

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETM040	Mgr 1, Civil Engineering	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29		Max Salary \$101,579.45
Job Summary		Entry Qualifications	
Manages the engineering plans, designs, costs and the coordination of new transportation construction and/or maintenance activities. Serves as group leader over professional engineers.		Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and three (3) years of job-related experience, which includes one (1) year in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
ETM041	Mgr 2, Civil Engineering	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47		Max Salary \$113,484.78
Job Summary		Entry Qualifications	
Leads subordinate managers in the planning, organizing, directing, controlling and evaluating the engineering activities of a transportation infrastructure.		Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and four (4) years of job related job experience, which includes two (2) years in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Mgr 1, Civil Engineering (ETM040) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
ETM042	Sr Mgr 1, Civil Engineering	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70		Max Salary \$126,937.80
Job Summary		Entry Qualifications	
Serves as Assistant Office Head in an engineering office providing assistance in directing engineering activities. Provides leadership to subordinate managers and staff.		Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and five (5) years of job-related experience, which includes three (3) years in a managerial role; or two (2) years of experience at the lower level Mgr 2, Civil Engineering (ETM041) or position equivalent.	

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETM043	Sr Mgr 2, Civil Engineering	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07		Max Salary \$142,139.72
Job Summary		Entry Qualifications	
Serves as Office Head in an engineering office overseeing engineering activities. Provides leadership to subordinate managers and staff.		Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university, Professional Engineering (PE) license, and six (6) years of job related experience, which includes one (1) year in a managerial role; or two (2) years of experience at the lower level Sr. Mgr 1, Civil Engineering (ETM042) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETM120	GDOT Mgr 1, Civil Engineer	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07		Max Salary \$142,139.72
Job Summary		Entry Qualifications	
Serves as Group Leader, District Senior Design Engineer, or Unit Manager over professional engineers performing a broad range of engineering principles and oversees complex projects. Manages the quality control process for engineering groups or District. Manages activities of the engineering group or District. Coordinates and assigns projects and project tasks among engineering group members or District to ensure on time project delivery.		Bachelor's degree in civil engineering or civil engineering and technology and demonstrated experience in a lead worker or supervisory role, and a Professional Engineer (PE) License; or Professional Engineering (PE) License and demonstrated experience in a lead worker or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
ETM121	GDOT Mgr 2, Civil Engineer	SWD	R
Min Salary \$95,324.50	Mid Salary \$127,321.19		Max Salary \$159,317.88
Job Summary		Entry Qualifications	
Serves as a Senior Group Leader, a District Section Head, or a Unit Manager over professional engineers performing a broad range of engineering principles and oversees complex projects, . Manages the quality control process for engineering groups or District. Manages activities of the engineering group or District. Coordinates and assigns projects and project tasks among engineering group members or District to ensure on time project delivery. Develops and shares best practices for office-wide/District-wide implementation.		Bachelor's degree in civil engineering or civil engineering and technology and demonstrated experience in a leadership position and a Professional Engineering (PE) License; or Professional Engineering (PE) License and demonstrated experience in a leadership position.	

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETM122	GDOT Sr. Mgr 1, Civil Engineer	SWD	S
Min Salary \$106,416.69	Mid Salary \$142,572.95		Max Salary \$178,729.21
Job Summary		Entry Qualifications	
Serves as an Assistant Office Head over one or more engineering groups. Manages, directs and coordinates the delivery of project plans for assigned engineering group(s). Manages, supervises and provides leadership to Group Managers and professional staff. Manages the quality assurance process for assigned engineering group(s). Develops and shares best practices and training for office-wide implementation.		Bachelor's degree in civil engineering or civil engineering and technology with one year of demonstrated experience in a leadership position, and Professional Engineer (PE) License; or Professional Engineering (PE) License with one year of demonstrated experience in a leadership position.	

Job Code	Job Title	Salary Plan	Grade
ETM123	GDOT Sr. Mgr 2, Civil Engineer	SWD	T
Min Salary \$118,950.86	Mid Salary \$159,807.43		Max Salary \$200,664.00
Job Summary		Entry Qualifications	
Serves as an Office Head over an engineering office, a satellite office or as a District Engineer. Manages, supervises and provides leadership to Assistant Office Head, Group Managers, Satellite Office, and in Districts, over Assistant DE as well as Section Heads; additionally all professional staff on a Statewide, Satellite, or District level. Develops and shares best practices and training for statewide offices and/or district-wide implementation.		Bachelor's degree in civil engineering or civil engineering and technology with one year of demonstrated experience in a leadership position, and Professional Engineer (PE) License; or Professional Engineering (PE) License with one year of demonstrated experience in a leadership position.	

