As of: 7/1/25

Job Code	Job Title		Salary Plan	Grade
ETM040	Mgr 1, Civil Engineeri	ng	SWD	Ν
Min Salary		Mid Salary		Max Salary
\$62,331.12		\$81,955.29		\$101,579.45
Job Summary	1		Entry Qualifica	tions
Manages the engineering p coordination of new transpo maintenance activities. Serv professional engineers.	ortation construction and/or	techn Profes job-re		dited college or university, cense, and three (3) years of
Job Code	Job Title		Salary Plan	Grade
ETM041	Mgr 2, Civil Engineeri	ng	SWD	0
Min Salary		Mid Salary		Max Salary
\$69,134.16		\$91,309.47		\$113,484.78
Job Summary	1		Entry Qualifica	tions
Leads subordinate manager directing, controlling and ex activities of a transportation		techn Profes job re a lead years	ssional Engineering (PE) lic lated job experience, whic	dited college or university, cense, and four (4) years of ch includes two (2) years in upervisory role; or two (2) r level Mgr 1, Civil
Job Code	Job Title		Salary Plan	Grade
ETM042	Sr Mgr 1, Civil Engine	ering	SWD	Р
Min Salary		Mid Salary		Max Salary
\$76,821.60	ç	\$101,879.70		\$126,937.80
Job Summary	1		Entry Qualifica	tions
Serves as Assistant Office H providing assistance in dire	ead in an engineering office	techn Profes job-re mana	ssional Engineering (PE) lic lated experience, which in	dited college or university, cense, and five (5) years of acludes three (3) years in a s of experience at the lower

equivalent.

members or District to ensure on time project delivery. Develops and shares best practices for office-wide/District-

wide implementation.

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Job Code	Job Title	Salary Plan	Grade
ETM043	Sr Mgr 2, Civil Engineering	SWD	Q
Min Salary	Mid Sa	alary	Max Salary
\$85,508.41	\$113,82	\$24.07 \$142,139.72	
Job Summary		Entry Qualificatio	ns
Serves as Office Head in an	engineering office overseeing ides leadership to subordinate	Bachelor's degree in civil engineer technology from an ABET-accredite Professional Engineering (PE) licen job related experience, which incl managerial role; or two (2) years o level Sr. Mgr 1, Civil Engineering (E position.	ed college or university, se, and six (6) years of udes one (1) year in a f experience at the lower
Job Code	Job Title	Salary Plan	Grade
ETM120	GDOT Mgr 1, Civil Engineer	SWD	Q
Min Salary \$85,508.41	Mid Sa \$113,82	•	Max Salary \$142,139.72
Job Summary		Entry Qualificatio	ns
Serves as Group Leader, Dis Unit Manager over professi broad range of engineering complex projects. Manages engineering groups or Distric projects and project tasks a	trict Senior Design Engineer, or onal engineers performing a principles and oversees the quality control process for ict. Manages activities of the ct. Coordinates and assigns	Bachelor's degree in civil engineer and technology and demonstrated worker or supervisory role, and a F (PE) License; or Professional Engine demonstrated experience in a lead role.	experience in a lead Professional Engineer eering (PE) License and
Job Code	Job Title	Salary Plan	Grade
ETM121	GDOT Mgr 2, Civil Engineer	SWD	R
Min Salary \$95,324.50	Mid Sa \$127,32	•	Max Salary \$159,317.88
Job Summary	,	Entry Qualificatio	ns
Serves as a Senior Group Le a Unit Manager over profes broad range of engineering complex projects, . Manage for engineering groups or D	ader, a District Section Head, or sional engineers performing a principles and oversees es the quality control process istrict. Manages activities of strict. Coordinates and assigns	Bachelor's degree in civil engineer and technology and demonstrated leadership position and a Professio License; or Professional Engineerir demonstrated experience in a lead	experience in a onal Engineering (PE) og (PE) License and

