke						\$14.11												
76 Steuben				\$16.94	\$17.59	\$17.26												
77 Sullivan						\$10.92												
78 Switzerland						\$13.70												
79 Tippecanoe			\$19.83	\$14.08	\$14.87	\$14.48												
80 Tipton						\$14.22												
81 Union						\$13.38												
82 Vanderburgh						\$16.83			\$15.92									\$15.65
83 Vermillion																		
84 Vigo						\$13.34												
85 Wabash						\$13.88												
86 Warren			\$13.42			\$13.12			\$12.70									
87 Warrick						\$13.78												
88 Washington			\$12.59			\$12.26												
89 Wayne				\$15.09	\$16.10	\$15.60												
90 Wells						\$15.15												

Table 7

Salaries and Wages - General and Undistributed

County	Head Mechanic ⁽¹⁾			Mechanic			Assistant Mechanic			Dispatcher			Draftsman			Stock Clerk	Welder	Fuel/ Service Man
	Range		Average	Range		Average	Range		Average	Range		Average	Range		Average	Average	Average	Average
	Low	Hi		Low	Hi		Low	Hi		Low	Hi		Hi	Low				
91 White			\$13.70														\$13.70	
92 Whitley			\$18.94					\$14.65										
LOWEST	\$9.00	\$17.55	\$12.59	\$10.78	\$10.03	\$10.62	\$12.12	\$13.92	\$10.62	\$10.97	\$13.74	\$11.22	\$0.00	\$0.00	\$0.00	\$17.23	\$13.70	\$7.68
HIGHEST	\$9.00	\$17.55	\$19.83	\$21.67	\$17.59	\$18.94	\$13.25	\$14.90	\$15.92	\$10.97	\$13.74	\$15.54	\$0.00	\$0.00	\$0.00	\$17.23	\$14.39	\$15.65
Average/County			\$15.32			\$14.39			\$13.52			\$13.01				\$17.23	\$14.05	\$11.90

Notes:

Table 8

Salaries and Wages - Cumulative Bridge

County	Bridge Engineer ⁽¹⁾			Bridge Supervisor ⁽¹⁾	Bridge Foreman	Carpenter			Laborer			Equipment Operator			Truck Driver		
	Range		Average	Average	Average	Range		Average	Range		Average	Range		Average	Range		Average
	Hi	Low				Hi	Low		Hi	Low		Hi	Low		Hi	Low	
1 Adams																	
2 Allen																	
3 Bartholomew																	
4 Benton																	
5 Blackford																	
6 Boone																	
7 Brown				\$14.98							\$10.29						\$10.69
8 Carroll												\$13.00	\$13.65	\$13.33			
9 Cass																	
10 Clark				\$14.03							\$13.93						
11 Clay																	
12 Clinton																	
13 Crawford																	
14 Daviess								\$15.14			\$7.81			\$15.14			
15 Dearborn				\$16.14				\$13.82			\$13.55						
16 Decatur																	
17 Dekalb																	
18 Delaware																	
19 Dubois					\$14.24						\$13.64						
20 Elkhart																	
21 Fayette																	
22 Floyd																	
23 Fountain											\$12.59						
24 Franklin																	
25 Fulton																	
26 Gibson					\$14.60						\$14.19						
27 Grant					\$14.48												
28 Greene																	
29 Hamilton			\$67,905														
30 Hancock																	
31 Harrison					\$14.34			\$13.28									
32 Hendricks															\$13.65	\$15.15	\$14.40
33 Henry																	
34 Howard																	
35 Huntington																	
36 Jackson					\$16.73	\$12.12	\$14.90	\$13.51	\$11.22	\$13.81	\$12.52						

