

Career Ladder	Titles	Grade	Criteria
Field Operations	Operator I	19	HS diploma or equivalent. One year experience in crew specific tasks and the operation of related equipment. Working knowledge of specific job-related technology.
	Operator II	21	HS diploma or equivalent. Class A CDL with Hazardous Materials and Tanker Endorsements. First Aid and CPR. Two years of related work experience. Successfully performs all duties of Williamson County Operator I. Working knowledge of specific job related technology. Basic knowledge of roadway and ROW maintenance and crew specific skills. Basic knowledge of the operation of 6 and 12 yard dump trucks, backhoes, loaders, and compactors, basic knowledge of the TMUTCD.
	Operator III	23	HS diploma or equivalent. Class A CDL with Hazardous Materials and Tanker Endorsements. First Aid and CPR. Four years of related work experience. Successfully performs all duties of Williamson County Operator II. Working knowledge of specific job related technology. Thorough knowledge of roadway and ROW maintenance and crew specific skills. Thorough knowledge of the operation of Operator II level equipment, along with live bottom trailers, chip spreaders, bulldozers, bucket trucks, vacuum brooms, and excavators. Thorough knowledge of the asphalt injection process for roadway stabilization. Thorough knowledge of the TMUTCD.
	Operator IV	25	HS diploma or equivalent. Class A CDL with Hazardous Materials and Tanker Endorsements. First Aid and CPR. Six years of related work experience. Successfully performs all duties of Williamson County Operator III. Working knowledge of specific job related technology. Expert knowledge of roadway and ROW maintenance and crew specific skills. Expert knowledge of the Operator III level equipment, along with road recyclers, blades, rollers, and vacuum brooms. Thorough knowledge of the asphalt injection process for roadway stabilization. Expert knowledge of the TMUTCD.
	Safety and Training Coordinator I	28	BS degree and three years of safety program implementation and administration experience or an equivalent combination of education and experience. One year of demonstrated lead or supervisory experience. Knowledge of occupational hazards, safety equipment and practices. Knowledge of MS Office Suite and construction project management systems.
	Safety and Training Coordinator II	30	BS degree and five years of safety program implementation and administration experience or an equivalent combination of education and experience. Two years of demonstrated lead or supervisory experience. Knowledge of occupational hazards, safety equipment and practices. Knowledge of MS Office Suite and construction project management systems.
Administrative	Administrative Specialist III	20	HS diploma and three years of general clerical experience including technical application processing. Prior experience with permitting distribution, cash handling and customer service. Proficient in MS Office Suite.
	Administrative Specialist IV	21	HS diploma and four years of general clerical experience including technical application processing. Prior experience with permitting distribution, cash handling and customer service. Proficient in MS Office Suite.
	Office Administrator	25	HS diploma and three years of office management or administration experience including accounts payable/receivable experience or an equivalent combination of education and experience. Knowledge of budget and accounting practices. Proficient in MS Office Suite and financial tracking systems.

Career Ladder	Titles	Grade	Criteria
Engineering	Engineer Associate I	29	BS degree in Civil Engineering or related field.
	Engineer Associate II	30	BS degree in Civil Engineering or related field. EIT (Engineer in Training) Certification.
	Engineer I	32	P.E. (Professional Engineer) Licensure. BS degree in Civil Engineering or related field. Knowledge of MS Office Suite and engineering development systems and software.
	Engineer II	34	P.E. (Professional Engineer) Licensure. BS degree in Civil Engineering or related field. Two years roadway geometric and drainage design experience. Knowledge of MS Office Suite and engineering development systems and software.
	Engineer III	36	P.E. (Professional Engineer) Licensure. BS degree in Civil Engineering or related field. Six years roadway geometric and drainage design experience. Knowledge of MS Office Suite and engineering development systems and software.
	Senior Engineer	38	P.E. (Professional Engineer) Licensure. BS degree in Civil Engineering or related field. Eight years roadway geometric and drainage design experience. Knowledge of MS Office Suite and engineering development systems and software.
	Sr Technical Engineer	40	P.E. (Professional Engineer) Licensure. BS degree in Civil Engineering or related field. Ten years experience planning, design and construction of roadway, drainage, environmental or land development projects. Four years of demonstrated lead or supervisory experience.

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Planning	Planner I	26	BS degree in Planning, Geography, Engineering or related field or an equal combination of education and experience. Knowledge of ArcGIS software and MS Office Suite.
	Planner II	28	BS degree in Planning, Geography, Engineering or related field and three years of planning experience including GIS and transportation planning experience or an equivalent combination of education and experience. Knowledge of ArcGIS software and MS Office Suite.
	Planner III	30	BS degree in Planning, Geography, Engineering or related field and five years of planning experience including GIS and transportation planning experience or an equivalent combination of education and experience. Knowledge of ArcGIS software and MS Office Suite. Three years of subdivision and land development experience.
	Senior Planner	32	BS degree in Planning, Geography, Engineering or related field and eight years of planning experience including GIS and transportation planning experience or an equivalent combination of education and experience. Knowledge of ArcGIS software and MS Office Suite. Five years of subdivision and land development experience. Good oral and written communication skills.
	Sr Technical Planner	34	BS degree in Planning, Geography, Engineering or related field and ten years of planning experience including GIS and transportation planning experience or an equivalent combination of education and experience. Two years of demonstrated lead or supervisory experience. Knowledge of ArcGIS software and MS Office Suite. Five years of subdivision and land development experience.
Inspection	Inspector I	24	HS diploma or equivalent. Two years of related experience in a construction capacity. Knowledge of construction materials, including construction materials sampling and testing. Knowledge of MS Office Suite and construction material tracking applications.
	Inspector II	26	HS diploma or equivalent. Three years of experience in construction roadway including one year of inspection experience. Knowledge of construction materials, sampling and testing. Knowledge of MS Office Suite and construction material tracking applications.
	Inspector III	28	HS diploma or equivalent. Four years of experience in construction roadway including two years of inspection experience. Superior knowledge of construction materials, sampling and testing. Superior knowledge of MS Office Suite and construction material tracking applications.