

## ARKANSAS STATE HIGHWAY AND TRANSPORTATION DEPARTMENT

### New Hire Salary Schedule for Engineering Professionals

| DEGREE/EXPERIENCE                                       | TITLE            | GRADE | SALARY   |
|---|------------------|-------|----------|
| * BSCE or BS in related engineering field               | Civil Engineer   | X     | \$42,120 |
| BSCE or BS in related engineering field with experience | Civil Engineer   | X     | \$44,486 |
| MSCE (or higher)  | Civil Engineer I | XI    | \$46,098 |
| MSCE with experience                                    | Civil Engineer I | XI    | \$48,542 |

“Experience” is defined as working two or more summers for the Department or an engineering/surveying firm. Other types of experience may qualify at the discretion of the Chief Engineer.

When employees have been in the Civil Engineer position for one year, with the concurrence of Division/District personnel, they will be elevated to Civil Engineer I, Grade XI.

When employees have been in the Civil Engineer I position for one year, with the concurrence of Division/District personnel, they will be elevated to Grade XIII in their related field (i.e. Construction Field Engineer I, Bridge Design Engineer, Design Engineer, Planning Engineer, etc.).

When employees with a master’s degree in civil engineering have been at the Grade XIII level for one year, with the concurrence of Division/District personnel, they will be elevated one step.

\* Engineering positions in the Bridge Division require a BSCE or BSE with an emphasis in civil engineering. Candidates must have taken college courses in Structural Steel Design, Reinforced Concrete Design and either Hydraulics or Hydrology to be considered for positions in the Bridge Division.