

The Public Works Department
Proposed Changes to Engineering
Positions

∅ Senior Engineer (PE) – Reclass to a Grade 131 based on the analysis completed by Lewis County Human Resources on similar positions around the state. This change will have an impact on all positions above and below the Senior Engineer

∅ Reclass all other positions within the engineering group to align with current scoring practices and the reclass of the Senior Engineer position. The current positions are shown in the table, the left side shows the current positions and salaries and the right side shows the proposed reclassing of these positions.

∅ The HR analysis is based on current (2024) dollars and the table to the right was prepared using the 2025 Salary table to reflect the impact on the 2025 budget which is currently underdevelopment.

∅ This would also include changes to two positions; (1) freezing the Transportation Planner position and replacing with the Traffic Engineer position, and (2) freezing the Senior Engineer position in the Utilities Division and adding the Utility Services Manager.

Current Grade	Step	Job Description	2025 Salaries
117	9	Engineering Technician I	\$ 62,615
119	5	Engineering Technician II	\$ 61,844
119	2	Environmental Technician II	\$ 57,407
119	7	Engineering Technician II	\$ 64,978
119	2	Environmental Technician II	\$ 57,407
119	5	Engineering Technician II	\$ 61,844
121	4	Engineering Technician III	\$ 65,870
121	6	Engineering Technician III	\$ 69,198
122	13	Engineering Technician IV	\$ 86,051
125	11	Senior Engineer Non-PE	\$ 93,814
125	10	Engineering Technician V	\$ 91,524
126	12	Environmental Planner	\$ 103,242
127	13	Senior Engineer, PE	\$ 111,126
129	8	County Surveyor	\$ 108,401
131	11	Assistant County Engineer	\$ 128,920
133	11	County Engineer	\$ 142,590
119	4	Engineering Technician II	\$ 60,325
119	4	Engineering Technician II	\$ 60,325
119	4	Engineering Technician II (Utilities)	\$ 60,325
124	13	Transportation Planner	\$ 94,152
127	8	Senior Engineer, PE (Utilities)	\$ 98,227
127	8	Senior Engineer, PE	\$ 98,227
127	8	Senior Engineer, PE	\$ 98,227
127	8	Senior Engineer, PE (Design Review)	\$ 98,227
Subtotal			\$ 2,034,866
Benefits (~40%)			\$ 813,946
Total Salaries & Benefits			\$ 2,848,812

Proposed Grade	Step	Job Description	2025 Salaries
119	9	Engineering Technician I	\$ 68,257
121	5	Engineering Technician II	\$ 67,510
119	2	Environmental Technician II	\$ 57,407
121	7	Engineering Technician II	\$ 70,933
119	2	Environmental Technician II	\$ 57,407
121	5	Engineering Technician II	\$ 67,510
123	4	Engineering Technician III	\$ 72,043
123	6	Engineering Technician III	\$ 75,707
125	13	Engineering Technician IV	\$ 98,564
127	11	Senior Engineer Non-PE	\$ 105,773
127	10	Engineering Technician V	\$ 103,193
126	12	Environmental Planner	\$ 103,242
131	13	Senior Engineer, PE	\$ 135,454
131	8	County Surveyor	\$ 119,733
133	11	Assistant County Engineer	\$ 142,590
134	11	County Engineer	\$ 149,944
121	10	Engineering Technician II	\$ 76,382
121	10	Environmental Technician II	\$ 76,382
121	10	Engineering Technician II	\$ 76,382
131	10	Traffic Engineer, PE	\$ 125,785
130	10	Utility Manager	\$ 119,685
131	10	Senior Engineer, PE	\$ 125,785
131	10	Senior Engineer, PE	\$ 125,785
131	10	Senior Engineer, PE (Design Review)	\$ 125,785
Subtotal			\$ 2,347,238
Benefits (~40%)			\$ 938,895
Total Salaries & Benefits			\$ 3,286,133

