

# County of Santa Cruz

INVITES YOU TO APPLY FOR:



## Associate Civil Engineer

Supplemental Questionnaire Required

Open and Promotional

Job # 26-ED7-BB

Salary: \$8,923 – 11,287 / Month

Closing Date: Friday, March 13, 2026

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### County Equity Statement

*Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion. Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.*

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**THE JOB:** Under direction, to perform a variety of professional field and office engineering work which includes planning, design and construction of roads, bridges, water/wastewater (sanitation), drainage water, refuse disposal, transportation and other public works facilities; to review engineering plans and specifications and land development projects prepared by professional consultants; and to do other work as required. **The County of Santa Cruz is now recruiting for three positions in the Civil Engineer Series. Applications are being accepted for: Civil Engineer (9,831-12,442/month), Associate Civil Engineer (8,923-11,287/month) and Assistant in Civil Engineering (\$8,242- 9,642/month) and hiring selection is planned for top candidates for each vacancy from candidates at the various levels.**

**The option for remote work may be available following successful completion of the probationary period, depending on the nature of the work and operational needs. In accordance with current policy, all positions are required to work onsite for a minimum of three days per week, subject to operational requirements.**



**The current vacancies are in the Permit Engineering Group, the Road Design, and Water/Wastewater (Sanitation) Engineering sections of the Department of Community Development and Infrastructure.** The Permit Engineering Group is primarily responsible for reviewing development permits for site engineering requirements, compliance with the Public Works Design Criteria and the Subdivision Map Act; the County Grading, Erosion Control, and Geologic Hazards ordinances; and the geotechnical requirements of the California Building Code. The Road Design section is responsible for design work of various County transportation capital improvement projects, as well as storm damage road repair projects and bridge rehabilitation projects. The Water/Wastewater (Sanitation) Engineering section is responsible for the design and management of improvements for one domestic water system, one recycled water system, three sanitary sewer districts, and several County Service Areas: facilities include pump stations and small treatment plants. For the Water/Wastewater position, experience designing pressurized systems and pump stations is desirable.

**During the life of the eligible list, the list established from this recruitment may be used to fill current and future vacancies in this section and in the following sections in Public Works: Traffic Engineering/Development Review, Construction Management, Encroachments, Stormwater Management, and Survey.**

***The Traffic Engineering/Development Review*** section is responsible for reviewing and analyzing the traffic components of development proposals and designing transportation plans and projects. Projects/activities also include traffic signal design, complete street design, prepare traffic control plans, and prepare transportation planning documents.

***The Construction Management*** section manages construction projects for the various programs of the Public Works Department; these include projects for Roads, Water/Wastewater (Sanitation), Storm Water and Flood Control.

***The Encroachments*** section regulates work in the County Road right-of-way by the public or other agencies and issues permits for this work. Typical permitted projects include driveways, utility work, street improvements, and tree work within the County right-of-way. The Encroachments section also conducts construction site inspections related to permitted work, investigation of reported illegal encroachments, and correspondence with other County staff, permittees, and members of the public.

***The Stormwater Management*** section is responsible for ensuring that development meets the stormwater management requirements of the Public Works County Design Criteria. This section is also responsible for reporting NPDES requirements to the RWQCB. Senior Engineering Associates in this section may review stormwater management aspects of

building permits and development applications; and be involved in complex post construction compliance and inspections; and other related duties.

**The Survey** section is overseen by the County Surveyor and is responsible for checking and recording Records of Survey, County Surveys, parcel maps and subdivision maps; maintaining survey records; determining boundaries of County owned properties, including roads, rights of way, easements, and County controlled areas. The Surveying section also has a survey crew that performs field studies for engineering staff as well as construction staking. Senior Engineering Associates in this section typically work on the survey crew and use state-of-the-art surveying equipment and software and have knowledge of survey research, analysis of boundaries and right of way deeds, mapping and surveying documents, and other related duties.

**THE REQUIREMENTS:** Any combination of training and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain this knowledge and abilities would be:

Two years of experience performing duties comparable to an Assistant Civil Engineer in Santa Cruz County.

#### **SPECIAL REQUIREMENTS AT TIME OF APPLICATION:**

- Possess and maintain a valid California Class C Driver License.
- **Possession of a valid certificate of registration as a Civil Engineer issued by the California State Board of Registration for Professional Engineers.**

Within two years of the date of hire, the employee in the lead position over the Building Plans Checkers must obtain certification by the ICBO as a Building Inspector AND one of the following specialty certifications: Plumbing Inspector, Mechanical Inspector, Electrical Inspector, Plans Examiner, Combination Inspector, or Building Code Accessibility Usability Specialist.