Job Code	Job Title	Salary Plan	Grade
ETM122	GDOT Sr. Mgr 1, Civil Engine	eer SWD	S
Min Salary \$106,416.69	Mid 5 \$142,5	Salary 72.95 \$	Max Salary 178,729.21
Job Summa	rv	Entry Qualification	IS
Serves as an Assistant Offi engineering groups. Mana delivery of project plans fo Manages, supervises and p Managers and professiona assurance process for assig	ce Head over one or more ages, directs and coordinates the or assigned engineering group(s). provides leadership to Group al staff. Manages the quality gned engineering group(s). practices and training for office-	Bachelor's degree in civil engineerir and technology with one year of de in a leadership position, and Profess License; or Professional Engineering year of demonstrated experience in	monstrated experience sional Engineer (PE) g (PE) License with one
Job Code	Job Title	Salary Plan	Grade
ETM123	GDOT Sr. Mgr 2, Civil Engine	eer SWD	Т
Min Salary \$118,950.86	Mid 5 \$159,8	Galary 07.43 \$	Max Salary 200,664.00
Job Summa	ry	Entry Qualification	IS
Serves as an Office Head of satellite office or as a Distri supervises and provides le Head, Group Managers, Sa over Assistant DE as well a professional staff on a Stat level. Develops and share	over an engineering office, a	Bachelor's degree in civil engineerir and technology with one year of de in a leadership position, and Profes License; or Professional Engineering year of demonstrated experience in	monstrated experience sional Engineer (PE) g (PE) License with one
Job Code	Job Title	Salary Plan	Grade
ETP020	Environmental Engineer 1	SWD	L
Min Salary \$50,982.94	Mid S \$66,3	Salary 51.55	Max Salary \$81,720.15
Job Summa	ry	Entry Qualification	IS
Under supervision, learns engineering duties in the p	to design, plan or perform	Bachelor's degree in agricultural, ch environmental, civil-sanitary or meo from an accredited college or unive	chanical engineering

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Job Code	Job Title	Salary Plan	Grade	
ETP021	Environmental Engineer 2	SWD	Μ	
Min Salary	Mid S	Salary	Max Salary	
\$56,310.72	\$73,6	77.24	\$91,043.76	
Job Summary	1	Entry Qualification	ons	
Under general supervision, designs, plans or performs engineering duties in the prevention, control and remediation of environmental hazards utilizing various disciplines. Prepares and/or reviews technical reports for environmental compliance or pollution prevention and resource conservation options.		Bachelor's degree in agricultural, chemical, civil, environmental, or civil-sanitary or mechanical engineering from an accredited college or university and one (1) year of experience in professional environmental or sanitary engineering work; or two (2) years of experience at the lower level Environmental Engineer 1 (ETP020) or equivalent position.		
Job Code	Job Title	Salary Plan	Grade	
ETP022	Environmental Engineer 3	SWD	Ν	
Min Salary	MidS	Salary	Max Salary	
\$62,331.12	\$81,9	-	\$101,579.45	
Job Summary	1	Entry Qualification	ons	
disciplines. Prepares and/o	revention, control and atal hazards utilizing various r reviews technical reports for or pollution prevention and	Bachelor's degree in agricultural, environmental, or civil-sanitary or from an accredited college or univ of experience in professional envi engineering work; or two (2) year lower level Environmental Engine equivalent position.	mechanical engineering versity and two (2) years ronmental or sanitary s of experience at the	
Job Code	Job Title	Salary Plan	Grade	
ETP023	Environmental Engineer 4	SWD	0	
Min Salary \$69,134.16		Galary 09.47	Max Salary \$113,484.78	
Joh Summary	1	Entry Qualification	ons	
Job Summary May supervise, guide and instruct the work assignments of staff or serve as lead/ subject matter expert (SME) for engineering duties in the environmental or health field including investigation, evaluation, planning or design of the construction and operation of facilities.		Bachelor's degree in agricultural, environmental, or civil-sanitary or from an accredited college or univ of experience in professional envi engineering work; or two (2) year lower level Environmental Engine	chemical, civil, mechanical engineering versity and three (3) years ronmental or sanitary s of experience at the	

equivalent position.