Table 8

Salaries and Wages - Cumulative Bridge

County	Bridge Engineer ⁽¹⁾			Bridge Supervisor ⁽¹⁾	Bridge Foreman	Carpenter			Laborer			Equipment Operator			Truck Driver		
	Range		Average	Average	Average	Range		Average	Range		Average	Range		Average	Range		Average
	Hi	Low				Hi	Low		Hi	Low		Hi	Low				
37 Jasper																	
38 Jay																	
39 Jefferson																	
40 Jennings																	
41 Johnson					\$16.63									\$15.54	\$12.72	\$17.54	\$15.13
42 Knox					\$13.09						\$11.19						
43 Kosciusko																	
44 Lagrange																	
45 Lake													\$15.79				
46 Laporte																	
47 Lawrence					\$13.44						\$11.66			\$12.39			\$12.24
48 Madison																	
49 Marion																	
50 Marshall																	\$14.64
51 Martin																	
52 Miami											\$10.00			\$13.36			
53 Monroe					\$16.90						\$12.62						\$13.25
54 Montgomery																	
55 Morgan																	
56 Newton					\$14.97									\$14.45			
57 Noble																	
58 Ohio																	
59 Orange					\$12.52									\$11.55			
60 Owen																	
61 Parke								\$13.59									
62 Perry																	
63 Pike																	
64 Porter																	
65 Posey													\$12.84	\$13.19	\$13.02		\$13.23
66 Pulaski					\$13.88												
67 Putnam					\$15.40												
68 Randolph																	
69 Ripley					\$13.64						\$12.48						
70 Rush																	
71 St. Joseph																	
72 Scott																	

Table 8

Salaries and Wages - Cumulative Bridge

County	Bridge Engineer ⁽¹⁾			Bridge Supervisor ⁽¹⁾	Bridge Foreman	Carpenter			Laborer			Equipment Operator			Truck Driver		
	Range		Average	Average	Average	Range		Average	Range		Average	Range		Average	Range		Average
	Hi	Low				Hi	Low		Hi	Low		Hi	Low				
73 Shelby																	
74 Spencer					\$13.44						\$11.95						
75 Starke																	
76 Steuben																	
77 Sullivan											\$10.92						
78 Switzerland																	
79 Tippecanoe					\$19.83												
80 Tipton																	
81 Union																	
82 Vanderburgh																	
83 Vermillion																	
84 Vigo																	
85 Wabash																	
86 Warren					\$12.90									\$12.63			
87 Warrick											\$10.96			\$13.41			
88 Washington																	
89 Wayne																	
90 Wells																	
91 White																	
92 Whitley																	
LOWEST			\$67,905	\$14.03	\$12.52	\$12.12	\$14.90	\$13.28	\$11.22	\$13.81	\$7.81	\$12.84	\$13.19	\$11.55	\$12.72	\$15.15	\$10.69
HIGHEST			\$67,905	\$16.14	\$19.83	\$12.12	\$14.90	\$15.14	\$11.22	\$13.81	\$14.19	\$13.00	\$13.65	\$15.79	\$13.65	\$17.54	\$15.13
Average/County			\$67,905		\$14.77			\$13.87			\$11.89			\$13.69			\$13.37

Notes:

Table 9 County Road Miles Per Highway Employee

	County	Total No. of Employees (FTE) ^{(1) (2)}	County Road Mileage (mi.) ⁽³⁾	Miles of County Road Per Employee	Rank in State ⁽⁴⁾
1	Adams	26	698	26.83	72
2	Allen	109	1,441	13.22	6
3	Bartholomew	26	693	26.64	70
4	Benton	23	672	29.21	82
5	Blackford	11	326	29.66	84
6	Boone	32	817	25.52	66
7	Brown	18	395	21.94	43
8	Carroll	26	771	29.65	83
9	Cass	34	884	25.99	68
10	Clark	40	532	13.30	8
11	Clay	28	665	23.75	53
12	Clinton	32	788	24.64	61
13	Crawford	21	446	21.25	40
14	Daviess	36	798	22.18	45
15	Dearborn	30	504	16.80	17
16	Decatur	26	662	25.47	65
17	Dekalb	27	741	27.44	78
18	Delaware	42	844	20.10	35
19	Dubois	33	659	19.96	33
20	Elkhart	64	1,171	18.29	28
21	Fayette	20	380	19.01	30
22	Floyd	35	306	8.74	3
23	Fountain	28	668	23.86	55
24	Franklin	28	631	22.54	49
25	Fulton	29	792	27.32	75
26	Gibson	45	970	21.55	42
27	Grant	35	815	23.29	52
28	Greene	38	878	23.11	51
29	Hamilton	55	767	13.94	11
30	Hancock	38	681	17.92	25
31	Harrison	45	798	17.73	23
32	Hendricks	61	811	13.29	7
33	Henry	36	806	22.38	46
34	Howard	40	678	16.96	18
35	Huntington	26	689	26.50	69
36	Jackson	33	740	22.43	47
37	Jasper	35	943	26.93	73
38	Jay	21	753	35.86	90
39	Jefferson	26	545	20.95	38
40	Jennings	28	667	23.82	54
41	Johnson	44	610	13.87	10
42	Knox	35	887	25.34	64
43	Kosciusko	44	1,187	26.97	74
44	Lagrange	29	806	27.80	80
45	Lake	89	552	6.20	1
46	Laporte	54	1,044	19.34	32
47	Lawrence	38	672	17.68	22
48	Madison	45	918	20.39	36
49	Marion [#]		-	-	
50	Marshall	38	929	24.45	59
51	Martin	16	735	45.94	91
52	Miami	40	799	19.98	34
53	Monroe	47	698	14.86	13

