

The City of
MADERA



JOIN OUR TEAM!

Are you...

Interested in municipal government and public service?

Detail oriented and well organized?

Enjoy working with people?

A team player who wants to contribute?

NOW RECRUITING FOR:

Civil Engineer Senior or Associate Level

Apply by 3pm, Friday, April 30, 2021

PRIMARY RESPONSIBILITIES

Civil Engineers with the City of Madera perform complex professional engineering assignments requiring considerable knowledge of various aspects of civil engineering including land development, planning, design standards and regulations, construction and maintenance. Assignment as either Senior or Associate is dependent on prior work experience. Associate Engineers may be recommended for promotion to Senior Engineer by the City Engineer upon meeting the position qualifications. The City is growing and this recruitment will fill a new position added in the City's mid-year budget.

QUALIFICATIONS

Experience:

Associate Civil Engineer: 3 years of increasingly responsible Civil Engineering experience

Senior Civil Engineer: 4 years of increasingly responsible Civil Engineering experience, including 2 years as a project manager

Education: Bachelor's degree in Civil Engineering

Licenses: must be a Registered Civil Engineer with the State of California; must possess a valid Class C driver's license.

EXAMINATION PROCESS

Only those applicants who meet the qualification standards of this position by the application filing deadline will be allowed to participate in the examination process. Examination scores determine standing on Civil Service eligibility lists. The City Manager, upon recommendation of the department head, will make the final selection and appointment from the established eligibility list.

The examination process may consist of the following parts: *Application Package Review: Qualifying Only; Oral Interview: 100% Weight Value.* Candidates must earn a score of 70% or higher to be considered for the eligibility list.

Applicants who require special examination accommodations due to a disability should contact the Human Resources Department five (5) business days prior to any scheduled examination at (559) 661-5401.

Applicants may be eligible for Veteran's Preference Points (5 points) and should attach a DD214 to their employment application for consideration of this preference.

learn more



madera.gov/apply

COMPENSATION & BENEFITS

SALARY

Compensation and benefits for the Senior Civil Engineer position and Associate Civil Engineer are defined in the Memorandum of Understanding between the City and the Mid Management Bargaining Unit, as well as the City's Personnel Rules. The City's payroll is on a bi-weekly schedule, with 26 paychecks per year. The bi-weekly steps within the salary range for Senior Civil Engineer are shown below.

	Senior Civil Engineer	Associate Civil Engineer
Step A	\$2,818.33	\$2,426.77
Step B	\$2,959.18	\$2,548.14
Step C	\$3,107.51	\$2,675.50
Step D	\$3,262.84	\$2809.34
Step E	\$3,425.65	\$2949.69
Step F	\$3,596.96	\$3097.02



LIFE INSURANCE

The City provides a \$25,000 life and accidental death and dismemberment policy along with \$5,000 dependent life. The employee may purchase additional supplemental life insurance for him/herself, spouse and/or dependents.

MEDICARE

The City contributes an amount equal to 1.45% of the employee's salary; the employee also contributes 1.45%.

LONG TERM DISABILITY

This city paid benefit provides up to 2/3-income protection.

BILINGUAL INCENTIVE

English/Spanish for qualifying individuals and positions after passing annual bilingual test.

DEFERRED COMPENSATION

The City offers a paid/vested contribution of 4.2% of base pay to one of two 457 plans offered to the employee. In addition, the employee may also contribute, though not required.

EDUCATION INCENTIVE

Mid Management employees will receive a 5% incentive for an approved Master's Degree OR 7% incentive for an approved Doctoral Degree. Incentives are calculated on base pay.



RETIREMENT

The City participates in the CalPERS defined benefit retirement system. Retirement formulas and contributions are as follows. The terms "Classic Member" and "New Member" are as defined by CalPERS.

Classic Members employed with the City prior to 10/20/2012

- 2.5% at 55 formula, single highest year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

Tier I Members employed with the City on or after 10/20/2012

- 2% at 60 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

New Members employed with the City on or after 1/1/2013

- 2% at 62 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 7%

HEALTH INSURANCE

The City contributes a monthly amount for the employee to use to purchase health, dental and vision coverage. For medical coverage, the City contracts with Blue Shield. Dental insurance is through Ameritas and vision coverage is through Superior.

EMPLOYEE ASSISTANCE PROGRAM

The City of Madera offers an employee assistance program or employees and dependents that provides counseling and other services for dealing with life's challenges at no cost to the employee.

PAID LEAVE

The City of Madera offers a generous paid leave program, including paid holidays, sick leave, vacation, and administrative leave.

GENERAL INFORMATION

Applications may be obtained from the City's website www.madera.gov/ apply or by calling the City's Human Resources Department at (559)661-5401. Applications must be submitted to the City's Human Department prior to the application deadline. Appointment will be contingent upon an extensive background check, pre-employment physical and drug screen.