



THE COUNTY OF STANISLAUS

PUBLIC WORKS



Stanislaus County
now offers an employee
bonus worth up to
**\$10,000 or 21
additional days of
leave time!***

**See inside for details*

**TRAFFIC ENGINEER
(SENIOR CIVIL ENGINEER)**
\$109,449 - \$164,195 Annually

Please apply by May 19, 2025

ABOUT THE DEPARTMENT

The Department of Public Works supports the Board of Supervisors' goals and priorities of enhancing community infrastructure and efficient delivery of public services. Public Works achieves this through its six major operating divisions of Administration, Engineering, Survey, Development Services, Heavy Equipment Shop and Operations/Roads. The Department strives to be the leading Public Works Department through innovative stewardship of infrastructure and environment.

IDEAL CANDIDATE

Public Works is seeking an experienced, knowledgeable, and public service-oriented Senior Civil Engineer to serve in the Traffic Engineering Division. The ideal candidate is an experienced public works professional with exceptional leadership, interpersonal, and project management skills. The incumbent will have experience in a variety of engineering activities, and will be a high-functioning, productive self-starter with the ability to analyze facts and exercise sound and independent judgment in decision-making. This is a management-level position and experience should include managing other engineering and administrative staff.



Interested in learning more about Public Works?

Scan the QR code or visit www.StanCounty.com/PublicWorks

THE POSITION

The Senior Civil/Traffic Engineer is assigned complex projects and is given latitude to exercise independent judgment and initiative. The Traffic Engineering Division handles traffic safety, planning, and operations and provides engineering support to Design and Construction Engineering, Operations, and Development Services. Under the general supervision of a Deputy Director of Public Works, the incumbent will be responsible for the management and implementation of traffic control systems, the Department's Pavement Management Program and other asset management systems and reviewing proposed capital improvement and development projects.

This position will also direct the work of subordinate staff, coordinate Public Works projects to ensure efficient and effective project delivery, perform roadway corridor and intersection operation analysis for Capital Project planning and prioritization, as well as preparing grant applications for traffic operations and safety projects. The Public Works Department is a team-oriented environment, and the Senior Civil / Traffic Engineer is critical to the overall department progress.

TYPICAL TASKS

- Plan, design, and direct preparation of calculations, drawings, and specifications for traffic operations and safety projects;
- Design difficult and complex Public Works projects;
- Conduct studies as needed and evaluate the effectiveness and efficiency of department operations, including the establishment of short and long-term priorities to meet departmental goals;
- Manage the County Traffic Signal system including modification and management of signal timing, coordination, and Intelligent Transportation Systems (ITS);
- Direct and provide oversight of activities of department supervisors and staff, including assignment of workload and work schedules.
- Supervisory duties include but are not limited to instruction, mentoring, review and planning of work, maintaining standards, coordination of activities, allocation of personnel, interviewing and selecting new employees, administration and/or resolutions of employee issues and problems, approval of employee performance, evaluations, position control, discipline actions and discharges;
- Provide consultant oversight, coordinate and chair assigned committees, coordinate and prepare board agenda items, attend/participate in Project Development Team Meetings, coordinate agreements between agencies;
- Conduct engineering studies on a wide variety of Public Works projects with minimal supervision;
- Meet and confer with officials and representatives from other governmental organizations, the general public, contractors and consultants regarding Public Works matters;
- Perform related duties as required.

MINIMUM QUALIFICATIONS

KNOWLEDGE

- Design — Knowledge of design techniques, tools, and principles involved in the production of precision technical plans and specifications, drawings, and models.
- Engineering and Technology — Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- Building and Construction Equipment — Knowledge of materials, methods, and tools involved in the construction or repair of roads, bridges, and Intelligent Transportation Systems (ITS).
- Administration and Management — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

SKILLS/ABILITIES

- Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
- Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.

*Apply today
to join our team & make a difference in
Stanislaus County*



MINIMUM QUALIFICATIONS CONT.

EDUCATION & EXPERIENCE

- At least four (4) years of professional Civil / Traffic engineering experience, of which two (2) years must have been in a supervisory or lead capacity; AND
- Possession of a valid Certificate of Registration as a Professional Engineer issued by the California State Board of Registration for Professional Engineers.

Proof of California State Board of Registration for Professional Engineers will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 525-4130 to make other arrangements. Failure to submit proof will result in disqualification.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening may focus on the following desirable qualifications. Please list any of these qualifications you may have within the “Duties” section of the online application.

- Possession of a valid Certificate of Registration as a Professional Engineer in Traffic Engineering issued by the California State Board of Registration for Professional Engineers.





**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.

JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000** or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000-\$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



Cash Payout

Redo that kitchen or paydown debt.

It's all yours.



Leave Time

Take a little extra time off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable income and receive it later.

Why not?



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2025 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow eligible employees, current active full-time employees or those hired full-time on or before June 30, 2025, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 **BONUS CASH PAYMENT**

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 **BONUS LEAVE TIME**

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 **BONUS DEFERRED COMPENSATION CONTRIBUTION**

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- Must be an active full-time employee on each vesting date and during the pay period of the payment date to receive each payment.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2025, are eligible to receive future payments in accordance with their new hire date.



**STANISLAUS
COUNTY HUMAN
RELATIONS**

COMPENSATION & BENEFITS

Approximate Annual Base Salary:
\$109,449 - \$164,195 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County Managers including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- County paid Deferred Compensation at 1.5% of base salary
- 2 weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 56 hours administrative/management leave per year (does not carry over)
- 96 hours of sick leave annually
- 12 paid holidays annually
- \$900 annual Professional Development reimbursement
- Car allowance upon Department Head approval
- Moving allowance recruited from out-of-County
- Disability protection
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

Details available upon request

RECRUITMENT INCENTIVES:

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000! Visit stanjobs.org for more information.

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Accounting to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

APPLICATION PROCEDURES/FINAL FILING DATE: APPLY BY May 19, 2025

Oral Examinations are tentatively scheduled for the week of June 2, 2025

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.