Table 9 County Road Miles Per Highway Employee

County	Total No. of Employees (FTE) ^{(1) (2)}	County Road Mileage (mi.) ⁽³⁾	Miles of County Road Per Employee	Rank in State ⁽⁴⁾	
54	Montgomery	35	845	24.14	57
55	Morgan	43	704	16.37	15
56	Newton	23	665	28.91	81
57	Noble	30	821	27.35	77
58	Ohio	16	142	8.87	4
59	Orange	34	601	17.68	21
60	Owen	26	636	24.47	60
61	Parke	33	743	22.51	48
62	Perry	24	492	20.48	37
63	Pike	22	553	25.15	62
64	Porter	57	784	13.75	9
65	Posey	43	708	16.47	16
66	Pulaski	29	908	31.31	85
67	Putnam	36	260	7.21	2
68	Randolph	50	869	17.38	20
69	Ripley	31	780	25.16	63
70	Rush	24	766	31.93	87
71	St. Joseph	83	1,168	14.07	12
72	Scott	18	320	17.78	24
73	Shelby	27	864	32.01	88
74	Spencer	40	842	21.05	39
75	Starke	25	684	27.35	76
76	Steuben	29	637	21.97	44
77	Sullivan	41	875	21.35	41
78	Switzerland	22	381	17.33	19
79	Tippecanoe	49	891	18.18	27
80	Tipton	18	567	31.50	86
81	Union	12	275	22.93	50
82	Vanderburgh	50	568	11.36	5
83	Vermillion	22	397	18.06	26
84	Vigo	46	875	19.02	31
85	Wabash	21	732	34.86	89
86	Warren	23	558	24.26	58
87	Warrick	47	748	15.91	14
88	Washington	32	769	24.03	56
89	Wayne	39	725	18.58	29
90	Wells	26	714	27.47	79
91	White	37	945	25.53	67
92	Whitley	24	640	26.67	71
Total	3,192	65,112.13			
Average	35	715.52	20.40		

(1) - Total number of months worked per year by county highway employees divided by twelve.
(2) - Source: Section 5 of 2004 Annual Operational Reports for County Highway Department.
(3) - Source: Section 5 of 2004 Annual Operational Reports for County Highway Department.
(4) - Counties are ranked in ascending order, the county with the lowest ratio of employee to miles is 1.
For example Lake county has 6.2 miles of road per employee and is ranked 1.
The City of Indianapolis DPW is responsible for all roads inside Marion County.