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Job Code	Job Title	Salary Plan	Grade
ETP024	Environmental Engineer S	pv SWD	Ν
Min Salary	Mid	Salary	Max Salary
\$62,331.12	\$81,	955.29	\$101,579.45
Job Sumn	nary	Entry Qualif	ications
of subordinate staff. Pe environmental or healt	/or instructs the work assignments rforms engineering duties in the n field including investigation, design of the construction and	Bachelor's degree in agricultu environmental, or civil-sanita from an accredited college or of experience in professional engineering work; or two (2) lower level Environmental En equivalent position.	ry or mechanical engineering university and four (4) years environmental or sanitary years of experience at the
Job Code	Job Title	Salary Plan	Grade
ETP040	Civil Engineering 1	SWD	I
Min Salary	Mid	Salary	Max Salary
, \$38,452.58		142.29	\$61,832.00
Job Sumn	nary	Entry Qualif	ications
Under supervision, assis	sts with the plan, design, cost and nsportation construction or	Bachelor's degree in civil eng technology from an ABET- ac	ineering or civil engineering credited college or university.
Job Code	Job Title	Salary Plan	Grade
ETP041	Civil Engineering 2	SWD	J
Min Salary	Mid	Salary	Max Salary
, \$41,569.83		428.52	\$67,287.20
Job Sumn	nary	Entry Qualif	ications
Under general supervisi engineering work assigr assistance with plans, d	ion, performs introductory nments. Provides engineering esigns, costs and the coordination construction or maintenance	Bachelor's degree in civil eng technology from an ABET-acc and two (2) years of job-relat of experience at the lower lev (ETP040) or equivalent position	redited college or university ed experience; or one (1) year vel Civil Engineering 1
Job Code	Job Title	Salary Plan	Grade
ETP042	Civil Engineering 3	SWD	К
Min Salary \$44,998.81		Salary 143.37	Max Salary \$73,287.92
Job Sumn	nary	Entry Qualif	ications
Under broad supervisio engineering work assigr assistance with plans, d	n, performs introductory nment. Provides engineering esigns, costs and the coordination construction or maintenance	Bachelor's degree in civil eng technology from an ABET-acc and three (3) years of job-rela years of experience at the low (ETP041) or equivalent position	redited college or university ated experience; or two (2) ver level Civil Engineering 2

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Job Code	Job Title	Salary Plan	Grade
ETP043	Civil Engineering 4	SWD	L
Min Salary	Mid	Salary	Max Salary
\$50,982.94	\$66,	351.55	\$81,720.15
Job Summary	/	Entry Qualif	cations
Under limited supervision, plans, designs, costs and the transportation construction	oversees the engineering of	Bachelor's degree in civil eng technology from an ABET-acc and four (4) years of job-relat years of experience at the lov (ETP042) or equivalent positio	redited college or university ed experience; or two (2) ver level Civil Engineering 3
Job Code	Job Title	Salary Plan	Grade
ETP044	Civil Engineering 5	SWD	М
Min Salary	Mid	Salary	Max Salary
\$56,310.72		677.24	\$91,043.76
Job Summary	J	Entry Qualif	ications
Under minimal supervision plans, designs, costs and th	, oversees the engineering e coordination of new and/or maintenance activities. providing specialized	Bachelor's degree in civil eng technology from an ABET-acc and five (5) years of job-relate years of experience at the low (ETP043) or equivalent position	redited college or university ed experience; or two (2) ver level Civil Engineering 4
Job Code	Job Title	Salary Plan	Grade
ETP045	Civil Engineering Spv	SWD	К
Min Salary	Mid	Salary	Max Salary
, \$44,998.81		, 143.37	\$73,287.92
of subordinate staff. Assists	instructs the work assignments with engineering plans, dination of new transportation	Entry Qualif Bachelor's degree in civil eng technology from an ABET-acc and six (6) years of job-relate of experience at the lower lev (ETP044) or equivalent positio	ineering or civil engineering redited college or university d experience; or two (2) years /el Civil Engineering 5
Job Code	Job Title	Salary Plan	Grade
ETP090	Modeler 1	SWD	J
Min Salary \$41,569.83		Salary 428.52	Max Salary \$67,287.20
Job Summary	/	Entry Qualif	ications
Under supervision, applies engineering in the use of m natural systems and to anal		Bachelor's degree in a science accredited college or universi	

