



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

*See inside for details

Senior Resident Engineer (Manager III)

Stanislaus County Public Works

\$87,131-\$130,686 Annually

Apply by August 22, 2025

THE POSITION

Public Works is seeking an experienced, knowledgeable, and public service-oriented Senior Resident Engineer (Manager III) to serve in the Construction Engineering Division. The ideal candidate is an experienced Public Works professional with exceptional leadership, interpersonal, and construction project management skills. The incumbent will have substantial Construction Engineering experience in a variety of Public Works type improvements including roadway, bridges, underground utilities, and miscellaneous infrastructure. This is a management-level position including managing other engineering and administrative staff and will require the incumbent to be a high-functioning and proactive self-starter with the ability to analyze facts and exercise sound and independent judgement in decision-making.

The Senior Resident Engineer is assigned complex projects and is given the latitude to exercise independent judgement and initiative. Under general supervision of the Senior Civil Engineer, the incumbent will be responsible for performing Resident Engineering duties on complex construction projects, manage and direct engineering staff, manage consultant construction managers, and assist the Senior Civil Engineer to ensure the Construction Engineering team is operating efficiently and in compliance with local, state, and federal requirements.



*For further information on [Stanislaus County Public Works](#),
scan the QR code or visit [stanjobs.org](#)*

Stanislaus County Public Works Strives to **Manage and Improve Infrastructure Through Safe and Efficient Use of Resources and Assets for the Benefit of our Community.**

Administration

Coordinates Work in All Divisions

Engineering

Designs, Surveys and Inspects the County's Roads and Bridges

Morgan Shop

Maintains Road Maintenance Vehicles

Development Services

Reviews Private Project Improvement Plans

Operations/Roads & Bridges

Maintains the County's Roads and Bridges

THE TYPICAL TASKS

- Perform Resident Engineer duties for various complex construction projects
- Review construction plans, specifications, and provide comments and feedback as necessary
- Supervise, train, discipline and evaluate Engineers in the Construction Division
- Review the work of Engineers and para-professional employees
- Prepare request for qualifications and request for proposals
- Assist in selection of consultants and manage consultant contracts
- Project coordination between Public Works design, construction, and consultants
- Represent the Department at technical meetings
- Prepare Board reports
- Support the Department during audits
- Meet and confer with officials, representatives from other governmental organizations, the general public, contractors and consultants regarding Public Works matters
- Coordinate the implementation of varying department and division initiatives and projects; and
- Other duties as assigned.

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

Scan the QR code or a full list of all open
job opportunities



MINIMUM QUALIFICATIONS

KNOWLEDGE

- Design: Knowledge of design techniques, tools, and principle involved in the production of precision technical plans, blueprints, 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 construction of various Public Works improvements projects.
- Building and Construction: Knowledge of materials, methods, and tools involved in the construction or repair of structures such as highways, roads, bridges, and other Public Works infrastructure.
- Mathematics: Knowledge of arithmetic, algebra, geometry, statistics, and their applications.
- Administration and Management: Knowledge of business and management principles involved in strategic planning, resource allocation, leadership technique, production methods, and coordination of people and resources.

SKILLS/ABILITIES

- Project Management: The ability to manage multiple complex Public Works improvements projects and to ensure the projects are delivered successfully and in compliance with local, State, and Federal requirements.
- Resource Management: The ability to identify program and projects needs and staff them accordingly for success.
- Complex Problem Solving: Identify 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.
- Mathematics: Using mathematics to solve problems.
- Deductive Reasoning: The ability to apply general rules to specific problems to produce answers that makes sense.

EDUCATION & EXPERIENCE

- Ten (10) years of progressively responsible experience in public works construction, with a strong focus on construction management, inspection and contract administration for projects such as roads, bridges, underground utilities, and related infrastructure

**Five (5) years of the above experience must be in a supervisory or lead role, including oversight of staff and/or consultants.*

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.

- At least 5 years' experience managing Construction Engineering staff and/or consultants



**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 NEW 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, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, 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



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- 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, 2026, are eligible to receive future payments in accordance with their new hire date.



STANISLAUS
COUNTY HUMAN
RELATIONS

Take Your Place.

COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$87,131-\$130,686 Annually

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

- Excellent retirement benefits (2% at approximately age 61 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
- 10 paid holidays annually
- \$900 annual Professional Development reimbursement
- Optional participation in Flexible Spending Account & Health Savings 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 or 21 additional days of leave time! Visit stanjobs.org for details.

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 AUGUST 22, 2025

Oral Examinations are tentatively scheduled for the week of September 1, 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.