

**ENGINEERING SERVICES
PROGRESSION AND PRODUCTIVITY PROGRAM
CRITERION DOCUMENT**

Note: Refer to the Engineering Services Progression and Productivity Program Policies and Procedures Document for additional information and clarification on requirements, guidelines and procedures.

To Become

Engineer I (EX-28)

***see Job Description**

EDUCATION: Bachelor's degree in Civil, Mechanical, Electrical or Chemical Engineering from an accredited college or university with a 2.0 grade point average or higher

EXPERIENCE: None

TRAINING: None

**LICENSES/
CERTIFICATIONS:** None

**DEMONSTRATED
SKILL PROFICIENCY:** None

JOB COMPLEXITY: The successful applicant must have the ability to perform entry level professional civil engineering work

To Become

Engineer II (EX-32)

EDUCATION: Bachelor's degree in Civil, Mechanical, Electrical or Chemical Engineering from an accredited college or university with a 2.0 grade point average or higher

EXPERIENCE: Two (2) years of related engineering experience or a Master's Degree; experience in at least two of the five engineering areas of public works: Sewer, Storm Water, Water, Transportation or Special Projects; minimum of one (1) year of experience with the City of Tulsa

TRAINING: Successful completion of designated department and/or City of Tulsa Training

LICENSES/

CERTIFICATIONS: Active membership in department approved professional organization and possession of an Engineer Intern Certificate

JOB COMPLEXITY: The successful applicant must be able to perform experienced level engineering work

PERFORMANCE & PRODUCTIVITY:

Must have received a rating of "Proficient" or above on last final review immediately prior to making application for progression

To Become**Engineer III (EX-36)**

EDUCATION: Bachelor's degree in Civil, Mechanical, Electrical or Chemical Engineering from an accredited college or university with a 2.0 grade point average or higher

EXPERIENCE: Three (3) years of related engineering experience; experience in at least two of the five engineering areas of public works; minimum of one (1) year of experience with the City of Tulsa

TRAINING: Successful completion of designated department and/or City of Tulsa Training

LICENSES/

CERTIFICATIONS: Active membership in department approved professional organization and possession of an Engineer Intern Certificate

JOB COMPLEXITY: The successful applicant must have the ability to complete advanced level engineering work independently

PERFORMANCE & PRODUCTIVITY: Must have received a rating of "Proficient" or above on last final review immediately prior to making application for progression

To Become

Professional Engineer (EX-40)

EDUCATION: Bachelor's degree in Civil, Mechanical, Electrical or Chemical Engineering from an accredited college or university with a 2.0 grade point average or higher

COURSEWORK: Completion of three (3) hours of additional approved engineering related coursework with a 2.0 grade point or higher

EXPERIENCE: Four (4) years of related engineering experience; experience in at least four of the five engineering areas of public works; minimum of one (1) year of experience with the City of Tulsa (not applicable to external hires)

TRAINING: Successful completion of designated department and/or City of Tulsa Training

LICENSES/

CERTIFICATIONS: Professional Engineers License in the State of Oklahoma; participation in a department approved professional organization through the presentation of a technical/professional paper, service on a technical committee or as an officer of the organization

JOB COMPLEXITY: The successful applicant must be able to accept responsibility for advanced engineering applications

PERFORMANCE & PRODUCTIVITY:

Must have received a rating of "Proficient" or above on last final review immediately prior to making application for progression

To Become**Senior Engineer (EX-44)**

EDUCATION: Bachelor's degree in Civil, Mechanical, Electrical or Chemical Engineering from an accredited college or university with a 2.0 grade point average or higher

COURSEWORK: Completion of three (3) hours of additional approved engineering related coursework with a 2.0 grade point or higher

EXPERIENCE: Minimum of ten (10) years of verified experience, with minimum five (5) years verified experience performing the engineering work of "responsible charge" work of broad responsibility above that required of a Professional Engineer as outlined on Attachment A (Doctoral thesis can be substituted for a maximum of two years experience) minimum of one (1) year of experience with the City of Tulsa

TRAINING: Successful completion of designated department and/or City of Tulsa Training

LICENSES/

CERTIFICATIONS: Professional Engineers License in the State of Oklahoma; maintenance of active membership department approved professional organization

JOB COMPLEXITY: The successful applicant must be able to accept responsibility for advanced engineering

PERFORMANCE & PRODUCTIVITY:

Recent performance must pass review board criteria; "responsible charge" engineering work must pass review board criteria. Must have received a rating of "Proficient" or above on last final review immediately prior to making application for progression