Table 10 Personnel Service Expenditures as a Percentage of MVH Fund ⁽¹⁾

County	Personnel Services				Total Personal Costs	Total MVH Budget	% of Budget
	Admin	M&R	C&R	G&U			
Adams	\$116,870.63	\$569,764.93	\$429,586.22	\$0.00	\$1,116,221.78	\$2,039,007.19	55%
Allen	\$2,940,516.04	\$2,512,005.82	\$0.00	\$633,518.76	\$6,086,040.62	\$9,306,854.15	65%
Bartholomew	\$203,272.42	\$502,442.07	\$0.00	\$299,582.27	\$1,005,296.76	\$2,627,821.69	38%
Benton	\$75,811.60	\$572,769.83	\$0.00	\$175,365.21	\$823,946.64	\$1,888,908.59	44%
Blackford	\$99,077.46	\$199,648.44	\$0.00	\$33,502.44	\$332,228.34	\$967,997.12	34%
Boone	\$146,405.57	\$848,495.43	\$0.00	\$351,266.85	\$1,346,167.85	\$3,804,535.85	35%
Brown ⁽²⁾							
Carroll	\$87,659.70	\$568,677.05	\$0.00	\$334,504.13	\$990,840.88	\$2,045,368.79	48%
Cass	\$211,184.92	\$616,305.34	\$0.00	\$535,248.51	\$1,362,738.77	\$2,530,306.18	54%
Clark	\$464,059.29	\$752,568.21	\$0.00	\$146,130.74	\$1,362,758.24	\$2,457,799.47	55%
Clay	\$96,249.32	\$631,408.07	\$0.00	\$292,030.42	\$1,019,687.81	\$2,084,259.76	49%
Clinton	\$346,185.92	\$568,709.01	\$0.00	\$18,106.76	\$933,001.69	\$2,608,402.93	36%
Crawford	\$102,241.68	\$394,525.23	\$0.00	\$286,794.17	\$783,561.08	\$1,112,317.43	70%
Daviess	\$94,121.00	\$721,428.76	\$0.00	\$368,838.48	\$1,184,388.24	\$2,459,461.58	48%
Dearborn	\$1,474,391.75	\$0.00	\$0.00	\$84,040.00	\$1,558,431.75	\$1,906,068.81	82%
Decatur	\$192,019.16	\$519,006.86	\$0.00	\$151,462.77	\$862,488.79	\$2,019,836.08	43%
Dekalb	\$106,681.09	\$608,492.65	\$0.00	\$65,782.13	\$780,955.87	\$2,031,974.48	38%
Delaware	\$173,388.91	\$994,738.46	\$0.00	\$876,594.49	\$2,044,721.86	\$2,925,176.95	70%
Dubois	\$144,998.52	\$649,818.82	\$0.00	\$69,086.69	\$863,904.03	\$3,153,909.61	27%
Elkhart	\$195,686.83	\$1,817,561.53	\$0.00	\$920,799.36	\$2,934,047.72	\$6,594,486.56	44%
Fayette	\$62,525.88	\$423,786.36	\$0.00	\$280,582.29	\$766,894.53	\$1,255,053.15	61%
Floyd	\$155,950.33	\$729,117.99	\$0.00	\$433,886.94	\$1,318,955.26	\$1,650,855.34	80%
Fountain	\$60,250.00	\$492,533.33	\$0.00	\$258,514.86	\$811,298.19	\$2,132,266.82	38%
Franklin	\$56,618.56	\$0.00	\$0.00	\$339,969.77	\$396,588.33	\$851,799.54	47%
Fulton	\$90,460.27	\$565,425.28	\$0.00	\$61,868.33	\$717,753.88	\$2,133,327.09	34%
Gibson	\$94,574.00	\$911,763.16	\$0.00	\$799,171.58	\$1,805,508.74	\$3,006,690.57	60%
Grant	\$270,170.51	\$694,053.32	\$0.00	\$490,342.35	\$1,454,566.18	\$2,696,897.56	54%
Greene	\$75,751.00	\$1,256,338.20	\$77,106.33	\$0.00	\$1,409,195.53	\$2,912,916.33	48%
Hamilton	\$1,376,313.03	\$874,923.27	\$0.00	\$109,425.64	\$2,360,661.94	\$4,033,903.91	59%
Hancock	\$279,694.04	\$940,166.78	\$0.00	\$358,912.48	\$1,578,773.30	\$3,209,743.58	49%
Harrison	\$191,433.66	\$868,131.43	\$0.00	\$500,921.40	\$1,560,486.49	\$2,168,174.53	72%
Hendricks	\$190,079.02	\$898,390.24	\$0.00	\$410,789.28	\$1,499,258.54	\$4,158,200.65	36%
Henry	\$138,881.10	\$797,840.79	\$0.00	\$684,176.00	\$1,620,897.89	\$6,020,170.21	27%
Howard	\$287,271.38	\$875,925.18	\$0.00	\$202,062.58	\$1,365,259.14	\$3,749,254.91	36%
Huntington	\$188,877.20	\$612,986.88	\$0.00	\$246,493.76	\$1,048,357.84	\$2,075,406.46	51%
Jackson	\$213,168.42	\$479,341.65	\$0.00	\$55,756.23	\$748,266.30	\$2,345,105.56	32%
Jasper	\$78,760.22	\$938,881.93	\$0.00	\$292,267.72	\$1,309,909.87	\$3,199,862.28	41%
Jay	\$138,680.06	\$405,764.99	\$0.00	\$53,452.32	\$597,897.37	\$2,153,891.40	28%
Jefferson	\$155,413.81	\$406,830.17	\$232,473.56	\$0.00	\$794,717.54	\$1,723,838.10	46%
Jennings	\$836,604.56	\$0.00	\$0.00	\$0.00	\$836,604.56	\$2,064,718.28	41%
Johnson	\$242,404.13	\$1,040,870.33	\$0.00	\$238,379.03	\$1,521,653.49	\$2,837,254.43	54%

