

ARKANSAS STATE HIGHWAY AND TRANSPORTATION DEPARTMENT

New Hire Salary Schedule for Engineering Professionals

| LEVEL | DEGREE/EXPERIENCE | TITLE | | SALARY |
|-------|--|----------|------|----------|
| 1 | BSCE* with little to no related work experience | Engineer | XIII | \$49,972 |
| 2 | BSCE* with six months to one year of related work experience OR MSCE* (or higher) with no related work experience | Engineer | XIII | \$51,792 |
| 3 | BSCE* plus one year of full-time related work experience OR MSCE* (or higher) with six months to one year of work related experience | Engineer | XIII | \$53,638 |
| 4 | BSCE* plus two years of full-time related work experience OR MSCE* (or higher) plus one year of full-time work related experience. | Engineer | XIII | \$55,484 |
| 5 | Professional Engineer Registration | Engineer | XIII | \$61,048 |

The title and grade for new hire entry-level engineers will be Engineer, Grade XIII. In general, new hires with a bachelor's degree in engineering and little to no related work experience will begin employment with the Department at Level 1, as illustrated above. Those with a MSCE with no experience, and those with a BSCE and two or more summers as an intern for the Department or an engineering/surveying firm, will begin at Level 2. Those with a MSCE or higher with six months to one year of work experience, or with a BSCE and one to two years of full-time work experience as a civil engineer will begin at Level 3. Those with a MSCE plus one year of full-time work related experience or a BSCE plus two years of full-time work related experience will begin at Level 4. Any engineer hired who already possesses a current Arkansas license to practice professional engineering will begin at Level 5. (Other types of experience may qualify at the discretion of the Deputy Director and Chief Engineer.)

When employees have been at Level 1 or 2 for one year, with the concurrence of Division/District personnel, they will be elevated to Level 3. When employees have been at Level 3 for one year, with the concurrence of Division/District personnel, they will be elevated to Level 4. When employees obtain their Arkansas license to practice professional engineering, with the concurrence of Division/District personnel, they will receive an increase to Level 5 at a salary of \$61,048.

**Civil engineering* degrees are strongly preferred in most engineering positions in the Department; however, degrees from other engineering disciplines, including but not limited to electrical, systems, computer, geomatics, and surveys, may occasionally be considered when vacancies exist in specific areas. Engineering positions in the Bridge Division will 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.