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**CIVIL SERVICE NOTICE
CITY OF WATERLOO, IOWA
OPEN EXAMINATION
ASSOCIATE ENGINEER**

DEPARTMENT	COMMUNITY PLANNING & DEVELOPMENT-ENGINEERING
SALARY	\$75,630.18 - \$80,305.81 annualized; additional \$5.00/hr for PE
FLSA	EXEMPT
CIVIL SERVICE	INCLUDED
BARGAINING UNIT	AFSCME Local #1195

GENERAL STATEMENT OF DUTIES

Plans, directs and participates in technical design and preparation of plans, specifications and cost estimates for public works projects. The work is performed under the general direction of the City Engineer or Assistant City Engineer, but considerable leeway is granted for the exercise of independent judgment and initiative. Plans, assists and supervises the work of engineering technicians, draftspersons and interns.

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative only)

These functions are considered essential for successful performance in this job classification.

1. Coordinates and administers public works construction projects and contracts for public works facilities such as storm and sanitary sewers, paving, grading and other road construction and reconstruction projects.
2. Reviews and supervises work of survey crews, technicians, inspectors and draftspersons.
3. Coordinates bridge inspection program including maintenance and repairs.
4. Coordinates sidewalk inspection program.
5. Coordinates storm water management program.
6. Inspects all flood control facilities including levees, walls, pump stations, gate wells and dams.
7. Inspects flood control system and notifies appropriate department as needed for necessary repairs and maintenance.
8. Prepares and analyzes transportation and street maintenance data.
9. Prepares grant applications and right-of-way acquisition papers.
10. Provides engineering support services to Public Works and other City departments as needed.
11. Compiles reports, performs data entry and completes forms using the applicable software.
12. Works inside and outside in all weather conditions to review construction sites, meet with contractors and attend meetings; drives passenger vehicle to and from the destination.
13. Works independently and with others with minimum supervision.

14. Attends work regularly at the designated place and time.
15. Performs all work duties and activities in accordance with City, Engineering Department and OSHA policies, procedures and safety rules and regulations.
16. Performs all other related duties as assigned.

REQUIRED KNOWLEDGE & ABILITIES

1. Knowledge of the principles and practices of engineering as applied to the design, maintenance, inspection and repair of public works facilities.
2. Ability to plan projects and prepare related designs, plans, specifications and cost estimates.
3. Ability to present materials and information in good report form, complete forms and perform required record keeping.
4. Skilled in use of AutoCAD and AutoCAD Civil 3D software.
5. Skilled in use of civil engineering instruments and equipment.
6. Skilled in the use of GIS software.
7. Ability to function with independent judgment and skill to plan, assist and supervise the work of others as it relates to engineering principles and practices.
8. Ability to communicate orally and in writing to read, analyze, record and interpret complex technical data and computations, review materials on a variety of engineering projects, present facts and findings clearly and concisely, give advice and recommendations and respond to questions from the public, public officials, contractors and coworkers.
9. Ability to communicate and maintain effective working relationships with other City employees, supervisors, public officials, contractors, other government subdivisions and agencies and the public.
10. Ability to work with people from a broad variety of social, economic, racial, ethnic and educational backgrounds.

ACCEPTABLE EXPERIENCE & TRAINING

1. Graduate of an accredited college or university with a Bachelor's Degree in civil, construction or municipal engineering with major course work in infrastructure-related areas.
2. Prefer a minimum of one year experience in public works engineering with day-to-day supervision of skilled and semi-skilled subordinates.
3. Engineer Intern Certificate (EI) required.
4. Prefer Professional Engineer License (PE) or ability to obtain within five years of appointment.
5. Prefer storm water management program experience.
6. Valid Driver's License and good driving record based on City of Waterloo driver performance criteria. Must obtain State of Iowa driver's license after appointment and before operation of a City vehicle. A candidate with any of the following will not be considered for employment: loss of license for any reason during the period of candidacy for employment, if the candidate remains without a valid, current license for the position when the City issues an offer of employment; loss of license, plea of guilty, plea of no contest or its equivalent or conviction for OWI, reckless driving or other major moving violation within the previous five years; four or more citations for moving violations within the previous three-year period, excluding speeding violations of ten mph or less over the posted speed limit; three or more citations for moving violations within the previous one-year period. After appointment to the position, disciplinary action or continuing employment status may be reviewed for the following: four or more moving violations within

the previous three years, three or more moving violations within the previous one year or loss of license or conviction for OWI, reckless driving or other major moving violation; two or more at-fault accidents within a three-year period while driving on City business; three or more at-fault accidents within a three-year period. An applicant's driving record will be reviewed prior to an offer of employment and at least annually after hire. Failure to maintain this license will result in disciplinary action.

ESSENTIAL PHYSICAL ABILITIES

The following physical abilities are required with or without accommodation.

1. Sufficient speech and hearing that permits the employee to respond to questions from the public, public officials, contractors and coworkers in person or on the telephone and to make oral presentations.
2. Sufficient personal mobility that permits the employee to safely operate a passenger vehicle, travel inside and outside in all weather, review construction sites and attend meetings.
3. Sufficient vision and manual dexterity that permits the employee to operate a personal computer, use civil engineering instruments and equipment, review construction sites, handle files and perform other administrative and technical duties.

MISCELLANEOUS

1. Required to wear personal protective equipment as needed such as safety glasses, safety shoes and safety vest and ability to observe and enforce appropriate safety precautions.
2. Following a conditional offer of employment, the City of Waterloo reserves the right to require a physical examination and drug test by a physician of the City's choice to determine if an applicant is capable of performing the essential functions of the job.
3. The City of Waterloo will conduct a background investigation including education, employment and criminal history checks on any applicant being considered for this position.
4. Must submit to and pass Civil Service examination procedures including an oral interview.

WORK SCHEDULE

Generally Monday-Friday, 8:00 a.m. - 5:00 p.m. with one hour unpaid lunch. Must be available for department or City activities or meetings that require the attendance of the Associate Engineer.

EXAMINATION INFORMATION

All qualified candidates who apply by the deadline date will be required to appear before an interview panel consisting of a minimum of three people who have expertise in the areas being tested. An individual must receive a minimum average score of sixty points out of one hundred to achieve a passing score on the interview. The top applicants, as ranked by their scores on the interview, will be the individuals placed on the certified list. Applicants who qualify as outlined and are full time regular employees of the City of Waterloo shall have one additional point per full year of employment up to a maximum of five points added to their final score. Honorably discharged men and women from the military or naval forces of the United States who qualify per provisions of Chapter 35 of the Code of Iowa and who are citizens and residents of the United States shall have five additional points added to their final score upon submission of their DD214 or ten points added if they were awarded a Purple Heart or have a service connected disability. Employment is contingent on possession of a good driving record based on City of Waterloo driver

performance criteria and passing a post job offer physical and drug test.

ORAL EXAMINATION

All qualified candidates who apply by the deadline date will be notified of the time, place and date of the oral examination.

ASSOCIATE ENGINEER 2023

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A.A./E.E.O.

Minority, female & disabled individuals are encouraged to apply.