

**RESULTS OF THE APRIL 2005 CONSULTANT WAGE SURVEY
NUMBER OF FIRMS RESPONDED - 81**

Position Code	Description	Number of Employees	Median 2005 Hourly Rate	Lowest Hrly Rate	Highest Hrly Rate
Engineering					
1	Principal	241	\$55.69	\$33.56	\$100.00
2	Department Manager	335	\$41.72	\$25.33	\$65.16
3	Project Manager	542	\$38.80	\$17.46	\$53.10
4	Clerical	446	\$16.46	\$7.21	\$23.73
5	Roadway Engineer I	300	\$21.88	\$16.52	\$28.00
6	Roadway Engineer II	293	\$26.44	\$20.10	\$36.70
7	Roadway Engineer III	278	\$33.51	\$18.00	\$49.35
8	Bridge Engineer I	157	\$22.06	\$16.25	\$26.15
9	Bridge Engineer II	205	\$27.59	\$20.12	\$38.82
10	Bridge Engineer III	256	\$34.87	\$24.58	\$47.40
11	Traffic Engineer	162	\$24.95	\$18.72	\$40.00
12	Senior Traffic Engineer	173	\$36.40	\$21.81	\$59.94
13	Roadway Technician I	124	\$15.54	\$7.00	\$23.98
14	Roadway Technician II	149	\$18.85	\$14.13	\$27.70
15	Roadway Technician III	182	\$24.00	\$14.00	\$40.07
16	Bridge Technician I	42	\$18.64	\$11.90	\$22.00
17	Bridge Technician II	50	\$20.95	\$14.90	\$29.72
18	Bridge Technician III	90	\$24.22	\$18.00	\$39.63
19	Traffic Technician	34	\$18.80	\$10.26	\$30.00
20	Rod Assistant	80	\$13.50	\$8.75	\$19.86
21	Instrument Assistant	138	\$15.00	\$10.80	\$22.67
22	Party Chief	180	\$20.65	\$14.40	\$29.19
23	Chief Surveyor	198	\$31.18	\$20.25	\$43.47
Planning					
24	Planner I	83	\$18.63	\$15.09	\$26.70
25	Planner II	134	\$26.12	\$17.43	\$37.75
26	Senior Planner	148	\$36.00	\$23.00	\$46.36
27	Project Manager	100	\$36.30	\$24.68	\$53.80
28	Senior Project Manager	149	\$42.96	\$24.52	\$67.28
29	Public Involvement / Coordinator	79	\$22.12	\$14.12	\$48.27
30	Economic Analyst	118	\$42.71	\$23.00	\$76.33
Environmental					
31	Biologist/Wetland Scientist	81	\$21.70	\$17.13	\$32.00
32	Senior Ecologist	111	\$39.53	\$27.00	\$58.27
33	Hazardous Waste Specialist	175	\$30.78	\$14.00	\$37.98
Archeology					
34	Principal Investigator / Senior Archaeologist	101	\$32.26	\$16.04	\$45.10
35	Principal Architectural Historian	96	\$36.54	\$17.88	\$44.12
36	Senior Historian	115	\$32.50	\$25.31	\$36.47
37	Historian	87	\$22.25	\$16.80	\$26.01
38	Field Supervisor / Archaeology Crew Chief	86	\$22.68	\$14.00	\$26.50
39	Archeological Technician I	10	\$13.38	\$11.32	\$16.85
40	Archeological Technician II	11	\$16.45	\$13.52	\$20.95
41	Archeological Technician III	1	\$16.64	\$16.64	\$16.64
42	Cartographic Technician	64	\$21.70	\$21.28	\$22.12
43	Curation/Laboratory Supervisor	87	\$32.27	\$30.78	\$33.75
44	Field Assistant	64	\$17.68	\$13.24	\$22.12
45	Field Technician/Archeology Crew Membe	83	\$20.01	\$14.00	\$26.01
46	Laboratory Technician	1	\$13.24	\$13.24	\$13.24
47	Cartographer	83	\$21.17	\$16.32	\$26.01

Ohio Department of Transportation Consultant Wage and Salary Survey

Position Codes

Code PRINCIPAL - OFFICER POSITION DESCRIPTION:

1. Principal: President/Managing Partner, Executive Vice President and Principal/Officer - Operations. Responsible for day to day direction of the organization including formulating policies to achieve overall firm objective, the full range of operations or major segment of company activity, and the day-to-day administration of the operations staff or major operations work unit.

