

# Market Range Detail - Engineering Supervisor

## Effective Date

October 24, 2016

## Market Range Title Description

Positions in this market range title are responsible for the ongoing direct supervision of an engineering area, function, or program comprised of at least two engineers. Representative duties include, but are not limited to, planning, organizing, coordinating and monitoring staff assignments, reviewing work products, evaluating results, and conducting performance reviews. Typically applies advanced engineering skills to review and perform complex or novel assignments requiring development of new and/or improved techniques and procedures. Requires the application of diversified knowledge of engineering principles and practices to broad variety of assignments and related fields. Makes critical decisions regarding engineering complexities and methods.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$36.05	\$44.55	\$53.05

## 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 six (6) years of engineering experience including work experience in engineering project management
- Registration as a Professional Engineer (PE).
- Prior lead and/or supervisory experience preferred.

## Working Titles

- Drainage Engineering Supervisor
- Hydro/Hydraulics Branch Manager
- Traffic Design Supervisor
- Engineering Branch Manager
- Intelligent Transportation Systems Supervisor
- Environmental Engineering Supervisor
- Materials Technology Branch Manager

### 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.