

**North Carolina Department of Transportation
Skill Based Pay Program
Employee Skills Inventory Sheet**

Roadway Maintenance

Division:	
Unit:	
Subhead:	
Applicant/Employee:	
Social Security Number:	
15 Digit Position Number:	
5 Digit Position Number:	

1. Supervisor's Certification:

Code	Level I Skill Blocks		(✓)
1M1 3 of 5	1. Small Hand Tools		<input type="checkbox"/>
	2. Installation of Work Zone Traffic Control Devices		<input type="checkbox"/>
	3. Installation of Erosion Control Devices	\$312	<input type="checkbox"/>
	4. Basic Two-Way Radio Communication		<input type="checkbox"/>
	5. Operates: (circle) chain saw, hand compactor, or hand powered auger		<input type="checkbox"/>
1M2	Operate second piece category A equipment:	\$312	<input type="checkbox"/>
1M3	Operate third piece category A equipment:	\$312	<input type="checkbox"/>
1M4	Comercial Drivers License	\$0	<input type="checkbox"/>
1M5	Operate Medium Dump Truck	\$416	<input type="checkbox"/>
1M6	Operate fourth piece category A equipment:	\$312	<input type="checkbox"/>
1M7	Conduct Flagging Operations	\$208	<input type="checkbox"/>

Code	Level II Skill Blocks		(✓)
2M1	Supervision of Inmates	\$312	<input type="checkbox"/>
2M2	Maintenance of Asphalt Storage Tank	\$312	<input type="checkbox"/>
2M3	Operate one piece category B equipment:	\$624	<input type="checkbox"/>
2M4	Snow and Ice Control	\$312	<input type="checkbox"/>
2M5	Operate second piece category B equipment:	\$624	<input type="checkbox"/>
2M6	Deleted		<input type="checkbox"/>
2M7	Operate third piece category B equipment:	\$624	<input type="checkbox"/>
2M8	Asphalt Pavement Patching	\$624	<input type="checkbox"/>
2M9	Facility Maintenance	\$312	<input type="checkbox"/>
2M10	HazMat Spill Control	\$416	<input type="checkbox"/>
2M11	Incidental Concrete Construction	\$312	<input type="checkbox"/>
2M12	Concrete Pavement Patching	\$624	<input type="checkbox"/>

Code	Level III Skill Blocks		(✓)
3M1	Shoulder and Ditch Maintenance	\$520	<input type="checkbox"/>
3M2	Pipe Installation and Drainage Maintenance	\$520	<input type="checkbox"/>
3M3	Inspection of Contract Mowing and other similar Maintenance Functions	\$520	<input type="checkbox"/>
3M4	Lead Worker, one who supervises 2 or more employees daily	\$1,040	<input type="checkbox"/>
3M5	Plan Development and Layout of Traffic Control in a Work Zone	\$728	<input type="checkbox"/>
3M6	Gaurdrail Installation and/or Repair	\$416	<input type="checkbox"/>
3M7	Operate one piece category C equipment:	\$1,040	<input type="checkbox"/>
3M8	Fence Installation and/or Repair	\$416	<input type="checkbox"/>
3M9	Deleted		<input type="checkbox"/>
3M10	Equipment Transport by Truck and Trailer (gross weight rated 10,000 lbs.)	\$416	<input type="checkbox"/>
3M11	Brick and Block Masonry	\$416	<input type="checkbox"/>
3M12	Installation & Maintenance or Erosion Control Devices	\$416	<input type="checkbox"/>

Code	Level IV Skill Blocks		(✓)
4M1	Read and Interpret Plans and Specifications	\$624	<input type="checkbox"/>
4M2	Inspection of Purchase Order and Contract Operations	\$728	<input type="checkbox"/>
4M3	Serve as Competent Person on Trenching and Shoring Operations	\$832	<input type="checkbox"/>
4M4	Supervise Fully Operational Rental Equipment Operations	\$936	<input type="checkbox"/>
4M5	Explosives Certification	\$832	<input type="checkbox"/>
4M6	Operate one piece category D equipment:	\$1,040	<input type="checkbox"/>
4M7	Operate Motor Grader with Slope Attachment	\$416	<input type="checkbox"/>
4M8	Operate second piece category C equipment:	\$520	<input type="checkbox"/>
4M9	Operate third piece category C equipment:	\$520	<input type="checkbox"/>
4M10	Third Party Company Examiner (CDL - Road Test and Certification)	\$520	<input type="checkbox"/>
4M11	Instructor: Equipment Training Guides, Procedural Training Manuals, or Other Formal Training Needs	\$520	<input type="checkbox"/>
4M12	Force Account Construction	\$1,040	<input type="checkbox"/>
4M13	Intermediate Work Zone Safety	\$728	<input type="checkbox"/>

Code	Level V Skill Blocks		(✓)
5M2	Senior Lead Worker	\$1,040	<input type="checkbox"/>
5M3	Senior Instructor	\$832	<input type="checkbox"/>
5M4	Operate Snow Blower	\$260	<input type="checkbox"/>

2. Transportation Worker Level (check one):

- | | | | | | |
|--------------------------|-----------------------|------------|--------------------------|---------------------|------------|
| <input type="checkbox"/> | HIRING RATE: | (\$22,067) | <input type="checkbox"/> | ENTRY Level 1: | (\$22,550) |
| <input type="checkbox"/> | INTERMEDIATE Level 2: | (\$24,953) | <input type="checkbox"/> | JOURNEY Level 3: | (\$27,356) |
| <input type="checkbox"/> | ADVANCED Level 4: | (\$29,759) | <input type="checkbox"/> | SPECIALIST Level 5: | (\$32,514) |
| <input type="checkbox"/> | MAXIMUM RATE: | (\$40,390) | | | |

3. Salary Evaluation

Add Total Value of Skill Blocks (Section 1): _____

Base Rate (Section 2): _____

Maximum SBP Eligible Salary (Add Skill Blocks Plus Base Rate) _____

New Step _____

Supervisor's Certification

Signature: _____ Title: _____ Date: _____

Division Engineer's (or designee) Certification

Signature: _____ Title: _____ Date: _____