NON-PRINCIPAL (MANAGEMENT) POSITION DESCRIPTION:

2. Department Managers: Responsible fo planning and directing the activities of a discipline or functional work group including the development and implementation of all department standards and procedures.
3. Project Managers: Responsible for directing activities associated with specific projects from inception to completion. Acts as the client contact person for these specific projects. Responsible for executing the scope of services specified by the client within the terms of the agreement.

CLERICAL

4. Clerical: Performs routine word processing and non-technical administrative duties to assist the Project Manager and other project personnel in preparation of correspondence, invoicing, filing and other clerical tasks.

ENGINEER

Professional positions requiring a bachelor's degree in engineering. Limited to those personnel working primarily in the highway engineering field, either roadway design (including traffic signal design and highway lighting design) or bridge design, as further categorized below based on the number of years experience.

5. Roadway Engineer I - 0 - 4 years experience
6. Roadway Engineer II - 5 - 10 years experience
7. Roadway Engineer III - 11+ years experience
8. Bridge Engineer I - 0 -4 years experience

- 9. Bridge Engineer II - 5 - 10 years experience
- 10. Bridge Engineer III - 11+ years experience
- 11. Traffic Engineer - 0 - 9 years experience working primarily in the traffic engineering field (including traffic signal design, highway lighting design, safety studies and interchange justification studies).
- 12. Senior Traffic Engineer 10 + years experience

TECHNICIAN

- 13. Roadway Technician I - 0 - 4 years experience
- 14. Roadway Technician II - 5 -10 years experience
- 15. Roadway Technician III - 11 + years experience
- 16. Bridge Technician I - 0 - 4 years experience
- 17. Bridge Technician II - 5 -10 years experience
- 18. Bridge Technician III - 11+ years experience
- 19. Traffic Technician 0 - 5 years experience. Provides technical assistance to Traffic Engineers in connection with the development of construction plans. Performs field and office tasks as assigned.

SURVEYING

- 20. Rod Assistant - Provides direct support to field staff in obtaining necessary field data. Performs simple routine tasks under close supervision from detailed procedures. May include holding survey rod, measuring correct distances using tape, setting stakes, digging holes.
- 21. Instrument Assistant - Performs standardized or prescribed assignments involving a sequence of related operations. Includes obtaining data pertaining to angles, elevation, points and contours using various surveying instruments. May verify levels, alignment and elevation of installations. Performs routine analysis to check applicability, accuracy and reasonableness of data. Compiles notes, sketches and records of data obtained and work performed. Participates in basic layout and field engineering activities. Maintains instruments and equipment.

22. Party Chief - Oversees work of field crew, conducting a complete assignment or a portion of a large and diverse project. Organizes field operations to ensure efficiency and accuracy. Performs surveying duties not requiring registration as a Professional Surveyor.
23. Chief Surveyor - Plans, organizes, and directs work of one or more survey parties engaged in determining precise location and measurements of points, elevations, lines, areas, and contours for construction, mapmaking, and land division, titles, and other records to obtain needed data for surveys. Develops new data from photogrammetric records. Determines methods and procedures for establishing or re-establishing.

Planning / Environmental Positions / Descriptions

PLANNER

Position Classifications (3)

24. Planner I - 0 - 4 years experience
25. Planner II - 5 - 10 years experience
26. Senior Planner - 11 + years experience

Planning Specializations:

Environmental

Modeling (Traffic Simulation Modeling)

GIS (Mapping)

ITS (Intelligent Transportation Systems)

Transit Rail Aviation

Water Ports

Bicycle & Pedestrian

Requirements: Knowledge base should include: ODOT PDP, MPO, MIS, TDM, TSM, Public Involvement Process, Access Management, FHWA & FTA Planning Regulations. Education Degree in City or Regional Planning, Public Administration, or Geography, or related field. Experience should directly relate to Transportation Planning

27. Project Manager - 5 - 10 years experience managing transportation planning studies.
28. Senior Project Manager - 10+ years experience managing transportation studies.
29. Public Involvement / Coordinator
5 years experience conducting public involvement programs
30. Economic Analyst
Demonstrated knowledge and experience in Macro Economic, Cost/Benefit Analysis or Life Cycle Cost Analysis for Transportation Projects.