Job Code	Job Title	Salary Plan	Grade
ETP020	Environmental Engineer 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55		Max Salary \$81,720.15
Job Summary		Entry Qualifications	
Under supervision, learns to design, plan or perform engineering duties in the prevention, control and remediation of environmental hazards utilizing various disciplines.		Bachelor's degree in agricultural, chemical, civil, environmental, civil-sanitary or mechanical engineering from an accredited college or university.	

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETP021	Environmental Engineer 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary		Entry Qualifications	
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	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary		Entry Qualifications	
Under broad 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 two (2) years of experience in professional environmental or sanitary engineering work; or two (2) years of experience at the lower level Environmental Engineer 2 (ETP021) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP023	Environmental Engineer 4	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary		Entry Qualifications	
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, chemical, civil, environmental, or civil-sanitary or mechanical engineering from an accredited college or university and three (3) years of experience in professional environmental or sanitary engineering work; or two (2) years of experience at the lower level Environmental Engineer 3 (ETP022) or equivalent position.	

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETP024	Environmental Engineer Spv	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary			Entry Qualifications
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs 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, chemical, civil, environmental, or civil-sanitary or mechanical engineering from an accredited college or university and four (4) years of experience in professional environmental or sanitary engineering work; or two (2) years of experience at the lower level Environmental Engineer 4 (ETP023) or equivalent position.
Job Code	Job Title	Salary Plan	Grade
ETP040	Civil Engineering 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary			Entry Qualifications
Under supervision, assists with the plan, design, cost and coordination of new transportation construction or maintenance activities.			Bachelor's degree in civil engineering or civil engineering technology from an ABET- accredited college or university.
Job Code	Job Title	Salary Plan	Grade
ETP041	Civil Engineering 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary			Entry Qualifications
Under general supervision, performs introductory engineering work assignments. Provides engineering assistance with plans, designs, costs and the coordination of new transportation construction or maintenance activities.			Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Civil Engineering 1 (ETP040) or equivalent position.
Job Code	Job Title	Salary Plan	Grade
ETP042	Civil Engineering 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary			Entry Qualifications
Under broad supervision, performs introductory engineering work assignment. Provides engineering assistance with plans, designs, costs and the coordination of new transportation construction or maintenance activities.			Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and three (3) years of job-related experience; or two (2) years of experience at the lower level Civil Engineering 2 (ETP041) or equivalent position.

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETP043	Civil Engineering 4	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary			Entry Qualifications
Under limited supervision, oversees the engineering of plans, designs, costs and the coordination of new transportation construction and/or maintenance activities. May also serve as a lead worker providing training to staff.			Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and four (4) years of job-related experience; or two (2) years of experience at the lower level Civil Engineering 3 (ETP042) or equivalent position.
Job Code	Job Title	Salary Plan	Grade
ETP044	Civil Engineering 5	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary			Entry Qualifications
Under minimal supervision, oversees the engineering plans, designs, costs and the coordination of new transportation construction and/or maintenance activities. Serves as lead engineer in providing specialized knowledge, training, and support.			Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and five (5) years of job-related experience; or two (2) years of experience at the lower level Civil Engineering 4 (ETP043) or equivalent position.
Job Code	Job Title	Salary Plan	Grade
ETP045	Civil Engineering Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary			Entry Qualifications
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists with engineering plans, designs, costs and the coordination of new transportation construction and/or maintenance activities.			Bachelor's degree in civil engineering or civil engineering technology from an ABET-accredited college or university and six (6) years of job-related experience; or two (2) years of experience at the lower level Civil Engineering 5 (ETP044) or equivalent position.
Job Code	Job Title	Salary Plan	Grade
ETP090	Modeler 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary			Entry Qualifications
Under supervision, 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 management alternatives and to interpret the results.			Bachelor's degree in a science or engineering from an accredited college or university.

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETP091	Modeler 2	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary		Entry Qualifications	
Under general supervision, 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 management alternatives and to interpret the results.		Bachelor's degree in science or engineering from an accredited college or university and two (2) years experience at the lower level Modeler 1 (EPT090) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP092	Modeler 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary		Entry Qualifications	
Under broad supervision, 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 management alternatives and to interpret the results. May serve as lead worker.		Bachelor's degree in science or engineering from an accredited college or university and two (2) years experience at the lower level Modeler 2 (EPT091) or equivalent position.	
Job Code	Job Title	Salary Plan	Grade
ETP093	Modeler 4	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary		Entry Qualifications	
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 management alternatives and to interpret the results.		Bachelor's degree in science or engineering from an accredited college or university and two (2) years experience at the lower level Modeler 3 (EPT092) or equivalent position.	

