



MEMORANDUM
Canyon Highway District No. 4

Date: August 7, 2020
To: Tim Richard, Director
From: Chris Hopper, District Engineer
Re: Engineering Department Job Advertisement

Core Engineering Job Advertisement:

Civil Engineering- Transportation

Canyon Highway District No. 4 (CHD4) is seeking qualified applicants to complement the Engineering Department in planning, design, and construction of transportation projects, and assist with management of development entitlements and infrastructure. Responsible for > \$230M in existing transportation assets, CHD4's 30 current employees enjoy the retirement benefits, work schedule, and vacation practices of a public agency while operating in a fast paced, performance-driven small business environment.

Opportunities for civil engineers and engineering/survey technicians are currently available. All positions perform a variety of functions related to the planning, design, construction and maintenance of roadways and bridges, development oversight, and public administration. CHD4 fully supports professional growth and development through continuing education, training, and mentoring to develop well rounded engineering professionals to meet the rapidly growing transportation needs in the Treasure Valley.

For immediate consideration, submit an application, resume, and supplementary materials to info@canyonhd4.org (include "CHD4 Engineering Job" in the subject line), or by US mail. Complete job descriptions, application form, salary ranges, and benefits package descriptions are posted on our website at www.canyonhd4.org , or application materials may be obtained at our offices at 14535 Hwy 44, Caldwell Idaho 83605.

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Engineering Position Descriptions (Aug 2020):

Assistant District Engineer

B.S.in Civil Engineering or related engineering discipline with 4+ years experience

P.E. or EIT certification required

Primary Duties: Planning, design and construction oversight of roadway, drainage, bridge/culvert, and traffic control infrastructure; project management for local and federally funded projects; development review, approval, and construction compliance; policy and program development; public outreach, awareness, and point of contact responsibilities.

Salary Range: \$30.72 - \$35.83 /hr

Staff Engineer

B.S.in Civil Engineering or related engineering discipline with 2+ years experience

Primary Duties: Assist or lead planning, design, maintenance and construction oversight of new and existing roadway, drainage, bridge/culvert, and traffic control infrastructure; support or lead project management for local and federally funded projects; assist in development project review, approval, and construction compliance; oversee right-of-way use permitting; public outreach and point of contact responsibilities.

Salary Range: \$24.39 - \$28.44 /hr

Survey/Engineering Technician

4+ years experience in topographic surveying, construction staking, boundary research and CAD

Primary Duties: Topographic surveying using GPS or Total Station; construction staking; research of surveys, plans, rights-of-way, easements and control data; CAD drafting of topo surveys and surface model creation; support engineering design of road, bridge, and drainage projects.

Salary Range: \$22.58 - \$26.34 /hr

Engineering Technician

5+ years experience in civil engineering drafting & design, construction project management, or equivalent experience.

Primary Duties: Permitting and construction inspection for access, utility, and development projects; assist in planning, design and construction oversight of roadway, drainage, bridge/culvert, and traffic control infrastructure; support of project management teams; support review, approval, and construction compliance for development projects; assist topographic surveying, construction staking, and mapping.

Salary Range: \$20.91 - \$24.39 /hr

See CHD4 Benefits Summary applicable to all employees



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CHD4 Employee Benefits Summary (2020)

- 4 day work week (10 hour days) available during spring/summer/fall construction season
- 10 paid holidays/year
- Paid Time Off (includes vacation and sick leave)
 - 0-5 years employment 174 hours/year (4 weeks)
 - 6-10 years employment 197 hours/year (almost 5 weeks)
 - 11-15 years employment 247 hours/year (6 weeks)
 - Max benefit (20+ years) 270 hours/year (6.75 week)
- Health Insurance (includes employee/spouse or employee/children)
 - Current insurance plan: Select Health Silver
 - \$2,000 max out of pocket deductible/year/family
 - First \$3,100/employee (\$6,200/family) each year is paid by CHD4
 - Medical Leave Bank for extended illness (eligible after 5 years employment)
 - Delta Dental plan
 - Vision benefits
- PERSI (Public Employee Retirement System of Idaho)
 - 7.16% required contribution rate (take it with you whenever you leave)
 - 11.94% employer match (vested after 5 or more years employment with PERSI affiliate)
 - Top 5 public retirement system (management and capitalization) in the US
 - PERSI estimates you collect all of your lifetime contributions back in the first 3 ½ years of retirement
- Optional 401k or 451 retirement accounts with 2% employer match
- Life Flight membership
- Employer-paid life insurance policy
- Optional supplement insurance policies (eg: AFLAC)

Note: Employee benefits are adopted by the Board of Commissioners, and may be subject to change. Although the specifics have changed, the majority of the above benefits have been in place or been improved over the past 20 years.