Nevada Department of Transportation
ROTATIONAL ENGINEER PROGRAM

THE POSITION: Successful candidates are assigned to work in various divisions throughout the department and receive experience in a variety of civil engineering disciplines, while gaining a perspective of department operations. The experience gained will provide the individual with the necessary skills and experience to seek a variety of career opportunities within the department and prepare themselves for future leadership roles including supervisory and managerial. Upon conclusion of the program, rotational engineers are encouraged to apply for vacancies throughout the department. However, rotational engineers are eligible to compete for position openings during their time in the program.

THE INTERVIEW PROCESS: Candidates should have excellent communication skills, creativity, leadership qualities and a desire to work with others. For the interview, appropriate dress should be worn and candidates need to present themselves in a professional manner.

ORGANIZATION: The Nevada Department of Transportation is one of the largest and most diverse state agencies with responsibility for approximately 5,400 miles of roadway within the State highway system. Responsibilities include the development and maintenance of a general transportation plan, collection of information, and compilation of statistics and maps relative to the mileage, traffic, character, and condition of all transportation modes. The Department is also required to supervise the construction, improvement, and maintenance of transportation facilities and services authorized by law.

The State is divided into three Districts with a District Engineer responsible for supervising all activities within the individual Districts. District Headquarters are located in Sparks, Elko, and Las Vegas with major maintenance stations located in Ely, Tonopah, and Winnemucca.

SALARY AND BENEFITS: The Rotational Engineer (Staff I, Associate Engineer) receives a starting salary of $46,020 per year at Grade 35. As a full-time state employee, they also participate in the PERS retirement system; are enrolled in a competitive benefits package; earn 15 days of paid annual leave during the first year of service; and 11 paid holidays. Employees also receive overtime pay for hours worked in excess of 8-hours in a day or 40 hours in a week.

CONTACT: Craig Crick, Training Officer
1301 Old Hot Springs Road
Carson City, NV 89706
(775) 888-7807

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State of Nevada
Department of Transportation

ROTATIONAL ENGINEER PROGRAM GUIDELINES

PROGRAM DESCRIPTION:

Phase I

A. Purpose: The first phase of the program is a 19-month rotation to familiarize participants with major Department activities.

B. Assignments: Rotational Engineers will be assigned to Headquarters in Carson City at the time of hire. Phase I assignments will include the following major divisions:

<table>
<thead>
<tr>
<th>District</th>
<th>Duration</th>
<th>Assignments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance</td>
<td>20 weeks</td>
<td>Construction (12 weeks); Maintenance (4 weeks); Open assignment (4 weeks).</td>
</tr>
<tr>
<td>Structural Design</td>
<td>8 weeks</td>
<td>Includes: Design (4 weeks); Inspections (4 weeks).</td>
</tr>
<tr>
<td>Roadway Design</td>
<td>8 weeks</td>
<td></td>
</tr>
<tr>
<td>Materials</td>
<td>8 weeks</td>
<td></td>
</tr>
<tr>
<td>Hydraulics</td>
<td>8 weeks</td>
<td></td>
</tr>
<tr>
<td>Maint &amp; Asset Mgt</td>
<td>4 weeks</td>
<td></td>
</tr>
<tr>
<td>Traffic Operations</td>
<td>4 weeks</td>
<td></td>
</tr>
<tr>
<td>Traffic Safety</td>
<td>4 weeks</td>
<td></td>
</tr>
<tr>
<td>HQ Construction</td>
<td>4 weeks</td>
<td></td>
</tr>
<tr>
<td>Project Management</td>
<td>4 weeks</td>
<td></td>
</tr>
<tr>
<td>(4) One week rotations</td>
<td>4 weeks</td>
<td>(Environmental, Right of Way, Planning and Location)</td>
</tr>
<tr>
<td>Total</td>
<td>19 months</td>
<td></td>
</tr>
</tbody>
</table>

A portion of the Construction and Maintenance appointments will be made in the Carson City Headquarters office and the remaining time in any of the Department’s Districts (District I/Las Vegas, District II/Reno, District III/Elko or other major rural stations).

The sequence of assignments will not be restricted to any particular order, but rather on the needs determined by the Department.

The first 19 months represents the core training phase of the program. Because of the Department’s investment in this training and the benefit to the participant, it is highly recommended that all who are accepted into the program complete their Phase I assignment.

Phase II

A. Purpose: The second phase of the program will give the Rotational Engineer the opportunity to gain more in-depth exposure to a specific Division or District through the mutual selection process. Rotators will make their interests known to various Divisions or Districts throughout the department and will work with the appointing authority for that Division as well as the Rotational Program Coordinator to determine placement options.
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BENEFITS SUMMARY

Some of the benefits enjoyed by the department of Transportation employees are:

PAID ANNUAL LEAVE EARN:
- 0-10 years - 15 days
- 10 to 15 years - 18 days
- 15 plus years - 21 days

SICK LEAVE: 15 days annually accumulated to 90 days, after that half is available for employee use, the other half is reserved for employee catastrophic illness.

OTHER LEAVE: Military, Educational, Civil, Family & Medical Leave (if eligible) and Leave Without Pay

PAID LEGAL HOLIDAYS: 11 days

WORKER’S COMPENSATION AND DISABILITY: Covered through the Risk Management Division

GROUP HEALTH AND LIFE INSURANCE: Partially subsidized major medical and life insurance plan that also includes dental and vision coverage. Dependents insurance coverage is paid by the employee. Several plans are available.

UNEMPLOYMENT INSURANCE: Covered under State law through DETR.

RETIREMENT: Two options: the employee/employer contribution plan and the employee-pay contribution plan. You may retire at any age with 30 years State service or at age 60 with 10 or more years State service.

DEFERRED COMPENSATION PLAN: Employee payroll deduction

CREDIT UNION: Checking, savings, and loan services provided to State employees

PROMOTIONAL OPPORTUNITIES: Administered through the merit system by competitive examination

SALARY INCREASES: Merit salary increases currently frozen- Yearly 5% (approximate) merit increase to top of the pay scale; 10% (approximate) upon promotion. Cost-of-living increases predicated on legislative action.