**Knowledge:** Working knowledge of civil engineering practices and procedures including design, construction methods and techniques, strength and properties and uses of materials, hydraulics, specification, and structural engineering; engineering mathematics and economics; laws and ordinances relating to design and construction standards; road structure design; testing procedures and equipment and materials inspection; hydrology and hydraulic design engineering, surveying methods and construction. Some knowledge of the application of data processing to solve engineering problems; and the principles and practices of traffic engineering (one position).

**Ability to:** Plan and design complex public works projects/facilities; review engineering plans and specifications prepared by private builders, contractors and/or consultants; make inspections of all phases of engineering work in progress; coordinate work of contractors and County staff; enforce contract specification and requirements; make accurate estimates of cost of materials and construction time; perform with a minimum of supervision; enforce common safety practices and procedures; prepare and present clear, concise and comprehensive reports; establish and maintain effective working relationships with others; assign, schedule and review the work of subordinates on an assigned project; present technical material to a nontechnical audience; and input, access and analyze data using a computer terminal.

**THE EXAMINATION:** Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated in the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months, and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

**HOW TO APPLY:** Apply online at [www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com) or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Human Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

**Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.**

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require fingerprinting and/or background investigation.

## **ASSOCIATE CIVIL ENGINEER – SUPPLEMENTAL QUESTIONNAIRE**

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experience referred to in your response must also be included in the Employment History section of the application.

**NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.**

1. Do you have at least two years of responsible engineering experience?

Yes

No

2. Do you possess the equivalent to a Bachelor's degree from an accredited college or university with major course work in civil engineering or a closely related field?

Yes

No

3. Do you possess a current and valid Certificate of Registration as a Professional Engineer issued by the State of California?

Yes

No

If yes, please list the number and expiration date of your certificate.

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4. Please check the appropriate engineering disciplines consistent with your engineering license and experience.

Check all that apply:

- Permit Engineering Group
- Road Design
- Construction Management
- Water /Wastewater (Sanitation)
- Traffic Engineering
- Encroachments
- Stormwater Management
- Survey

5. Do you have experience preparing cost estimates and project budgets?

- I have no experience or very limited experience performing these tasks
- I have some experience performing these tasks but would need additional training
- I have performed these tasks independently under normal supervision
- I have extensive experience performing these tasks and have trained and/or supervised others in the performance of these tasks

If you indicated any experience, please briefly describe it. If you indicated no experience, please state "none."

6. Do you have experience designing and/or managing and overseeing construction of public infrastructure improvements such as roads, water utilities, sewer, and drainage?

- I have no experience or very limited experience performing these tasks
- I have some experience performing these tasks but would need additional training
- I have performed these tasks independently under normal supervision
- I have extensive experience performing these tasks and have trained and/or supervised others in the performance of these tasks

If you indicated any experience, please briefly describe it. If you indicated no experience, please state "none."

7. Do you have experience completing projects with planning and regulatory agencies such as county and city planning departments, Caltrans, Fish & Wildlife, and the Regional Water Quality Control Board?

- I have no experience or very limited experience performing these tasks
- I have some experience performing these tasks but would need additional training
- I have performed these tasks independently under normal supervision
- I have extensive experience performing these tasks and have trained and/or supervised others in the performance of these tasks

If you indicated any experience, please briefly describe it. If you indicated no experience, please state "none."

8. Do you have experience in transportation engineering and transportation planning work such as developing and reviewing land development traffic studies, developing transportation planning documents, and implementing bicycle/pedestrian/safe routes to school improvement projects?

- I have no experience or very limited experience performing these tasks
- I have some experience performing these tasks but would need additional training
- I have performed these tasks independently under normal supervision
- I have extensive experience performing these tasks and have trained and/or supervised others in the performance of these tasks

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**EMPLOYEE BENEFITS:**

**ANNUAL LEAVE** - 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

**HOLIDAYS** - 14 paid holidays per year.

**BEREAVEMENT LEAVE** - 3 days paid in California, 5 days paid out-of-state.

**MEDICAL PLAN** - The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

**DENTAL PLAN** - County pays for employee and eligible dependent coverage.

**VISION PLAN** - County pays for employee coverage. Employee may purchase eligible dependent coverage.

**RETIREMENT** - Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

**LIFE INSURANCE** - County paid \$20,000 term policy. Employee may purchase additional life insurance.

**DISABILITY INSURANCE** - Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

**DEPENDENT-CARE PLAN** - Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."

**H-CARE PLAN** - Employees who pay a County medical premium may elect this pre-tax program.

**HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA)** - Employees may elect this pre-tax program to cover qualifying health care expenses.

**DEFERRED COMPENSATION** - A deferred compensation plan is available to employees

**Note: Provisions of this bulletin do not constitute an expressed or implied contract.**

**County of Santa Cruz**

[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)

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