Table 10 Personnel Service Expenditures as a Percentage of MVH Fund ⁽¹⁾

Knox	\$162,281.60	\$550,230.06	\$0.00	\$464,829.28	\$1,177,340.94	\$2,575,364.36	46%
Kosciusko	\$163,247.33	\$1,152,174.55	\$0.00	\$562,026.67	\$1,877,448.55	\$3,831,828.07	49%
Lagrange	\$128,054.39	\$720,419.09	\$0.00	\$335,604.78	\$1,184,078.26	\$2,814,185.73	42%
Lake	\$897,532.08	\$2,701,803.46	\$0.00	\$549,830.28	\$4,149,165.82	\$5,812,688.96	71%
Laporte	\$290,897.25	\$2,258,779.08	\$0.00	\$195,106.93	\$2,744,783.26	\$4,002,641.26	69%
Lawrence	\$178,048.36	\$721,679.74	\$0.00	\$609,772.91	\$1,509,501.01	\$2,385,868.34	63%
Madison	\$988,689.30	\$1,130,666.13	\$0.00	\$161,641.33	\$2,280,996.76	\$3,828,833.50	60%
Marion ⁽³⁾							
Marshall	\$92,553.91	\$949,303.80	\$0.00	\$389,770.82	\$1,431,628.53	\$2,800,247.21	51%
Martin	\$42,503.82	\$391,047.58	\$0.00	\$305,200.94	\$738,752.34	\$1,366,155.77	54%
Miami	\$121,163.00	\$723,143.29	\$0.00	\$65,640.95	\$909,947.24	\$2,330,147.03	39%
Monroe	\$418,794.24	\$954,367.59	\$0.00	\$789,378.60	\$2,162,540.43	\$3,588,959.11	60%
Montgomery	\$145,534.22	\$773,291.00	\$0.00	\$653,215.30	\$1,572,040.52	\$3,318,529.39	47%
Morgan	\$129,757.99	\$694,239.47	\$0.00	\$552,222.92	\$1,376,220.38	\$2,583,133.96	53%
Newton	\$127,291.21	\$624,110.44	\$0.00	\$222,877.64	\$974,279.29	\$1,635,029.84	60%
Noble	\$161,753.09	\$637,833.64	\$0.00	\$385,851.03	\$1,185,437.76	\$3,100,404.88	38%
Ohio	\$50,525.00	\$255,560.74	\$0.00	\$23,745.28	\$329,831.02	\$495,178.03	67%
Orange	\$179,820.36	\$482,378.15	\$0.00	\$48,878.73	\$711,077.24	\$1,892,976.00	38%
Owen	\$792,310.89	\$0.00	\$0.00	\$209,442.76	\$1,001,753.65	\$1,634,906.62	61%
Parke	\$69,975.00	\$822,574.00	\$0.00	\$186,150.00	\$1,078,699.00	\$2,329,052.53	46%
Perry	\$164,802.34	\$472,766.08	\$0.00	\$296,125.30	\$933,693.72	\$1,323,371.70	71%
Pike	\$102,408.01	\$284,369.00	\$0.00	\$371,493.87	\$758,270.88	\$1,340,340.35	57%
Porter	\$273,384.41	\$1,263,030.44	\$0.00	\$671,416.48	\$2,207,831.33	\$3,231,523.83	68%
Posey	\$139,642.00	\$641,887.36	\$0.00	\$465,561.58	\$1,247,090.94	\$2,462,606.83	51%
Pulaski	\$58,385.01	\$575,476.57	\$0.00	\$312,921.59	\$946,783.17	\$2,358,620.14	40%
Putnam	\$1,073,639.65	\$0.00	\$0.00	\$0.00	\$1,073,639.65	\$3,041,370.31	35%
Randolph	\$97,883.50	\$564,452.14	\$0.00	\$344,612.61	\$1,006,948.25	\$2,126,090.73	47%
Ripley	\$142,512.00	\$508,842.00	\$0.00	\$295,813.00	\$947,167.00	\$1,929,190.00	49%
Rush	\$92,259.00	\$599,367.22	\$0.00	\$288,616.41	\$980,242.63	\$1,989,737.45	49%
St. Joseph	\$479,261.12	\$2,007,724.51	\$0.00	\$205,043.45	\$2,692,029.08	\$5,788,381.47	47%
Scott	\$84,001.76	\$379,514.58	\$0.00	\$182,152.45	\$645,668.79	\$2,161,695.74	30%
Shelby	\$139,400.09	\$481,390.04	\$0.00	\$201,583.19	\$822,373.32	\$2,545,304.11	32%
Spencer	\$203,030.57	\$551,301.58	\$0.00	\$271,479.79	\$1,025,811.94	\$1,920,788.42	53%
Starke	\$49,314.00	\$571,977.65	\$25,995.56	\$61,844.43	\$709,131.64	\$1,642,018.05	43%
Steuben	\$115,125.50	\$661,868.58	\$0.00	\$362,471.76	\$1,139,465.84	\$1,916,752.98	59%
Sullivan	\$1,296,541.82	\$0.00	\$0.00	\$0.00	\$1,296,541.82	\$3,006,022.95	43%
Switzerland	\$53,738.00	\$533,972.80	\$0.00	\$75,841.89	\$663,552.69	\$1,015,352.32	65%
Tippecanoe	\$650,728.16	\$838,750.40	\$0.00	\$723,855.84	\$2,213,334.40	\$3,464,011.73	64%
Tipton	\$110,140.84	\$399,610.97	\$0.00	\$159,865.50	\$669,617.31	\$1,449,387.74	46%
Union	\$48,652.00	\$206,854.00	\$0.00	\$27,955.38	\$283,461.38	\$917,403.21	31%
Vanderburgh	\$388,913.68	\$1,749,554.10	\$0.00	\$296,817.34	\$2,435,285.12	\$3,130,117.51	78%
Vermillion	\$112,560.36	\$467,661.42	\$0.00	\$83,777.16	\$663,998.94	\$1,432,704.11	46%
Vigo	\$190,587.70	\$1,040,132.91	\$0.00	\$127,099.81	\$1,357,820.42	\$3,420,130.25	40%