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Job Code	Job Title	Salary Plan	Grade
ETP091	Modeler 2	SWD	К
Min Salary	Mic	l Salary	Max Salary
\$44,998.81	\$59	,143.37	\$73,287.92
Job Summa	rv	Entry Qualifica	ations
Inder general supervisior ngineering in the use of r atural systems and to an	n, applies knowledge of science or mathematical models to simulate alyze the consequences of future ent alternatives and to interpret	Bachelor's degree in science or accredited college or university experience at the lower level M equivalent position.	and two (2) years
Job Code	Job Title	Salary Plan	Grade
ETP092	Modeler 3	SWD	L
Min Salary	Mic	l Salary	Max Salary
\$50,982.94		,351.55	\$81,720.15
Job Summa	rv	Entry Qualifica	ations
ngineering in the use of r atural systems and to an	applies knowledge of science or mathematical models to simulate alyze the consequences of future ent alternatives and to interpret ead worker.	Bachelor's degree in science or accredited college or university experience at the lower level M equivalent position.	and two (2) years
Job Code	Job Title	Salary Plan	Grade
ETP093	Modeler 4	SWD	Μ
Min Salary \$56,310.72		l Salary ,677.24	Max Salary \$91,043.76
Job Summa	rv	Entry Qualifica	ations
Job Summary May supervise, guide and instruct the work assignments of staff or serve as lead/ subject matter expert (SME). Applies knowledge of science or engineering in the use of mathematical models to simulate natural systems and to analyze the consequences of future conditions and		Bachelor's degree in science or accredited college or university experience at the lower level M equivalent position.	engineering from an and two (2) years

management alternatives and to interpret the results.

Job Code	Job Title	Salary Plan	Grade
ETP121	GDOT Civil Engineer 2	SWD	L
Min Salary \$50,982.94		Salary 351.55	Max Salary \$81,720.15
Job Summa	rv.	Entry Qualif	ications
Under direct supervision, performing introductory e Provides engineering assi designs, or traffic enginee documents, field experier	serves as an entry level engineer engineering assignments. stance developing project plans, ering studies and other related nee with traffic signals and ITS and other engineering technical	Bachelor's degree in civil eng technology, engineering with	ineering or civil engineering a civil specialization, other engineering/engineering e: Additionally, foreign Equivalency Evaluation by
Job Code	Job Title	Salary Plan	Grade
ETP122	GDOT Civil Engineer 3	SWD	Μ
Min Salary \$56,310.72		Salary 677.24	Max Salary \$91,043.76
Job Summa	iry	Entry Qualif	ications
performing engineering a engineering assistance de or traffic engineering stuc field experience with traff	n, serves as a junior engineer ssignments. Provides eveloping project plans, designs, dies and other related documents, fic signals and ITS hardware, cost neering technical reports for	Bachelor's degree in civil eng technology, engineering with construction engineering or c technology field of study and experience.Note: Additionally completed Equivalency Evalu official transcript.	a civil specialization, other engineering/engineering six (6) months of job-related y, foreign degrees require a
Job Code	Job Title	Salary Plan	Grade
ETP123	GDOT Civil Engineer 4	SWD	Ν
Min Salary \$62,331.12		Salary 955.29	Max Salary \$101,579.45
Job Summa	iry	Entry Qualif	ications
Under broad supervision, assignments in specialized	performs engineering	Bachelor's degree in civil eng technology, engineering with construction engineering or c technology field of study with experience and an EIT; or five without an EIT.Note: Addition require a completed Equivale along with an official transcri	a civil specialization, other engineering/engineering o one (1) year of job-related (5) years of experience ally, foreign degrees ncy Evaluation by NCEES

and other systems.

