

Road and Bridge Division Career Ladder			
Career Ladder	Title	Salary Grade	Criteria
Field Operations	Operator I Per Salary Study, this level has been deleted	17	no longer used
	Operator II	19	
	Operator III	21	Must possess a valid Texas Class "A" Commercial Driver's License with hazardous materials and tanker endorsements, Must possess proficient skills in the operation of trucks and light to heavy equipment, Must have a basic knowledge on the Texas Manual on Uniform Traffic Control Devices, Must prepare and maintain records, files and reports of daily work activities, Must possess working knowledge of routine maintenance of vehicles and light to heavy equipment, Must possess knowledge of construction techniques as outlined in individual crew job description
	Operator IV	23	Must possess expert skill in driving trucks, light to heavy and complex equipment, Must have a thorough knowledge on the Texas Manual on Uniform Traffic Control Devices
	Operator V	25	Must possess considerable knowledge of the proper implementation of the Texas Manual on Uniform Traffic Control Devices, Must possess sufficient technical knowledge to assist with on-the-job training, Must possess sufficient managerial skills to act as a crew leader and assume foreman responsibilities in their absence, Must possess basic knowledge of the purchasing process and ordering materials and supplies
Career Ladder	Title	Salary Grade	Criteria
Engineer	Engineer I	32	
	Engineer II	34	Possesses proficient knowledge in the Preparation of bid documents to include Plans, Specifications and Estimates on medium to large projects, Possesses proficient knowledge sufficient to analyze and review hydrologic and hydraulic calculations on medium to large projects, Possess sufficient knowledge in construction methods to independently prepare project schedule
	Engineer III	36	expert knowledge in above areas, supervises work of Engineers
	Sr. Engineer I	38	highly complex knowledge in above areas, Develops and manages design and construction project schedules for inhouse work and consultant engineers

Career Ladder	Title	Salary Grade	Criteria
Inspection	Inspector I	23	
	Inspector II	26	Basic Knowledge of construction materials and material testing, construction means and methods of roadway construction, land development, Wilco and TxDot plans, specifications and estimates
	Inspector III	29	Proficient knowledge of above
	Supervising Inspector I	32	Expert knowledge of above, Basic Knowledge in managing small team of inspectors, including work schedules and training efforts and to assist the Supervising Inspector with construction related conflict resolution
	Supervising Inspector	34	Expert knowledge in all listed above, ability to provide constructability reviews
Career Ladder	Title	Salary Grade	Criteria
Planning	Planner I	28	
	Planner II	30	Basic experience reviewing simple plats or basic experience with Road & Bridge asset management.
	Planner III	32	Thorough experience reviewing simple and complex plats or thorough experience with Road & Bridge asset management, including basic individual project budget development, which normally takes 6 years of experience.