



PRINCIPAL CIVIL ENGINEER AND SENIOR CIVIL ENGINEER

City of **Citrus Heights, California**

Recruitment Services Provided By





THE OPPORTUNITY

The City of Citrus Heights, CA seeks talented and experienced civil engineers to join the engineering team in a city with career-enhancing projects geared toward serving residents and enhancing the safety and quality of life for all. In this recruitment, the City is looking for motivated candidates to fill both the Principal Civil Engineer role and to fill Senior Civil Engineer positions.

At the City of Citrus Heights, you will:

- Be part of a dynamic and forward-thinking engineering team
- Work on important public infrastructure projects
- Facilitate change in an evolving community
- Serve in a management capacity and play an important role in developing and mentoring staff

ABOUT CITRUS HEIGHTS

Citrus Heights is located 15 miles northeast of California's capital, where the plains of the Sacramento Valley begin their gradual rolling ascent to the Sierra Nevada foothills. For 19th century pioneers, the sight of the gently folded landscape meant they had arrived at the promised land. The Transcontinental Railroad and the Lincoln Highway later brought new waves of travelers through the area. Today, Interstate 80, the main transcontinental highway connecting New York and San Francisco, serves businesses and approximately 90,000 residents who call Citrus Heights home.

Remaining predominantly rural through the 1960's, Citrus Heights began its emergence as a regionally important retail destination in the 1970's. After its existence as an unincorporated area of northeastern Sacramento County for nearly 100 years, Citrus Heights became an independent city offering local municipal services in January 1997. Unchanged, however, is the traditional Citrus Heights hospitality.

Mission Statement: The City of Citrus Heights is committed to providing high quality, economical, responsive city services to its community.

Vision Statement: Citrus Heights will be the city of choice for residents and businesses to prosper and thrive and a model of neighborhood engagement.

THE ENGINEERING DIVISION

The Engineering Division provides project and program support of activities primarily in the public right-of-way. The projects generally include public infrastructure such as roads, streets, bridges, signals and lighting, and stormwater facilities.

PRINCIPAL CIVIL ENGINEER

The Principal Civil Engineer is a management level position and will have the opportunity to work on a variety of transportation related projects and programs. Reporting to the City Engineer and/or General Services Director, the Principal Civil Engineer plans, organizes, and directs the performance of a professional engineering section within the General Services Department.

The Principal Civil Engineer and their staff work on complex projects involving engineering planning and design, construction management of various capital improvement projects, special utility projects and programs, traffic engineering, and land development and plan check activities. The job description for the Principal Civil Engineer can be found [here](#).

SENIOR CIVIL ENGINEER

Reporting to a Principal Civil Engineer, the Senior Civil Engineer is the advanced journey level class within the professional Civil Engineer series responsible for the management of a major program area and/or the management of complex and varied projects. Employees at this level in the organization are in management and may also be assigned first-line supervisory responsibility over other professional or technical staff. The job description for the Senior Civil Engineer can be found [here](#).

THE IDEAL CANDIDATE

- The ideal candidate for the positions of Principal Civil Engineer and Senior Civil Engineer will possess certain traits and experiences that will lead to success:
- A self-starter with excellent team orientation and strong problem-solving skills.
- Knowledge of the principles and practices of land use development, traffic and lighting design, pavement management, drainage, public infrastructure, and construction inspection processes.
- A keen understanding of the methods, techniques, design, construction, installation, upgrade and maintenance of traffic and transportation engineering; and effective field data collection, construction zone procedures, traffic studies and radar/traffic counters.
- Demonstrated experience in mentoring staff and providing supervisory guidance.
- Experience in grant writing and grant management.
- Ability to present complicated engineering data or information to non-technical audiences.

QUALIFICATIONS

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

PRINCIPAL CIVIL ENGINEER

Education: Equivalent to a Bachelor's degree from an accredited college or university with major coursework in civil engineering, traffic engineering, or a related field.

Experience: Five (5) years of increasingly responsible experience in professional civil engineering, including two (2) years of supervisory responsibility.

License or Certificate: Possession of, or ability to obtain, a California driver's license and possession of a current certificate of registration as a Professional Civil and/or Traffic Engineer with the State of California.

SENIOR CIVIL ENGINEER

Education: Equivalent to a Bachelor's degree from an accredited college or university with major coursework in civil engineering, traffic engineering, or a related field.

Experience: Five (5) years of professional level experience that relates to civil engineering, drainage, transportation engineering, traffic engineering, or a related field. One (1) year of supervisory experience is desirable.

License or Certificate: Possession of, or ability to obtain, a California driver's license and possession of a current certificate of registration as a Professional Civil and/or Traffic Engineer with the State of California.





SALARY & BENEFITS

The salary range for the **Principal Civil Engineer** is **\$123,004 to \$153,615**. The salary range for the **Senior Civil Engineer** is **\$111,821 to \$139,650**. Placement within the range will be made depending on qualifications. The City also offers a competitive and attractive benefits package that includes the following:

Retirement: Classic CalPERS members are eligible for 2% @ 55 formula and PEPRA members are eligible for the 2% @ 62 formula.

Hiring Incentive: The City is currently offering a hiring incentive for both positions. Half of the incentive is paid upon hire, and the second half is paid upon successful completion of 1 year of service.

- **Principal Civil Engineer - \$14,000**
- **Senior Civil Engineer - \$11,000**

Deferred Compensation: The City offers optional enrollment in a pre-tax payroll-deducted 457 plan with a 3% employer match, based on annual limits as established by the IRS.

Health Benefits:

- **Medical:** The monthly City contribution toward health insurance is \$2,375 for family coverage, \$1,850 for employee +1, and \$925 for an employee only or a \$700/month stipend if alternative group health care coverage is demonstrated. The City also provides Flexible Spending and Dependent Care Account options.
- **Dental and Vision:** Fully paid family dental and vision insurance is provided by the City.

Annual Leave/Management Leave/Holiday Leave:

- 136 hours of Annual Leave per fiscal year (used for vacation or sick time)
- 80 hours of Management Leave per fiscal year.
- 16 hours of Floating Holiday Leave per fiscal year.

Social Security: The City does not participate in Social Security but does participate in Medicare and State Disability Insurance (SDI).

Life Insurance: The City pays for a \$100,000 employee life insurance policy.

Relocation Assistance: The City may offer relocation assistance on a case-by-case basis.

APPLICATION & SELECTION PROCESS

Apply immediately - This recruitment will close once a strong pool of candidates has been established! Interested candidates must apply online at:

[PRINCIPAL CIVIL ENGINEER – APPLY HERE](#)

[SENIOR CIVIL ENGINEER – APPLY HERE](#)

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

City of Citrus Heights – Human Resources Division
HR@citrusheights.net | 916.727.4731

The City of Citrus Heights is an Equal Opportunity Employer.



Recruitment Services Provided By
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