Table 10 Personnel Service Expenditures as a Percentage of MVH Fund ⁽¹⁾

Wabash	\$337,497.94	\$436,397.74	\$0.00	\$95,404.88	\$869,300.56	\$2,280,744.63	38%
Warren	\$91,128.60	\$437,994.77	\$263,949.16	\$0.00	\$793,072.53	\$3,979,533.21	20%
Warrick	\$309,919.54	\$821,757.96	\$0.00	\$0.00	\$1,131,677.50	\$2,341,413.64	48%
Washington	\$132,258.00	\$624,370.88	\$0.00	\$142,761.48	\$899,390.36	\$2,127,153.76	42%
Wayne	\$117,016.20	\$1,035,706.62	\$0.00	\$488,356.44	\$1,641,079.26	\$2,829,374.67	58%
Wells	\$180,866.88	\$509,098.53	\$0.00	\$294,500.60	\$984,466.01	\$2,350,563.00	42%
White	\$131,114.65	\$893,447.25	\$0.00	\$490,808.39	\$1,515,370.29	\$2,384,271.59	64%
Whitley	\$1,110,260.86	\$0.00	\$0.00	\$0.00	\$1,110,260.86	\$2,647,861.20	42%
Total	\$26,072,410	\$64,364,318	\$1,029,111	\$25,508,995	\$116,974,833	\$237,823,792	
Average	\$289,693.45	\$715,159.09	\$11,434.56	\$283,433.27	\$1,299,720.37	\$2,642,486.58	49%
						Min	20%
						Max	82%

(1) - Information for this table taken from Section 2a of County form No 16, Annual Operations Report.

(2) - Did not submit an annual report.

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

Appendix

Labor Burden Example

Hourly Positions

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

 Shaded area indicates user input information.

Labor Burden Worksheet

Hourly Positions

		A		B	
		Variable	Units	Dollar Value	Calculation Formula / Comments
	Base				
1	Total Hourly Rate				Input Hourly Wage
2	Number of Annual Hours		hrs./year		Input Number of Hours Worked Per Year
3	Equivalent Annual Salary				B2*B3
	Benefits				
4	PERF		%		A4/100*B3
5	FICA		%		A5/100*B3
6	Insurance		\$/month		A6/12
7	Sick		hrs./yr.		A7*B1
8	Holiday		hrs./yr.		A8*B1
9	Vacation		hrs./yr.		A9*B1
10	Unemployment Insurance		% for first \$X salary		A10/100*7000
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+13
15	Labor Burden				(B14/B3)*100%

 Shaded area indicates user input information.

Labor Burden Example

Salary Positions

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

 Shaded area indicates user input information.

Labor Burden Worksheet

Salary Positions

		A		B	
		Variable	Units	Dollar Value	Calculation Formula / Comments
	Base				
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
	Benefits				
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.