

COTTINGHAM & BUTLER
Total Rewards
Consulting

April 21, 2026

MEMORANDUM

TO: Jessie Lillibridge, Human Resources Director

FR: Alyssa Woltring, Compensation Analyst

RE: Classification Review & Market Analysis: Surveyor/Engineering Technician

The City submitted updated job documentation and requested a classification review and market analysis for a Surveyor/Engineering Technician role within the Department of Public Works. This position was evaluated using our point-factor job evaluation methodology, and a market analysis was conducted using the same survey sources and analytical approach applied in the most recent compensation study. Our findings and recommendations are outlined below.

Surveyor/Engineering Technician: This position performs advanced civil engineering and surveying work in support of municipal infrastructure projects. The role includes leading surveying operations, preparing and revising engineering plans and as-builts, performing engineering calculations, and inspecting construction for compliance with plans and specifications. It also involves supervising seasonal staff and coordinating with internal and external stakeholders. The position requires an associate's degree, a minimum of three years of relevant experience. Based on the evaluation and market analysis, we recommend placement of this position in **Grade J**.

25 th Percentile	50 th Percentile	75 th Percentile
\$65,500	\$72,700	\$81,200

Please contact me with questions on this review.