

# Market Range Detail - Engineering Specialist

## Effective Date

July 22, 2009

## Market Range Title Description

Positions in this market range perform a variety of complex routine and non-routine technical engineering duties requiring consideration and analysis of multiple variables and use of independent judgment in decision making. May plan or conduct a complete technical project of relatively limited scope or a portion of a larger and more-diverse project. Usually receives objectives, requirements, and design approaches from supervisor or engineer. Prepares reports, compiles, computes, calculates, reviews, coordinates, and analyzes a variety of complex engineering data to determine requirements to meet engineering objectives.

Representative duties include, but are not limited to, performing a full range of survey party chief duties; developing traffic signal timing and construction plans; providing technical expertise to solve traffic management issues; supporting intelligent transportation system development through systems and engineering analysis, testing and documentation; reviewing signal plans and projects for compliance with engineering standards; assisting in designing and planning construction, flood control, and other engineering projects by calculating complex design data, preparing non-routine layouts, detailed specifications, materials lists, and estimates. May be assisted by or lead other technical staff.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$19.05	\$24.37	\$29.68

## Likely Minimum Qualifications

- Associate's degree in engineering, engineering technology, land surveying, or in another related field relevant to area of assignment
- Four years of engineering design, analysis, or land surveying experience
- Some positions may require specific certifications or registrations
- Other equivalent 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.