

Market Range Detail - Engineering Manager

Effective Date

October 24, 2016

Market Range Title Description

Positions in this market range title manage the activities of one or more professional engineering divisions through subordinate supervisors. Has full responsibility for interpreting, organizing, executing and coordinating assignments. Makes authoritative decisions and recommendations having important impact on extensive engineering activities. Typically initiates and maintains extensive contacts with key engineers and officials of other organizations and companies, and may negotiate critical issues. Positions in this MRT require a high degree of creativity, foresight, and mature judgment in anticipating and solving unprecedented engineering complexities, determining program objectives and requirements, organizing programs and projects, and developing standards and guidelines for diverse engineering activities. Representative duties include, but are not limited to, planning, organizing, and managing directly and through subordinate supervisors, the work of a large staff of engineers and technicians; conceiving plans and conducting research in areas of considerable scope and complexity; planning and developing engineering projects with unique or controversial complexities which that have significant impact on major programs. May act as a technical liaison to individuals within and outside the organization with responsibility to act independently regarding technical matters.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$40.45	\$49.48	\$58.50

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 AND
- A minimum of seven (7) years of engineering experience including work experience in engineering project management including two (2) years experience in a lead or supervisory capacity AND
- Registration as a Professional Engineer (PE).

Working Titles

- Engineering and Transportation Planning Division Manager
- Project Mgmt & Construction Division Manager
- Water & Waste Mgmt Division Manager
- Engineering Division Manager
- Regulatory Division Manager
- Plan & Project Mgmt Division Manager
- Traffic Mgmt Division 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.