

Market Range Detail - Engineer Associate

Effective Date

October 24, 2016

Market Range Title Description

Positions in this market range title perform a variety of non-registered professional engineering duties or professional level duties in a discipline directly associated with civil engineering projects. May perform entire projects or segments of broader engineering related projects. Tasks are often of average difficulty requiring application of standard techniques and procedures; limited exercise of judgment is required when less common methods or procedures are necessary; may receive supervision on new aspects of assignments, and direction regarding unusual complexities and selection of non-routine techniques and procedures. Non-engineering assignments may encompass the full spectrum of complexities related to a particular discipline including the exercise of independent judgment in the application of non-routine techniques and procedures. Representative duties include, but are not limited to, interpretation of design and construction standards and plans; acting as project manager in the planning, design or review of routine to moderately complex projects; designing, developing or reviewing detailed studies, plans, specifications, and estimates; establishing planning, design and construction schedules; writing analytical reports and correspondence; professional level contract compliance reviews; providing technical review, advice and assistance related to standards compliance or design corrections. May have additional administrative duties. May have responsibility for assigning, directing, and reviewing the work of others.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$26.20	\$32.60	\$39.00

Likely Minimum Qualifications

- A Bachelor's degree in a work related engineering discipline such as, but not limited to civil, structural, chemical, environmental, or mechanical engineering; OR
- A Bachelor's degree in landscape architecture, surveying, hydrology, environmental science, or geology OR
- 4 years of professional pre-registration civil engineering experience or hydrology experience. Certification as an Engineer-in-Training may substitute for the aforementioned experience OR
- 4 years of experience leading and performing senior level technical engineering work.
- Positions may have additional experience requirements and/or discipline specific certifications or professional registrations requirements such as Registered Land Surveyor.
- Other combinations of education and experience may be considered in substitution for the minimum qualifications

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.