



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

*\*See inside for details*

# Civil Engineer

Stanislaus County Public Works

**\$116,417 - \$141,523 Annually**

Apply by October 15, 2025



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.

## 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, Morgan Heavy Equipment Shop and Operations/Roads. The Department strives to be the leading Public Works Department through innovative stewardship of infrastructure and environment.



*Interested in learning more about Public Works?  
Scan the QR code or visit [www.StanCounty.com/PublicWorks](http://www.StanCounty.com/PublicWorks)*

## THE POSITION

Public Works Engineering Division is looking for a candidate with strong leadership qualities that will foster teamwork and create a positive work environment to work in the Design, Traffic, or Construction Engineering Division. This candidate should be technically knowledgeable and experienced in the principles and practices of civil engineering and engineering related to project management, public works design, and construction methods. The ideal candidate will be an effective communicator, both orally and in writing, and be able to represent the County in meetings and presentations to various groups, including community groups, other governmental agencies, and the public. This candidate should be customer focused and interpersonally effective in dealing with staff, other county departments, engineers, contractors and in coordinating with other agencies when necessary. The ideal candidate will carry through assignments with independence and thrive in a team environment that encourages cooperation, communication, and mutual sharing of risk, responsibility, and reward. Lastly, it is desirable for candidate to have knowledge and experience utilizing federal funds on transportation related projects and familiarity with the Local Assistance Manual (LAPM) but not required.

This is the first registered level in the Engineer/Civil Engineer series. Incumbents are assigned difficult and complex projects given latitude for exercising independent judgement and initiative in completing assignments.



# MINIMUM QUALIFICATIONS

## KNOWLEDGE

- Principles and practices of civil or traffic engineering
- Engineering mathematics
- Principles of project management, construction management or contract administration
- Principles and practices of supervision, training, and performance management
- Specialized equipment and technology used in engineering
- Knowledge of design techniques, tools, and principles involved in production of precision technical plans, drawings, and models
- Records management principles and practices
- Map review and preparation of legal descriptions
- Common descriptions of real property; and
- Various codes and court decisions affecting departmental operations.

## SKILLS/ABILITIES

- Perform the full range of professional public works engineering duties with only occasional instruction or assistance as new or unusual situations arise;
- Prepare accurate estimates of costs, schedules, personnel/materials, and other resources related to engineering project responsibilities, make recommendations related to existing or anticipated project budgets;
- Work effectively with a variety of internal and external customers to accomplish goals and objectives, interact professionally with the public, developers, consultants, and contractors;
- Prepare and present oral presentations to a variety of internal and external customers at public meetings;
- Plan and supervise the work of both professional and para-professional employees;
- Work independently;
- Make sound decisions, work cooperatively with co-workers, other agencies, and the public; and
- Maintain cooperative working relationships with other County departments, State and Federal agencies and mental health staff.

## EDUCATION & EXPERIENCE

- Graduation from an accredited college or university with a Bachelor's Degree in Engineering or a related field; AND
- Four (4) years of full-time, professional civil engineering experience, one (1) year of which must have been in a supervisory or lead capacity.

## LICENSES/CERTIFICATES

- Possession of a valid Certificate of Registration as a Civil Engineer (RPE) issued by the California State Board for Civil and Professional Engineers.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.



*For the full job description, including typical tasks & classification information, scan the QR code.*



**STANISLAUS  
COUNTY HUMAN  
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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?*

# 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.



## COMPENSATION & BENEFITS

Approximate Base Salary:

**\$116,417 - \$141,523 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 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- Two weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- 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 or 21 additional days of leave time! Visit [stanjobs.org](http://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 Classified Service of the County and is assigned to Mid-Management/Supervisory bargaining unit for labor relations purposes. Individuals who are in a full-time position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months.

Incumbents may also be subject to overtime, standby, callback, weekend, and holiday assignments as identified in their MOU (Memorandum of Understanding).

## **APPLICATION PROCEDURES/FINAL FILING DATE: October 15, 2025**

### **Oral Examinations are tentatively scheduled for the week of October 20, 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.