

Market Range Detail - Engineer

Effective Date

October 24, 2016

Market Range Title Description

Positions in this market range title apply journey to advanced professional engineering knowledge and skills to a variety of moderate to difficult civil engineering assignments requiring consideration and analysis of multiple variables. Assignments are often broad in scope and require the use of independent judgment and initiative in making professional engineering decisions of moderate to considerable difficulty. Representative duties include, but are not limited to, preparing or overseeing the preparation of conceptual plans, detailed plans, specifications, and estimates for public works construction projects; performing technical reviews and providing recommendations regarding designs prepared in-house or by consulting engineers; acting as an engineering project or program manager, including establishing project milestones, reviewing and approving project cost, preparing management reports, issuing change orders, and managing consultant performance for duration of contract; writing analytical reports; reviewing structures, projects, programs, or methods to determine conformance to safety standards, applicable laws and regulations, or best practices. May be responsible for researching and recommending new engineering methods, technology, and guidelines for engineering activities. May be assisted by or direct other engineers and technicians.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$31.00	\$37.65	\$44.30

Likely Minimum Qualifications

- A Bachelor's degree in a work related engineering discipline such as, but not limited to civil, chemical, environmental, or mechanical engineering; or in a physical or biological science directly related to the assigned duties AND
- A minimum of three (3) years of engineering experience depending on the complexity of the assigned duties AND
- Current registration as a Professional Engineer (PE)

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.