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETP121	GDOT Civil Engineer 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55		Max Salary \$81,720.15
Job Summary			
Under direct supervision, serves as an entry level engineer performing introductory engineering assignments. Provides engineering assistance developing project plans, designs, or traffic engineering studies and other related documents, field experience with traffic signals and ITS hardware, cost estimates and other engineering technical reports for transportation projects.			
Entry Qualifications			
Bachelor's degree in engineering from an A.B.E.T.- accredited program OR equivalent degree in a related field OR Valid State of Georgia Engineer-in-Training (EIT) certification OR Professional Engineer (PE) license issued by the State of Georgia For international degrees:Applicants with a bachelor's degree from an international institution must submit a course-by-course evaluation from a GDOT-approved credentialing provider.			
Job Code	Job Title	Salary Plan	Grade
ETP122	GDOT Civil Engineer 3	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24		Max Salary \$91,043.76
Job Summary			
Under general supervision, serves as a junior engineer performing engineering assignments. Provides engineering assistance developing project plans, designs, or traffic engineering studies and other related documents, field experience with traffic signals and ITS hardware, cost estimates and other engineering technical reports for transportation projects.			
Entry Qualifications			
Bachelor's degree in engineering from an A.B.E.T.- accredited program OR equivalent degree in a related field OR Valid State of Georgia Engineer-in-Training (EIT) certification OR Professional Engineer (PE) license issued by the State of Georgia and six (6) months of job-related experience. For international degrees:Applicants with a bachelor's degree from an international institution must submit a course-by-course evaluation from a GDOT-approved credentialing provider.			
Job Code	Job Title	Salary Plan	Grade
ETP123	GDOT Civil Engineer 4	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29		Max Salary \$101,579.45
Job Summary			
Under broad supervision, performs engineering assignments in specialized areas.			
Entry Qualifications			
Bachelor's degree in Engineering from an A.B.E.T.- accredited program OR equivalent degree in a related field OR Valid State of Georgia Engineer-in-Training (EIT) certification OR Professional Engineer (PE) license issued by the State of Georgia and one (1) year of job-related experience. For international degrees:Applicants with a bachelor's degree from an international institution must submit a course-by-course evaluation from a GDOT-approved credentialing provider.			

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETP124	GDOT Pro Civil Engineer 5	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47		Max Salary \$113,484.78
Job Summary			
Under limited supervision, serves as a lead engineer performing engineering assignments. Provides engineering assistance developing project plans, designs, or traffic engineering studies and other related documents, field experience with traffic signals and ITS hardware, cost estimates and other engineering technical reports for transportation projects. Provides training, support and knowledge sharing to other engineers.			
Entry Qualifications			
Bachelor's degree in Engineering from an A.B.E.T.- accredited program OR equivalent degree in a related field OR Valid State of Georgia Engineer-in-Training (EIT) certification OR Professional Engineer (PE) license issued by the State of Georgia and two (2) years of job-related experience. For international degrees: Applicants with a bachelor's degree from an international institution must submit a course-by-course evaluation from a GDOT-approved credentialing provider.			
Job Code	Job Title	Salary Plan	Grade
ETP125	GDOT Pro Civil Engineer 6	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70		Max Salary \$126,937.80
Job Summary			
Under minimal supervision, serves as a senior engineer performing engineering assignments. Provides engineering assistance developing project plans, designs, or traffic engineering studies and other related documents, field experience with traffic signals and ITS hardware, cost estimates and other engineering technical reports for transportation projects. Provides training, support and knowledge sharing to other engineers.			
Entry Qualifications			
Bachelor's degree in Engineering from an A.B.E.T.- accredited program OR equivalent degree in a related field OR Valid State of Georgia Engineer-in-Training (EIT) certification OR Professional Engineer (PE) license issued by the State of Georgia and three (3) years of job-related experience. For international degrees: Applicants with a bachelor's degree from an international institution must submit a course-by-course evaluation from a GDOT-approved credentialing provider.			
Job Code	Job Title	Salary Plan	Grade
ETT010	Drafter 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72		Max Salary \$56,872.73
Job Summary			
Under direct supervision, learns to prepare drawings and topographical and relief maps used in civil engineering projects, such as highways, roads, bridges, flood control projects, complex building renovation, facility operations and other systems.			
Entry Qualifications			
Six (6) months of experience in drafting; or one (1) year of high school drafting or mechanical drawing training.			

