



ASSISTANT/ASSOCIATE ENGINEER

ASSISTANT ENGINEER Hiring Range: \$5,066-\$5,573/mo

ASSOCIATE ENGINEER Hiring Range: \$5,534-\$6,088/mo

Official County Applications Available at: www.co.yuba.ca.us

[View complete Class Specifications on the Human Resources & Organizational Services homepage](#)

Final Filing Deadline:

Friday, April 7, 2017 @ 5:00 PM

The County of Yuba is currently recruiting for one vacancy that may be filled at either the **Associate Engineer or Assistant Engineer** level depending on qualifications. The vacancy is in the Public Works Division of the Community Development & Services Agency. This class is alternately staffed and incumbents may advance to the higher level after gaining experience and demonstrating proficiency which meet the qualifications and expectations for the higher level class. Incumbent to this position will perform engineering work, including preparing design plans, specification and engineering estimates related to roads, bridges, culverts and other County infrastructure; project management; assist in developing and administering professional services or construction project contracts; review plans and inspect projects; collect and present data and prepare reports; provide information and advice to the public and perform related work as assigned.

Assistant Engineer is the entry level in the civil engineer series. Initially under close supervision, will provide assistance to management staff or higher level engineers in the areas of research, data collection, project administration, preparation of reports and preparation of engineering plans and specifications. Assignments are intended to provide background in the fundamental principles and practices of public service engineering. Associate Engineer is the journey level in the civil engineer series. Under general supervision incumbents independently conduct design, research and construction project work and analyses for a variety of projects within the county. Responsibilities may also include providing work direction to technical support staff.

Examples of knowledge skills and abilities required for successful performance: knowledge of engineering objectives, principles, procedures, standards, practices and information sources; statistical analysis and mathematical concepts related to the engineering process. Skill in researching, analyzing and summarizing engineering data both manually and with computer applications; interpreting maps, plans and specifications, graphs and statistical data. Ability to deal tactfully and effectively with the public, regulatory agencies and policy-making bodies, developers, engineering firms and contractors, and others contacted in the course of the work. This position reports directly to Assistant Public Works Director and may receive lead direction from Associate Civil Engineer.

EMPLOYMENT REQUIREMENTS

The minimum and preferred requirements are listed below. While the following requirements outline the minimum qualifications, Human Resources reserves the right to select applicants for further consideration who demonstrate the best qualifications match for the job. Meeting the minimum qualifications does not guarantee further participation in selection procedures.

Assistant Engineer Minimum: Bachelor's degree in Civil Engineering from an accredited college or institution recognized by an Accreditation Board for Engineering Technology (ABET). **OR** a Bachelor's degree in Civil Engineering from an accredited college or institution **not** recognized by an ABET, and possession of a California Engineering-In-Training (EIT) Certificate. **OR** Bachelor's degree in Civil Engineering from a foreign or non-US college or university and an evaluation of the educational units from a U.S. accredited college or university or an approved agency verifying the coursework is equivalent to a Bachelor's degree in Civil Engineering and a minimum of two years experience equivalent to the County's class of Engineering Technician in the U.S. **Preferred:** In addition to the minimum, possession of a California Engineering-in-Training (EIT) Certificate and up to two years of additional engineering experience.

Associate Engineer Minimum: Bachelor's degree in Civil Engineering from an accredited college or institution and four years of civil engineering in a public agency or equivalent. **OR** Bachelor's degree in Civil Engineering, possession of a California Engineer-In-Training (EIT) Certificate and two years of civil engineering practice in a public agency or equivalent. **Preferred:** In addition to the minimum, possession of a California Engineer-In-Training (EIT) Certificate and additional years of civil engineering experience in a public agency setting.

Special Requirements: Must successfully complete an extensive and thorough background investigation which includes Live Scan fingerprinting prior to hire. Must file statements of economic interest with the Yuba County Clerk/Recorder. Will be required to perform disaster service activities pursuant to Government Code 3100-3109. The ability to obtain a valid California Class C driver's license within ten (10) days of employment; maintain a valid driver's license.

Working Conditions: Generally a typical office environment. Work with exposure to potential hazards at various construction sites. May be exposed to dangerous machinery, potential physical harm, hazardous chemicals, and extreme weather conditions.

BENEFITS AND COMPENSATION

MERIT INCREASE:	Typically 5% each year for the first 7 years	Dental/Vision:	County pays 100% of the Basic Plan Premiums
RETIREMENT:	Misc. Safety See Pension Reform Link on Human Resources Webpage for additional information. Yuba County does not participate in Social Security.	Life:	County provides \$50,000 in life insurance Coverage.
VACATION:	12 days for first 5 yrs with incremental increases every 5 yrs thereafter, up to 20 yrs	DEFERRED COMP:	Voluntary Deferred Compensation plan(s) are available
HOLIDAYS:	An average of 13 paid holidays per year, including 2 floating holidays	EE ASST. PLAN:	County paid confidential family wellness plan
SICK LEAVE:	Accrued every payroll period, up to 12 days per yr	UNION AFFILIATION:	YCEA
HEALTH:	The County pays 90% of the Basic Plan premium for employee only and 70% for dependent(s).		

Submit Completed Official County Applications to:
Human Resources and Organizational Services, 915 Eighth Street, Suite 113, Marysville, CA 95901

COUNTY OF YUBA

Yuba County is located in the Northern Sacramento Valley, approximately 40 miles north of the State Capitol, Sacramento, and two hours away from San Francisco and Lake Tahoe. The boundaries stretch from the farms and orchards of the valley to the timberlands of the Sierras. With an estimated population of 70,000, Yuba County offers its residents the many advantages of a rural lifestyle, away from the pressures of the urban areas. The County's rivers, lakes and outdoor recreation areas provide excellent hunting, fishing, boating, and skiing opportunities.