Job Code	Job Title	Salary Plan	Grade
ETP124	GDOT Pro Civil Engineer 5	SWD	0
Min Salary \$69,134.16		Salary 309.47	Max Salary \$113,484.78
Job Summ	201	Entry Qualifi	cations
Under limited supervisio performing engineering assistance developing pr engineering studies and experience with traffic si estimates and other engi	on, serves as a lead engineer assignments. Provides engineering roject plans, designs, or traffic other related documents, field ignals and ITS hardware, cost ineering technical reports for Provides training, support and	Bachelor's degree in civil engi technology, engineering with construction engineering or o technology field of study and experience and a Professiona	neering or civil engineering a civil specialization, ther engineering/engineering two (2) years of job-related l Engineer (PE) License; or ense with two (2) years of job- itionally, foreign degrees ncy Evaluation by NCEES
Job Code	Job Title	Salary Plan	Grade
ETP125	GDOT Pro Civil Engineer 6	SWD	Р
Min Salary \$76,821.60	: Mid \$101,8	Salary 379.70	Max Salary \$126,937.80
performing engineering engineering assistance d or traffic engineering stu documents, field experie hardware, cost estimates reports for transportatio	on, serves as a senior engineer assignments. Provides eveloping project plans, designs,	Entry Qualifi Bachelor's degree in civil engi technology, engineering with construction engineering or o technology field of study and experience, and a Professiona Professional Engineer (PE) Lic job-related experience.Note: degrees require a completed NCEES along with an official t	neering or civil engineering a civil specialization, ther engineering/engineering three (3) years of job-related al Engineer (PE) License; or ense and three (3) years of Additionally, foreign Equivalency Evaluation by
Job Code	Job Title	Salary Plan	Grade
ETT010	Drafter 1	SWD	Н
Min Salary \$35,618.70		Salary 245.72	Max Salary \$56,872.73
topographical and relief projects, such as highway	a ry a, learns to prepare drawings and maps used in civil engineering ys, roads, bridges, flood control ng renovation, facility operations	Entry Qualif i Six (6) months of experience i high school drafting or mecha	n drafting; or one (1) year of

As of: 7/1/25

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Job Code	Job Title	Salary Plan	Grade
ETT011	Drafter 2	SWD	I
Min Salary	1	Mid Salary	Max Salary
\$38,452.58	\$	550,142.29	\$61,832.00
Job Summa Under general supervisior	•	Entry Qualificat One (1) year of experience at the	
topographical and relief m projects, such as highways projects, complex building and other systems. Uses c	naps used in civil engineering s, roads, bridges, flood control g renovation, facility operations omputer aided drafting and ng techniques to prepare plans for	(ETT010) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ETT012	Drafter 3	SWD	J
Min Salary	r	Vid Salary	Max Salary
\$41,569.83		554,428.52	\$67,287.20
Job Summa	rv	Entry Qualificat	ions
of drawings and topograp engineering projects, such flood control projects, cor operations and other syste drafting and design and m prepare plans for projects train lower level staff. Ma	responsible for the preparation hical and relief maps used in civil a shighways, roads, bridges, nplex building renovation, facility ems. Uses computer aided hanual drafting techniques to . May serve as lead worker and y instruct less experienced n and preparation of basic plan	equivalent.	
Job Code	Job Title	Salary Plan	Grade
ETT013	Drafter Spv	SWD	К
Min Salary	r	Mid Salary	Max Salary
\$44,998.81		559,143.37	\$73,287.92
Job Summa	rv	Entry Qualificat	ions
Supervises, guides, and/o of subordinate staff. Resp drawings and topographic	r instructs the work assignments onsible for the preparation of al and relief maps used in civil as highways, roads, bridges,	Three (3) years of experience in experience at the lower level Dra equivalent.	

operations and other systems. Uses computer aided drafting and design and manual drafting techniques to prepare plans for projects. May instruct less experienced drafters in CADD operation and preparation of basic plan elements.

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Job Code	Job Title	Salary Plan	Grade
ETT050	Electronics Tech 1	SWD	F
Min Salary \$30,700.42		d Salary 8,897.56	Max Salary \$47,094.70
Job Summai	rv.	Entry Qualificat	tions
Under direct supervision, provides electronic support and technical assistance to an agency. Lays out, builds, tests, troubleshoots, repairs, and modifies developmental and production electronic components. Applies principles and theories of electronics, electrical circuitry, engineering mathematics, electronic and electrical testing.		High school diploma/GED and tw experience.Note: Some position: license.	
Job Code	Job Title	Salary Plan	Grade
ETT051	Electronics Tech 2	SWD	G
Min Salary \$33,042.45		d Salary 2,703.38	Max Salary \$52,364.30
technical assistance to an a troubleshoots, repairs, and production electronic com	, provides electronic support and agency. Lays out, builds, tests, d modifies developmental and ponents. Applies principles and ectrical circuitry, engineering	Entry Qualificat High school diploma/GED and th experience; or one (1) year of ex Electronics Tech 1 (ETT050) or po Some positions require valid driv	aree (3) years of mechanical sperience at the lower level osition equivalent.Note:
Job Code	Job Title	Salary Plan	Grade
ETT052	Electronics Tech 3	SWD	Н
Min Salary \$35,618.70		d Salary 5,245.72	Max Salary \$56,872.73
Job Summai	ry	Entry Qualificat	tions
Under broad supervision, provides electronic support and technical assistance to an agency. Lays out, builds, tests, troubleshoots, repairs, and modifies developmental and production electronic components. Applies principles and theories of electronics, electrical circuitry, engineering mathematics, electronic and electrical testing. May serve as lead worker.		High school diploma/GED and fo experience; or one (1) year of ex Electronics Tech 2 (ETT051) or po Some positions require valid driv	sperience at the lower level osition equivalent.Note:

