SANTA CLARA VALLEY WATER DISTRICT
Discussion Draft Classification Structure
August 2008

Job Family*	Level of Series	Name of New Class Title	Minimum Qualifications**	Distinguishing Characteristics
Engineering/Geology Series	*The three (3) engineering panels, traditional, water supply, and utilities, came to different conclusions. After review, FLA is recommending this series.*			
Assistant Civil Engineer I Assistant Civil Engineer II Assistant Electrical Engineer I Assistant Electrical Engineer II Assistant Control Systems Engineer I Assistant Control Systems Engineer II Assistant Mechanical Engineer I Assistant Mechanical Engineer II Assistant Geologist Engineer I Assistant Geologist Engineer II 10 Unregistered Engineering Classes	1 of 4	Engineer/Geologist, Assistant	Bachelor's Degree in engineering (civil, mechanical, electrical, chemical, or environmental), geology or related field. No professional experience is required. Possession of a CA EIT certificate with two (2) years of associated paraprofessional engineering experience may be substituted. **Licensing Requirements:** -CA Driver's License, Class C may be required	This is the entry/experienced and training level classification of the series. Incumbents perform engineering duties under the supervision and review of other engineering staff. Duties may include: conducting routine technical studies and calculations and developing reports; collecting, analyzing, and compiling data, statistics and surveys; conducting plan reviews; performing and documenting routine site observations; providing administrative and engineering support to project managers; conducting research on specifications, materials, work sites, and environmental conditions; and assisting in design activities. The Engineering/Geologist Assistant is distinguished from the Engineer/Geologist in that the latter performs journey level engineering

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				work.
Associate Civil Engineer Associate Electrical Engineer Associate Control Systems Engineer Associate Mechanical Engineer Associate Geologist Engineer 5 Unregistered Engineering Classes	2 of 4	Engineer/Geologist	Bachelor's Degree in engineering (civil, mechanical, electrical, chemical, or environmental), geology or related field. Four (4) years of professional/ engineering experience is required. Possession of a CA EIT certificate with two (2) years of	This is the journey level classification of the series. Incumbents perform design, project oversight, and quality review of staff work. Incumbents may train and review work of lower level engineers, and provide input regarding the technical performance of other employees. Duties include: planning, scheduling, conducting and coordinating detailed

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			associated paraprofessional engineering experience may be substituted for the degree requirement. **Licensing Requirements:** -CA Driver's License, Class C may be required -Possession of CA registration as a Professional Engineer (PE), is desirable	phases of engineering work in part of a major project or a total project of moderate scope; performing QA/QC of studies and engineering work; conducting design activities; conducting engineering studies; representing the District with external parties; performing oversight of construction and professional services contracts; and administering regulatory and environmental programs and contracts. The Engineer/Geologist is distinguished from the Engineer/Geologist, Senior in that the latter serves as a leadworker and/or dedicated technical resource.
Senior Engineer Senior Geologist Engineer Senior Engineer Special Programs Engineer	3 of 4	Engineer/Geologist, Senior	Bachelor's Degree in engineering (civil, mechanical, electrical, chemical, or environmental), geology or related field. Six (6) years of professional/engineering experience is required.	This is the lead technical classification level of the series. Duties include: acting as a project manager for stand-alone projects; reviewing and commenting on engineering studies; and developing and recommending technical specifications and procedures for

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			Licensing Requirements: -CA Driver's License, Class C may be required -Possession of CA registration as a Professional Engineer (PE)	assigned function. Some incumbents may act as lead worker, making work assignments and determining completion of work. Some incumbents serve as the dedicated technical resource within an organizational unit providing technical knowledge to other staff regarding a District-defined, unit-specific function including quality assurance responsibility for the unit. The Engineer/Geologist, Senior is distinguished from the Engineer/Geologist, Principal in that the latter serves as a supervisor and/or a subject matter expert in a recognized specialty area.
Senior Project Manager	4 of 4	Engineer/Geologist, Principal	Bachelor's Degree in engineering (civil, mechanical, electrical, chemical, or environmental), geology or related field. Six (6) years of professional/engineering	This is the top level of the series and as such, contains dual but equivalent principal level roles as a supervisor for professional staff and/or as the primary dedicated subject matter expert (SME) for the District in a recognized specialty area.

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			experience including two (1) year of leadwork experience is required. **Licensing Requirements:** -CA Driver's License, Class C may be required -Possession of CA registration as a Professional Engineer (PE)	Incumbents may formally supervise a small number of staff within a larger engineering function under the director of a Unit Manager. Based upon assignment, incumbents may perform the following duties: acting as a project manager; managing environmental programs and contracts; participating in the administration of a budget; negotiating resolution to conflicts and issues; receiving, analyzing and recommending contracts, vendors, consultants, etc.; administering contracts and agreements; developing and implementing goals and objectives for function; and serving as a dedicated subject matter expert. Some incumbents supervise staff performing a full range of supervisory duties including directing work, training and coaching, discipline, and performance evaluation. Incumbents may be working supervisors and as such may be responsible for performing the

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				same duties as those they supervise. Some incumbents may act as a primary dedicated subject matter expert (SME) in a recognized specialty area. The Engineer/Geologist, Principal is distinguished from other Engineering classes in the focus on serving in a supervisory and/or subject matter exert role.

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