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETT011	Drafter 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary			Entry Qualifications
Under general supervision, prepares drawings and topographical and relief maps used in civil engineering projects, such as highways, roads, bridges, flood control projects, complex building renovation, facility operations and other systems. Uses computer aided drafting and design and manual drafting techniques to prepare plans for projects.			One (1) year of experience at the lower level Drafter 1 (ETT010) or position equivalent.
Job Code	Job Title	Salary Plan	Grade
ETT012	Drafter 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary			Entry Qualifications
Under broad supervision, responsible for the preparation of drawings and topographical and relief maps used in civil engineering projects, such as highways, roads, bridges, flood control projects, complex building renovation, facility operations and other systems. Uses computer aided drafting and design and manual drafting techniques to prepare plans for projects. May serve as lead worker and train lower level staff. May instruct less experienced drafters in CADD operation and preparation of basic plan elements.			Two (2) years of experience in drafting; or one (1) year of experience at the lower level Drafter 2 (ETT011) or position equivalent.
Job Code	Job Title	Salary Plan	Grade
ETT013	Drafter Spv	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary			Entry Qualifications
Supervises, guides, and/or instructs the work assignments of subordinate staff. Responsible for the preparation of drawings and topographical and relief maps used in civil engineering projects, such as highways, roads, bridges, flood control projects, complex building renovation, facility 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.			Three (3) years of experience in drafting; or one (1) year of experience at the lower level Drafter 3 (ETT012) or position equivalent.

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETT050	Electronics Tech 1	SWD	F
Min Salary \$30,700.42	Mid Salary \$38,897.56	Max Salary \$47,094.70	
Job Summary		Entry Qualifications	
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 two (2) years of mechanical experience. Note: Some positions require valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
ETT051	Electronics Tech 2	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary		Entry Qualifications	
Under general 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 three (3) years of mechanical experience; or one (1) year of experience at the lower level Electronics Tech 1 (ETT050) or position equivalent. Note: Some positions require valid driver's license.	
Job Code	Job Title	Salary Plan	Grade
ETT052	Electronics Tech 3	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary		Entry Qualifications	
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 four (4) years of mechanical experience; or one (1) year of experience at the lower level Electronics Tech 2 (ETT051) or position equivalent. Note: Some positions require valid driver's license.	

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
ETT053	Electronics Tech Spv	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary			Entry Qualifications
Supervises, guides, and/or instructs the work assignments of subordinate staff. 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 five (5) years of mechanical experience; or one (1) year of experience at the lower level Electronics Tech 3 (ETT052) or position equivalent. Note: Some positions require valid driver's license.
Job Code	Job Title	Salary Plan	Grade
FEM100	Project Mgr. (Non-IT) 1	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary			Entry Qualifications
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the planning and preparation for the completion of construction projects. Organizes both skilled and general laborers performing construction/renovation projects. Coordinates and/or performs activities related to all facets of the project. May require use of Autodesk's / AutoCAD and BIM (Building Information Modeling) are related but distinct technologies used in the AEC (Architecture, Engineering, and Construction) industry.			High school diploma/GED and one (1) year of professional level experience related to the area of assignment.
Job Code	Job Title	Salary Plan	Grade
FEM101	Senior Project Mgr. (Non-IT) 2	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary			Entry Qualifications
Leads facilities maintenance team with engineering activities, performing tasks related to the design, renovation, repair and maintenance of facilities or other structures. Develops strategic and long term construction plans for the agency or institution. May develop internal procedures, applying sound principles used throughout the building and maintenance trades. Directs subordinate supervisors and staff. May require maintaining 24-hour emergency on call availability. May require use of Autodesk's / AutoCAD and BIM (Building Information Modeling) are related but distinct technologies used in the AEC (Architecture, Engineering, and Construction) industry.			Bachelor's degree in a related area from an accredited college or university; or two (2) years of related experience; or one (1) year experience at the lower level Project Mgr. (Non-IT) 1 (FEM100) or equivalent position.

Job Code Catalog: Engineering

As of: 2/1/26

Job Code	Job Title	Salary Plan	Grade
FEM102	Assistant Director of Engineering	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47		Max Salary \$113,484.78
Job Summary		Entry Qualifications	
Directs facilities maintenance team with engineering activities, performing tasks related to the design, renovation, repair and maintenance of facilities or other structures. Develop strategic and long-term construction plans for the agency or institution. Assists in developing internal procedures, applying sound principles used throughout the building and maintenance trades. Some positions require maintaining 24-hour emergency on call availability. May require use of Autodesk® / AutoCAD and BIM (Building Information Modeling) are related but distinct technologies used in the AEC (Architecture, Engineering, and Construction) industry.		Bachelor's degree in a related area from an accredited college or university and eight (8) years of related experience; or ten (10) years of related experience; or one (1) year of experience at the lower level Senior Project Manager (Non-IT) 2 (FEM101) or equivalent position.	

Job Code	Job Title	Salary Plan	Grade
FEM103	Director of Engineering	SWD	Q
Min Salary \$85,508.41	Mid Salary \$113,824.07		Max Salary \$142,139.72
Job Summary		Entry Qualifications	
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.	