Delta - Current vs. Proposed	\$ 437,321
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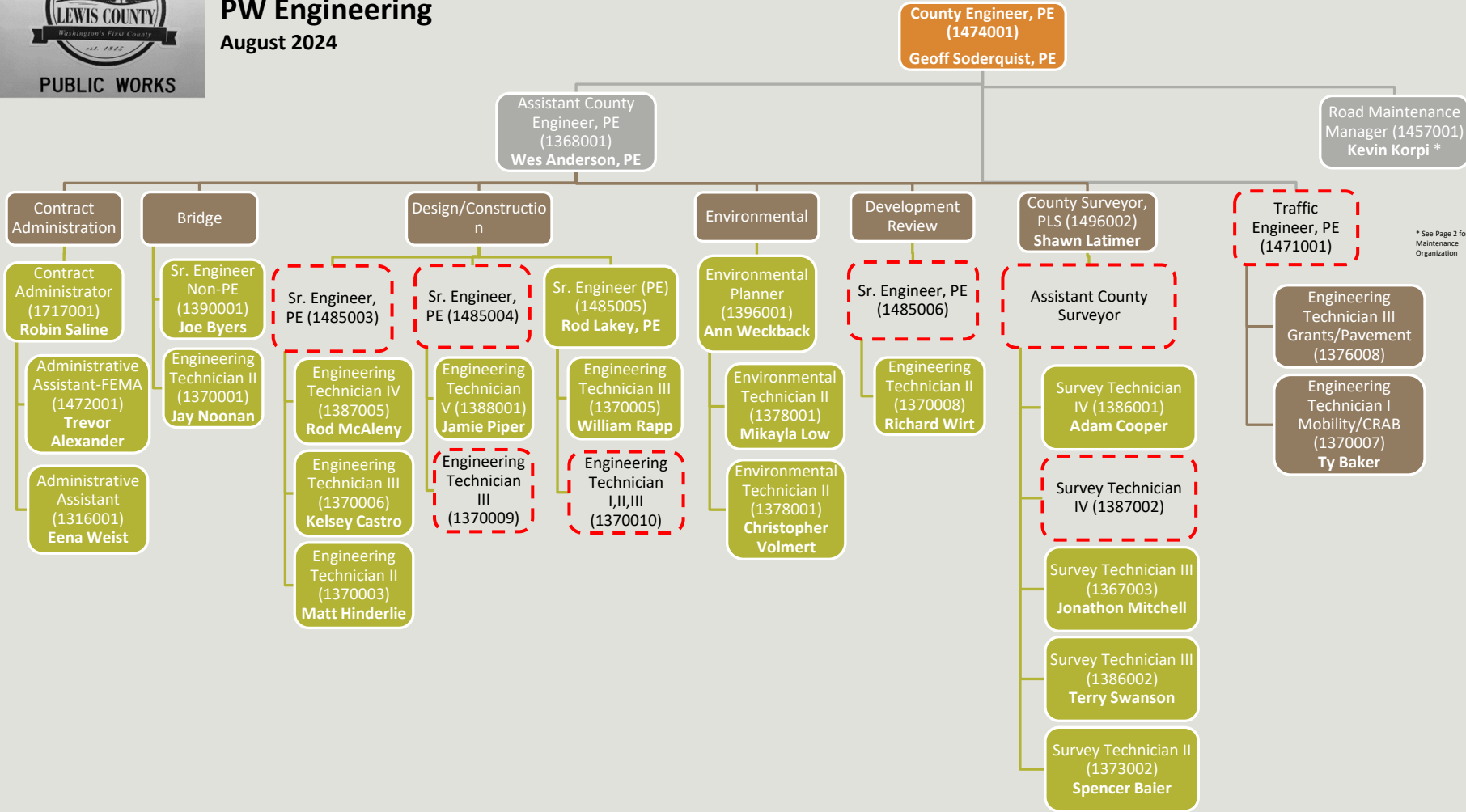
Note: Positions in the red box are currently vacant



