

## ASSOCIATE ENGINEER

Job Status: Non-Exempt  
Date Adopted: 05-13-2025  
Date Modified: 09-29-2025

Safety Sensitive Position

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job.*

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### DEFINITION

Under limited supervision, performs professional engineering work and administrative tasks associated with the planning, design, and construction of engineering projects; and performs various tasks relative to the assigned area of responsibility.

### DISTINGUISHING CHARACTERISTICS

This is a journey-level professional position in the Engineering classification. Positions at this level are distinguished from the Assistant Engineer by the performance of the full range of duties assigned, working independently, and exercising judgement and initiative. Positions at this level receive only occasional instruction or assistance as new or unusual situations rise and are fully aware of the operating procedures and policies of the District.

### SUPERVISION RECEIVED AND EXERCISED

Direct supervision is received from a Senior Associate Engineer, the Engineering Manager (Capital and Development), and/or the Deputy Director of Engineering.

Technical/functional work direction may be provided to Assistant Engineers or Engineering Technicians.

### ESSENTIAL AND MARGINAL FUNCTION STATEMENTS

*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

#### Essential Functions:

1. Prepare cost estimates, manages consultant contract, draft scope of work statement and content for Requests for Proposals and evaluation criteria for use in selecting consultants.
2. Review and evaluate proposals for consultant work.
3. Assist in reviewing technical reports and coordinating with other agencies.
4. Uses project scheduling software to track project milestones and monitor project budgets.
5. Prepares engineering project status updates and staff reports as needed.
6. District employees are expected to work overtime, weekends, evenings, and holidays as required to accommodate the District's needs, in addition to responding as a Disaster Emergency Service Worker.
7. Regular attendance at the work site.

## **Associate Engineer**

### ***Water Resources and Planning***

- Knowledge about water systems and proficiency utilizing hydraulic modeling software. Conducts analyses and uses data with engineering judgment to better plan and optimize water and wastewater systems.
- Participates and assists with the development of water/wastewater master plans, urban water management plan, water supply assessments; Under general supervision or direction, performs activities to ensure the District's compliance with federal, state and local regulations and prepares and submits major water resources regulatory reports; apply for and administer grants to fund water/wastewater or recycled water activities; prepare preliminary analyses of hydraulic capacity and/or suitable locations for pipelines and facilities; makes site visits and surveys of field locations as appropriate.
- Uses GIS software for projects and exhibits and to perform data analysis; map editing; conduct hydraulic modeling on pressurized and gravity pipeline networks for engineering analyses; maintains system model from system drawings/record drawings; runs planning level scenarios to develop and support capital projects.
- Coordinates fire flow testing program and assembles and reviews data and statistics relative to these tests.

### ***Capital and Development Projects***

- Assists in planning and developing engineering design projects; prepares engineering plans, follows specifications, design and project cost estimates for CIP projects; troubleshoots design problems; may assist with environmental reviews for projects.
- Assists in reviewing engineering reports, plans, or specifications prepared by engineering consultants or developers; makes engineering calculations to include quantity take-offs and initial cost estimates for construction; participates in reviewing submittals and vendor drawings for conformance with design requirements.
- Helps with engineering project management work, including administration of construction contracts; attends project review meetings; assists in coordinating construction inspection activities; does preliminary review of invoices requesting progress payments.

### **Marginal Functions:**

- I. Performs related duties and responsibilities as required.

## **KNOWLEDGE, SKILLS, AND ABILITIES**

### ***Knowledge of:***

Basic civil engineering principles, practices, methods, materials and hydraulics.  
Fundamentals of engineering economics including cost/benefit analysis.

## Associate Engineer

Engineering project management methods and techniques.  
Construction management principles and techniques.  
Federal, state, and local laws and regulations affecting water and wastewater utilities.  
OSHA regulations and safe work practices.

### **Skill in:**

Using a personal computer and related software for business and engineering applications, proficiency in Microsoft Office, including Word, Excel, and PowerPoint.

### **Ability to:**

Learn and apply general engineering principles to the solution of specific engineering problems.  
Gather, analyze, and evaluate technical information and make reasoned recommendations thereon.  
Assist in the conduct of various engineering project management activities.  
Review and evaluate engineering specifications, requests for proposals, contract documents, and design drawings.  
Present technical information to non-technical persons.  
Make accurate engineering calculations.  
Maintain detailed and accurate records.  
Understand and carry out oral and written instructions.  
Communicate clearly and concisely, both orally and in writing.  
Establish and maintain cooperative working relationships with those contacted in the course of work.  
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.  
Maintain mental capacity which allows the capability of making sound decisions and demonstrating intellectual capabilities.  
Maintain effective audio-visual discrimination and perception needed for making observations, communicating with others, reading, writing and operating assigned equipment.

## **REQUIRED QUALIFICATIONS**

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

<b>Job Title</b>	<b>Associate Engineer</b>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Four (4) years of increasingly responsible professional engineering experience, preferably with a public agency.</li></ul>
<b>Education/Training</b>	<ul style="list-style-type: none"><li>• Possession of a Bachelor's Degree in Civil Engineering, Mechanical Engineering, or a related field.</li></ul>
<b>Required License/Certification</b>	Possession of any <b>one</b> of the following certifications: <ul style="list-style-type: none"><li>• Professional Engineering License in current good standing in the State of California.</li><li>• Professional Management Professional (PMP) certification.</li><li>• CMMA, Certified Construction Manager certification.</li></ul>

## Associate Engineer

<b>Job Title</b>	<b>Associate Engineer</b>
<b>Desirable Degree/License/Certification</b>	Any <u>one</u> of the listed license/certification, however, may not be used if license/certification is used to meet the required license/certification: <ul style="list-style-type: none"><li>• Professional Engineering License in current good standing in the State of California.</li><li>• Professional Management Professional (PMP) certification.</li><li>• CMMA, Certified Construction Manager certification.</li></ul> <b>OR</b> <ul style="list-style-type: none"><li>• Master's Degree in Civil Engineering, Mechanical Engineering, or a related field.</li></ul>
<b>DMV Class</b>	<ul style="list-style-type: none"><li>• Possession of a valid California Class C driver's license and a satisfactory driving record.</li></ul>

### PHYSICAL DEMANDS AND WORKING ENVIRONMENT

*The physical demands and working environment demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.*

#### **Environment:**

Standard office setting; frequent interaction with District staff and general public.

#### **Physical:**

Incumbents require sufficient mobility to work in an office setting; stand and sit for prolonged periods of time; operate office equipment, including the use of a computer keyboard; ability to verbally communicate to exchange information; use of hands repetitively to operate fingers, handle or feel office equipment and reach with hands and arms. Employees are frequently required to stand and walk.

#### **Mental:**

The incumbent is regularly required to use written and oral communication skills; read and interpret data, information, and documents; analyze and solve complex problems; use math and mathematical reasoning; perform highly detailed work under changing, intensive deadlines on multiple tasks; work with constant interruptions.

#### **Vision:**

See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents and to operate assigned equipment.

#### **Hearing:**

Hear in normal audio range with or without correction.