31. Biologist/Wetland Scientist - Professional position requiring a Bachelor of Science in wetland ecology, botany, zoology or other organismal biology. Wetland Scientists perform complex wetland delineations for large projects, and has the ability to recognize local flora, hydric soils, and signs of wetland hydrology. Familiarity with Corps of Engineers and ODOT requirements and regulatory guidance
32. Senior Ecologist - Professional position requiring a Bachelor of Science in ecology, botany, zoology or other organismal biology. Ecologists perform resource assessments and evaluate the potential impacts of highway projects on terrestrial and aquatic communities. The abilities to identify species in the field, to evaluate the quality of terrestrial and aquatic plant and animal communities, and to assess potential impacts are required skills. Ecologists are further categorized based on years of experience or completion of graduate degrees.
33. Hazardous Waste Specialist

Archaeology

34. Principal Investigator / Senior Archaeologist
Develops the research design and methods for implementing archaeological projects; oversees the execution of the fieldwork; directs the analysis of cultural materials collected; prepares or directs the preparation of archaeological reports; is responsible for the quality of archaeological reports; coordinates with the project manager, the Principal Architectural Historian, and the Senior Historian.

Requirements: Must meet the Secretary of the interior's professional qualification standards for Archaeology and/or be certified by a professional archaeological association such as the Register of Professional Archaeologists.

An advanced degree (such as an M.A., M.S., Ph.D., or D.Sc.) in archeology, anthropology, art history, classics, history, or other germane discipline with a specialization in archaeology.

One-year (52 weeks) of field and laboratory experience.

35. Principal Architectural Historian:
Develops the research design for the identification and documentation of buildings, structures, objects, and historical sites; directs the development of the historic context statement; oversees the execution of the architectural historical fieldwork; prepares and/or directs the preparation of architectural historical reports; is responsible to ensure the quality of architectural historical reports; coordinates with the project manager, the Principal Investigator/Senior Archaeologist, and the Senior Historian.
Requirements: Must meet the Secretary of the Interior's professional qualification standards for Architectural History.

36. Senior Historian:
Directs the collection of data for the red flag summary, literature review, and historic context statement. Directs the writing of the red flag summary, literature review, and historic context statement portion of reports. Coordinates with the Principal Investigator/Senior Archaeologist and the Principal Architectural Historian in the identification and evaluation of historic properties.
Requirements: Must meet the Secretary of the Interior's professional qualification standards for History.
37. Historian:
Collects data for the red flag summary, literature review, and historic context statement. Writes the red flag summary, literature review, and historic context statement portion of reports.
Requirements: Must meet the Secretary of the Interior's professional qualification standards for History.
38. Field Supervisor/Archaeology Crew Chief
Directly responsible for the execution of the work plan, keeps daily records of field progress and sites located, assists with the analysis of the cultural materials and the report preparation.
Requirements: Must have a degree in anthropology, history, or a closely related field or equivalent experience, at least four months of supervised archaeological fieldwork and six months of additional fieldwork.
39. Archeological Technician I
Under the direct supervision of archaeological crew chiefs and under the general supervision of field director/project archaeologist performs unskilled and semi-skilled tasks at archaeological field sites. Assists crew chief in activities associated with the excavation of project areas and found features. Walks over project searching for archaeological materials such as historic and prehistoric remains. Excavates, screens, back-fills excavated areas. Assists in preparation of sketch maps and forms, and field photography. Conducts simple surveys using compass, topographical map and aerial photographs. Determine the exact locations of sites and marks them on maps and/or aerial photographs. Records information on archeological site survey form and prepares simple reports. Cleans, packages, and labels artifacts recovered from inventories and excavations and assists in the flotation of soil samples.
40. Archeological Technician II
Under the general supervision of field director/project archaeologist, performs skilled tasks. Conducts hand excavations, completes plan and profile maps of excavated units, completes standard feature and level forms, screens soils to recover artifacts. Performs flotation of soil samples, walk over, and shovel testing. Catalogs, packages/labels archaeological artifacts. Maintains field equipment and supplies. Conducts inventories of cultural resources in areas of proposed projects. Researchers reference materials such as state and national register files, historic documents, archeological reports, maps and aerial photos, and interviews source individuals concerning project areas. Performs on-the-ground area searches for surface and subsurface evidence of historic and prehistoric

archeological remains. Identifies and records historic and prehistoric cultural resource sites. Prepares Archeological Reconnaissance Reports (AARF's) and maps. Ensures that archeology work assignments are carried out in safe, timely manner according to established standards and procedures. Maintains the Archeological Reconnaissance schedule by estimating and reporting and expected time of completion of each project and updating the project planning board. Review work in progress to see that standards for pre-field research, survey design, site recording, graphics and final report are being met. Advises other employees on methods of cultural resource inventory and provides written instructions, research materials and supplies to all involved in planning and operation of natural resource activities.