ORGANIZATIONAL STRUCTURE

PW Engineering

August 2024

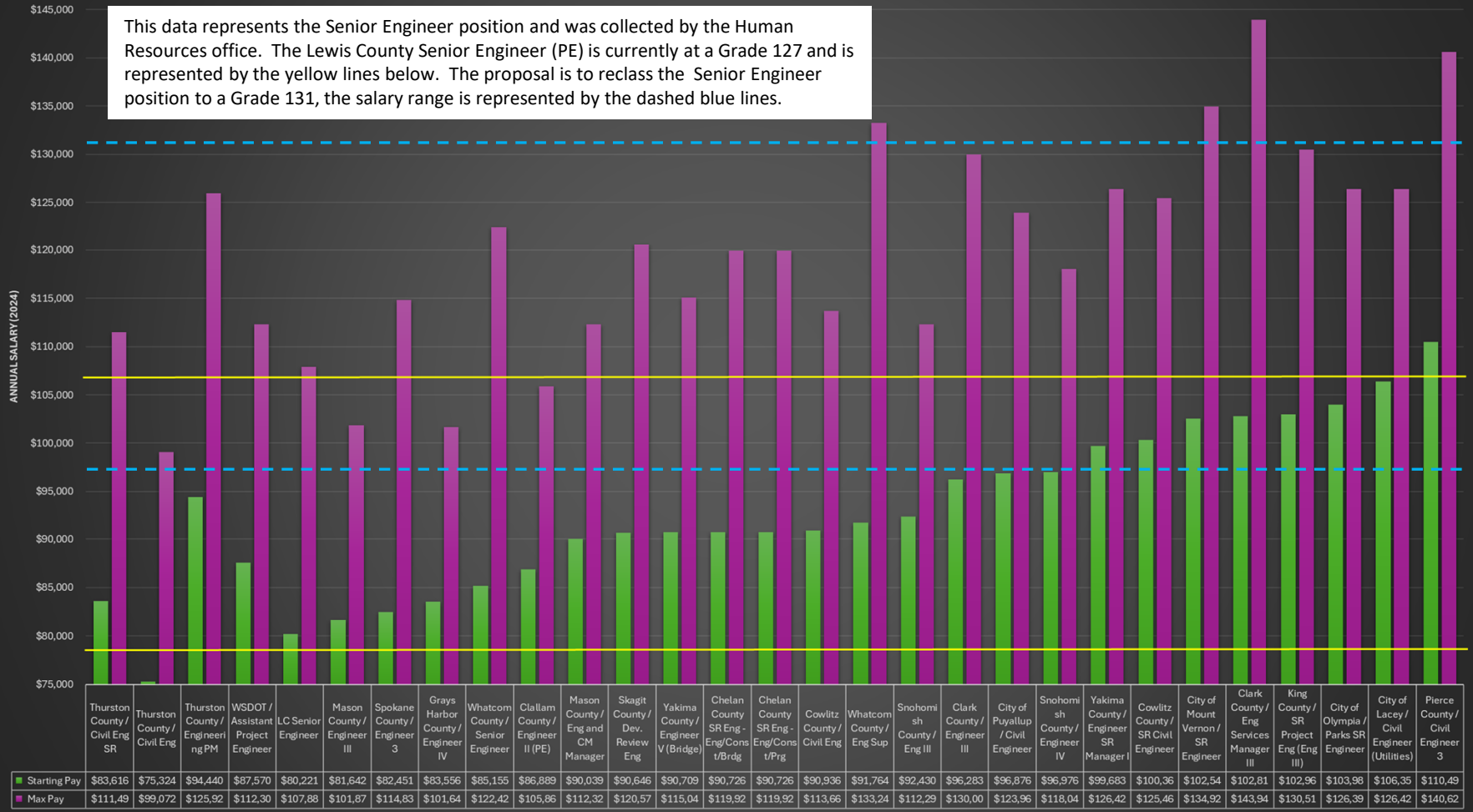


* See Page 2 for Maintenance Organization

HR Analysis

Senior Engineer (PE)

This data represents the Senior Engineer position and was collected by the Human Resources office. The Lewis County Senior Engineer (PE) is currently at a Grade 127 and is represented by the yellow lines below. The proposal is to reclass the Senior Engineer position to a Grade 131, the salary range is represented by the dashed blue lines.



This graph provides a comparison of the salaries for the top four (4) positions within the Engineering and Construction division of Public Works Departments within our geographic area, counties in southwest Washington and WSDOT.

- Thurston County
- Cowlitz County
- Grays Harbor County
- Mason County
- Clark County
- WSDOT