Modeling) are related but distinct technologies used in the AEC (Architecture, Engineering, and Construction) industry.

Job Code			
	Job Title	Salary Plan	Grade
ETT053	Electronics Tech Spv	SWD	I
Min Salary	Mi	id Salary	Max Salary
\$38,452.58	\$50	0,142.29	\$61,832.00
Job Summa	ry	Entry Quali	fications
Supervises, guides, and/or of subordinate staff. Provi technical assistance to an troubleshoots, repairs, an production electronic com	instructs the work assignments ides electronic support and agency. Lays out, builds, tests, d modifies developmental and ponents. Applies principles and ectrical circuitry, engineering		
Job Code	Job Title	Salary Plan	Grade
FEM100	Project Mgr. (Non-IT) 1	SWD	L
Min Salary	M	id Salary	Max Salary
\$50,982.94	\$6	6,351.55	\$81,720.15
Organizes both skilled and onstruction/renovation p performs activities related equire use of Autodesk's nformation Modeling) are used in the AEC (Architect	etion of construction projects. d general laborers performing projects. Coordinates and/or d to all facets of the project. May / AutoCAD and BIM (Building e related but distinct technologies	level experience related to the	he area of assignment.
	the later to be		01
Job Code	Job Title	Salary Plan	Grade
	Job Title Senior Project Mgr. (Non		Grade M
Job Code	Senior Project Mgr. (Non Mi		
FEM101 Min Salary	Senior Project Mgr. (Non Mi \$73	n-IT) 2 SWD id Salary	M Max Salary \$91,043.76

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Job Code	Job Title	Salary Plan	Grade	
FEM102	Assistant Director of Engin	eer SWD	0	
Min Salary	Mid	Salary	Max Salary	
\$69,134.16		\$91,309.47 \$113,484.78		
Job Summary		Entry Qualifications		
Directs facilities mainten activities, performing tas renovation, repair and m structures. Develop strat plans for the agency or ir internal procedures, app throughout the building positions require mainta availability. May require BIM (Building Informatio	ance team with engineering sks related to the design, maintenance of facilities or other regic and long-term construction nstitution. Assists in developing lying sound principles used and maintenance trades. Some ining 24-hour emergency on call use of Autodesk¿s / AutoCAD and in Modeling) are related but d in the AEC (Architecture,	Bachelor's degree in a related area college or university and eight (8) experience; or ten (10) years of re (1) year of experience at the lowe Manager (Non-IT) 2 (FEM101) or e	years of related lated experience; or one r level Senior Project	
Job Code	Job Title	Salary Plan	Grade	
FEM103	Director of Engineering	SWD	Q	
Min Salary	Mid	Salary	Max Salary	
\$85,508.41	\$113,	\$113,824.07 \$142,139.72		
Job Summary		Entry Qualifications		
Oversee engineering activities for the construction and		High school diploma/GED and sixteen (16) years of		

Oversee engineering activities for the construction and maintenance of facilities or other structures. Develop strategic and long-term construction plans for the agency or institution. Provides leadership to subordinate managers and staff. Provides updates of all engineering and construction capital outlay projects to Department of Juvenile Justice leadership team.

High school diploma/GED and sixteen (16) years of experience in maintenance and/or general Building construction, which includes three (3) years in a managerial role; or one (1) year of experience at the lower-level Sr Mgr. 2, Fac Main/Const (FEM033); or one (1) year of experience at the lower-level Assistant Director of Engineering (FEM102) or equivalent position.