Statement of Commitment—We are dedicated to providing responsive, innovative and sustainable services that enhance the quality of life and uphold the public trust and interest.

APPLICATION/SELECTION PROCEDURES

TO APPLY FOR ASSISTANT / ASSOCIATE ENGINEER:

Submit an official Yuba County employment application, **copies of valid license(s), certificate(s) and college transcripts, diploma or grade reports** to County of Yuba – Human Resources and Organizational Services, 915 Eighth Street, Suite 113, Marysville, CA 95901. Official County applications and materials are available online at www.co.yuba.ca.us or at the Human Resources and Organizational Services Department. **Note: All diplomas or degrees must be from an accredited college or university. To obtain information regarding accreditation, refer to the US Department of Education Office of Post Secondary Education at: <http://ope.ed.gov/accreditation/search.aspx>**

APPLICATION SCREENING:

To begin the hiring process, an applicant must submit a completed County application prior to the final filing deadline. Applications must be completed legibly, all questions must be answered, and the required documentation must be provided. ***Please be sure to use the current application located on the County website. Old applications cannot be accepted. All applicants will be given written notice regarding the status of their application and selection procedures. The County prefers to communicate via email, if provided, to expedite communication. It is also recommended that applicants review their SPAM mail daily as to not miss any important communication from the County.*** Please refer to the [Employment Application Instructions](#), which accompanies the County application, for additional details. Failure to provide the required documentation may result in rejection of your application.

Applicants must provide the following documents by the filing deadline:

- **Yuba County Employment Application—complete & signed**
- **Diploma and Unofficial Transcripts**
- **Copies of Certifications**

MINIMUM QUALIFICATIONS:

All applicants must clearly demonstrate he/she meets the minimum qualifications, by the final filing deadline, to be considered in the selection and testing phases of the process.

EDUCATION AND EXPERIENCE:

Education and experience as detailed on the employment application will be thoroughly reviewed. Please include all experience, education, and training pertinent to the knowledge, skills and abilities required for the position. This is an essential part of the process and will be used to determine further eligibility to participate in the next phase of the selection procedures.

TESTING ACCOMMODATION:

If special accommodations are required at any stage of the selection process, complete the Request for Reasonable Accommodation in the Examination Process Form and provide the required documentation by the final filing deadline. The form can be obtained by accessing the link on the Human Resources and Organizational Services homepage or by contacting Human Resources.

VETERAN'S CREDIT:

All applicants who have successfully completed the application/selection procedures and examination process may be eligible for veteran's credit. Applicants must have served on active duty for a period of not less than 90 days in the armed forces in time of war or national emergency, or in time of peace in a campaign or expedition for service in which a medal has been authorized by the government of the United States and who has been discharged or released under honorable conditions, and widows of such persons shall be allowed credit. Military Records Form DD214 must be submitted for further review and determination of appropriate credits.

WAIVER OF SELECTION PROCEDURES:

When selection procedures have been publicly announced and the number of applicants meeting the minimum qualifications for the position is five or less, the Human Resources Director may, at her/his discretion; a) Waive the competition entirely and submit the names of the applicants meeting the minimum qualifications to the appointing department, b) Revise the conditions of competition to a more practical basis under the circumstances.

EMPLOYMENT ELIGIBILITY LIST:

An employment eligibility list is established for those applicants who successfully pass all phases of the examination process. This list will be held for a maximum of one year from the date the list is certified. For each vacancy the top five (5) ranks on the list will be certified to the department for final selection, which will include a departmental interview.

DEPARTMENTAL INTERVIEW:

The Community Development & Services Agency will notify the applicant of the date and time of his/her interview. The applicant will be asked a series of questions about his/herself and his/her related experience, education and training that exhibit the knowledge, skills and abilities essential to the job. The applicant may also be asked questions about hypothetical situations to test his/her ability to make decisions and use sound judgment and common sense.

CONDITION OF EMPLOYMENT

All appointments to a position are contingent upon successful completion of the following items:

BACKGROUND INVESTIGATION:

Selected applicant(s) must undergo a background investigation. Certain positions are required to undergo fingerprinting for the purposes of criminal history information. Background investigations may include verification of education, professional licenses and/or certifications, credit history, driving history, previous work history, personal and professional references, and records of mandated drug and alcohol testing as required for safety sensitive transportation work by Department of Transportation.

PRE-EMPLOYMENT MEDICAL REVIEW/EXAMINATION:

Selected applicant(s) who successfully complete the background investigation are required to complete a pre-employment medical review/examination, which may include drug screening, to assess his/her overall medical suitability for the position.

IMMIGRATION REFORM AND CONTROL ACT OF 1986:

Selected applicant(s) are required to submit documents verifying the applicant's identity and authorization to work in accordance with the Immigration Reform and Control Act of 1986.

LICENSING AND CERTIFICATIONS:

Some positions are mandated by law to possess and maintain specialized certificate(s), license(s) and/or registration(s) at the time of appointment. Certain positions are required to obtain such items within an established timeframe or be subject to dismissal.

AGENCY SHOP:

All new, regular employees, with the exception of supervisory position(s), shall be required to join the employee association or pay a 'Fair Share Fee' as a condition of employment.

DISASTER SERVICE WORKERS:

All Yuba County Employees are designated Disaster Service Workers through state and local law (California Government Code Section 3100-3109). Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.