

CAREER OPPORTUNITY

# TRAFFIC ENGINEER

DEPARTMENT OF TRANSPORTATION  
— CITY OF PASADENA, CALIFORNIA —

**SALARY: \$120,339–\$150,423 DOE/DOQ\***

*\*Salary subject to 3% increase July 2024*

**\*FLEXIBLE WORK SCHEDULE AVAILABLE\***



***SHAPE THE WAY PASADENA MOVES, AND IMPROVE THE LIVES OF THOSE WHO LIVE AND VISIT PASADENA NOW AND IN THE FUTURE!***

The City of Pasadena is seeking a Traffic Engineer to ensure safe transportation systems that prioritize community safety, promote equitable access, and harmonize with evolving urban landscapes for future generations. This position is approximately 60%–70% in-office and about one-third in the field. The Traffic Engineer will possess a foundational understanding of key skills such as interpreting timing charts, analyzing traffic signal phasing diagrams, and mastering signal progression techniques to efficiently manage traffic flow within corridors or networks. The position carries substantial fiduciary responsibilities, with project budgets ranging between \$5–\$8 million and oversight of three employees. As a mentor and manager, they will provide critical technical oversight and guidance for their staff members as they design and maintain traffic systems. The ideal candidate will have an innovative future-focused mindset, with an emphasis on community safety and equitable access. They will be a technically skilled professional with a strong work ethic, a visionary approach to traffic engineering and operations, and enthusiasm for managing a team. We encourage you to find out more about what makes Pasadena such an amazing community to work, live, and play at [VISIT PASADENA](#) and [CITY WEBSITE](#). *Apply today!*

[CLICK LINKS](#)





## THE COMMUNITY

**T**HE CITY OF PASADENA HAS A LONG, RICH HISTORY of cultural diversity and innovation. Pasadena values and celebrates our community's differences and our lived experiences. The City is committed to transparency, accountability, and excellence in local government. Pasadena is leading efforts to provide affordable housing, serve as a model for environmental sustainability, and improve the quality of life for everyone. Nestled in the west foothills of the San Gabriel Mountains, just 15 miles north of downtown Los Angeles, this ethnically and economically diverse City is home to over 140,000 people.

The City is known on a national and international stage for its Rose Bowl events, **Tournament of Roses Parade**, and annual **Rose Bowl Game**. Other notable attractions include the **Pasadena Convention Center** and **Civic Auditorium**, **Norton Simon Museum**, the **USC Pacific Asia Museum**, and the **Gamble House**. Pasadena residents also enjoy the City's open space opportunities, such as Brookside Park, Eaton Canyon Nature Center, and three community centers. Its economy thrives on the educational and entrepreneurial features of the City, including the **California Institute of Technology (Caltech)**, **Art Center College of Design**, and **Pasadena City College**. Historical homes and landmarks line the streets of Pasadena, giving the community a sense of heritage, while looking to the future. Traveling to and from Pasadena is convenient thanks to the **Metro A Line** that includes six stations in Pasadena en route to the San Gabriel Valley and Downtown Los Angeles. From its historic buildings to its beautiful landscapes and California sunshine, Pasadena is truly the ideal place to live, work, and play!

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## THE CITY

**T**HE CITY OF PASADENA IS A FULL-SERVICE MUNICIPALITY. Pasadena's services and operations are supported by approximately 2,000 FTE. The City is committed to the values of responsiveness; honesty and integrity; accountability; excellence; open, clear, and frequent communication; innovation; and diversity, equity, inclusiveness, and belonging.





# THE DEPARTMENT

**T**HE DEPARTMENT OF TRANSPORTATION IS **COMMITTED** to achieving the safe and sustainable movement of people and goods within Pasadena, while concurrently ensuring a balance between land use and transportation to maintain a livable community in which cars are not necessary to travel within the City. The Transportation Department is overseen by the Director of Transportation and consists of five divisions: Administration, Parking, Transit, Multimodal Planning, and Mobility Engineering and Operations, with over 50 employees. This multi-disciplinary team carries out a variety of programs, projects, and policies that sustain, promote, and enhance accessibility, safety, connectivity, and mobility in the community! [See the Department FY 2024 budget and org chart HERE.](#)

[CLICK LINK](#)

## RECENT SUCCESSES

**710 FREEWAY STUB DECOMMISSION:** In 2022, the land planned for the 710 freeway expansion was relinquished and returned back to the City. This action allows for the Master Planning effort to redefine the land use and transportation network along this corridor and reconnect communities separated by this unfinished freeway facility.

**GRANT AWARDS:** In calendar year 2023, the Department received over \$240 million from various grant programs to implement traffic signal projects, pedestrian enhancements, corridor safety projects, and transit infrastructure.

**UNION STREET CYCLE TRACK PROJECT COMPLETION:** The Department cut the ribbon on the City's award-winning first protected two-way bike lane on Union Street between Hill Avenue and Arroyo Parkway.