41. Archeological Technician III

Serves as lead archeological technician, under the general supervision of field directory/project archaeologist, and performs skilled tasks at archaeological field sites. Conducts hand excavations, completes plan and profile maps of excavated units, completes standard feature and level forms, screens soils to recover artifacts. Perform flotation of soil samples, and shovel testing. Packages/labels archaeological artifacts. Maintains field equipment and supplies. Conducts inventories of forest cultural resources in areas of proposed forest service projects/ Researchers reference materials such as state and national register files, historic documents, archeological remains. Identifies and records historic and prehistoric cultural resource sites. Prepares Archeological Reconnaissance Reports (AAR's) and maps.

Ensures that archeology work assignments are carried out in safe, timely manner according to established standards and procedures. Maintains the Archeological Reconnaissance schedule by estimating and reporting an expected time of completion of each project and updating the project planning board. Reviews work in progress to see that standards for pre-field research, survey design, site recording, graphics and final report are being met.

Advises other employees on methods of cultural resource inventory and provides written instructions, research materials and supplies to all involved in planning and operation of natural resource activities. Provides site recording and implements field data strategies.

Provides leadership to at least three lower graded Archeological Aids or Technicians. Leadership responsibilities are regular and recurring and occupy about 25 percent of the work time. As crew leader, assures the work assignments of employees are carried out. Assigns tasks, monitors status, and assures timely accomplishment of workload. Instructs employees in special tasks and job techniques. Checks work in progress and amends or rejects work not meeting established standards. Reports performance, progress, etc., of employees to supervisor.

42. Cartographic Technician

Provides technical assistance to professional Cartographers in connection with the construction or revision of maps and charts. Work involves the solution of technical problems that require primarily the application of a practical knowledge of the methods and techniques by which maps and charts are constructed. Performs any or a combination of duties such as collecting, evaluating and selecting source materials; compiling information from source materials and developing a plan for using the information in accordance with product specifications; obtaining reliable measurements of earth's surface features such as elevations and distances from photographs by using photogrammetric techniques and equipment; using drafting tools and automated equipment to make maps and charts; assembling aerial tools and automated equipment to make maps and charts; assembling aerial photographs into mosaics; and reviewing and editing map and chart manuscripts.

43. Curation/Laboratory Supervisor

Supervises the cleaning and correct cataloging of artifacts retrieved, arranges for the curation of artifacts with a permanent curatorial facility, oversees protection of artifacts and documentation from project to ensure security.

Requirements: Must have a degree in anthropology, history, or a closely related field or equivalent experience, at least four months of supervised laboratory work and six months of additional laboratory work.

44. Field Assistant

Assists the Field Supervisor with the implementation of the work plan. Assists the Field Supervisor with the organization of the activities of the project including but not limited to logging in bags, checking test unit and feature forms, keeping the photo log, ensuring that all equipment is organized and assisting with all other field activities. May be required to assist with the organization and analysis of cultural materials and preparation of maps and tables.

Requirements: Must have a degree in anthropology, history, or a closely related field or equivalent experience, at least two months of supervised fieldwork and three months of additional fieldwork.

45. Field Technician/Archaeology Crew Member:

Performs archaeological field and laboratory tasks as assigned including recording of features and other cultural resource anomalies, photograph features,

Requirements: Must have some coursework in anthropology, history, or a closely related field or equivalent experience.

46. Laboratory Technician:

Clean and organize artifacts, conduct analysis as assigned, and assist with accessioning and curation of artifacts.

Requirements: Must have some coursework in anthropology, history, or a closely related field or equivalent experience.

47. Cartographer

Responsible for the production of all mapping and digital artifact photography for the project.

Requirements: Must have some coursework in mapping, GIS, autocad, freehand or another mapping program.