

## ARKANSAS STATE HIGHWAY AND TRANSPORTATION DEPARTMENT

### New Hire Salary Schedule for Engineering Professionals

LEVEL	DEGREE/EXPERIENCE	TITLE	GRADE	SALARY
1	BSCE* with little to no related work experience	Engineer	XIII	\$50,466
2	BSCE* with six months to one year of related work experience OR MSCE* (or higher) with no related work experience	Engineer	XIII	\$52,494
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	\$54,600
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	\$56,784
5	Professional Engineer Registration	Engineer	XIII	\$59,046

The title and grade for new hire entry-level engineers will be Engineer, Grade XIII. In general, the salaries for new hires will be determined based on educational level and experience, as shown above. (“Experience” includes working as an intern for the Department or an engineering/surveying firm. Other types of experience may also qualify at the discretion of the Deputy Director and Chief Engineer.)

After an engineer is hired, he/she will be eligible for annual performance-based pay increases in accordance with the Performance Management policy. When an engineer obtains an Arkansas license to practice professional engineering, with the concurrence of Division/District personnel, he/she will receive an increase to Level 5 shown above.

\**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.