# THE JOB & IDEAL CANDIDATE

**THE TRAFFIC ENGINEER WILL LEAD A TEAM** of two assistant engineers and an associate engineer in the design, construction, and maintenance of the City's traffic systems. This is a hands-on engineering position with project budget oversight that will work closely with the Public Works Department. The Traffic Engineer will also lead Intelligent Transportation Systems (ITS) projects within the Capital Improvement Program; seek grant funding opportunities; conduct comprehensive traffic investigations; perform system analysis; work collaboratively on complex technical engineering designs; prepare and review engineering plans specifications, designs, and estimates; obtain permits and ensure compliance; and strategize for optimal traffic flow and accessibility. Familiarity with advanced traffic signal control systems like Transparency and SCATS is beneficial. The Engineer should have strong foundational knowledge to effectively manage a team and assess technological needs and upgrades to the City's transportation infrastructure. The ideal candidate will be an innovative thinker with an enthusiasm for new technologies, eager to improve processes and streamline systems.

A primary responsibility of this role is the oversight and project management of capital improvement projects currently underway at the City. The Traffic Engineer will assess areas for improvement in pedestrian access, bicycle facilities, and speed reduction measures. They may also seek grant funding for projects and prepare and review plans, specifications, and estimates. In addition to technical skills, the ideal candidate will be an effective communicator with active listening skills, diplomacy, and a strong work ethic. The Traffic Engineer will interface with executive leadership and have frequent public contact by phone, or interactions in the field. Effective interdepartmental collaboration is important, as this role requires relationship-building with vendors, the City Manager's Office, Public Works staff, and personnel in the Department of Transportation, including Planning, Transit and Parking. Strong presentation and written communication abilities are imperative for conveying findings and data to committees, neighborhood assemblies, and other stakeholders.

*The ideal candidate will demonstrate the following core competencies...*

**Attention to Detail.** Focusing on the details of the work content, work steps, and final work products.

**Oral Communication.** Engaging effectively in dialogue.

**Customer Focus.** Attending to the needs and expectations of the customer.

**Project Management.** Ensuring that projects are on time, on budget, and achieve their objectives.

**Analyzing and Interpreting Data.** Drawing meaning and conclusions from quantitative and qualitative data.

**Professional and Technical Expertise.** Applying technical subject matter to the job.

**Safety Focus.** Showing vigilance and care in identifying and addressing risks and promoting traffic safety.

**Using Technology.** Working with electronic hardware and software applications.



## EMPLOYMENT STANDARDS

*Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for acceptable job performance, such as:*

**EDUCATION:** Graduation from college with a major in engineering.

**EXPERIENCE:** Three years of professional experience in the field of engineering design, field surveying, engineering inspection, water quality, electrical engineering, or architectural plan checking.

## SPECIAL REQUIREMENTS

- ▶ Possession of a valid Certificate of Registration as a Professional Engineer issued by the State of California.
- ▶ Possession of or ability to obtain a Class C California driver's license and a satisfactory driving record.



## UPCOMING PROJECTS & OPPORTUNITIES

The City is completing many large Capital Improvement Projects, totaling approximately \$20 million in estimated design and construction costs. Exciting projects currently include:

- ▶ Installation of New Traffic Signals
- ▶ Installation of Pedestrian Hybrid Beacons
- ▶ South Lake Ave Pedestrian Access Improvements to A Line Station
- ▶ Transportation System Safety Enhancements
- ▶ Transit Signal Priority System
- ▶ Intelligent Transportation System (ITS) Upgrades
- ▶ Mobility Corridor Improvements
- ▶ St. John/California Capacity Enhancements
- ▶ Light Rail Train Monitoring System

# SALARY & BENEFITS

The salary range for this position is **\$120,339–\$150,423 DOE/DOQ**. \*Salary subject to 3% increase July 2024

This position will also receive a competitive benefits package that includes but is not limited to:

**RETIREMENT:** 2.5% @ 55 CalPERS formula for Classic members (employee pays 9.75%); 2% @ 62 CalPERS formula for new members (employee pays half the normal cost, 7.75%).

**HEALTH INSURANCE:** The City provides an allowance to assist with medical premiums. In 2024, coverage for Employee + 2 or more dependents will be \$1967.29 per month (Employee only = \$756.65; Employee + 1 = \$1513.30), and contributions are adjusted annually.

**VISION INSURANCE:** Enrollment is optional and premium is paid by employee.

**DENTAL INSURANCE:** The City contributes 100% of employee only PPO premium. For employees who cover a dependent, Pasadena contributes an additional \$80 per month toward premium.

**VACATION LEAVE:** Accrual rate of up to 160 hours per year based on years of service. Credit for vacation earned at previous employer may be considered.

**MANAGEMENT TIME OFF:** 40 hours per year and up to an additional 40 hours annually (at the discretion of the Department Head and City Manager).

**LIFE INSURANCE:** City provided life insurance and accidental death and dismemberment coverage for each employee in the amount of \$75,000.

**STATE DISABILITY INSURANCE & GROUP LONG-TERM DISABILITY COVERAGE:** Available and paid by employee.

**OTHER LEAVE:** 80 hours of sick leave allocated per year. Eleven (11) paid holidays.

**PROFESSIONAL/PERSONAL DEVELOPMENT ALLOWANCE:** \$750 paid annually.

**DEFERRED COMPENSATION:** 457(b) plan is available.

**SCHEDULE:** The City administration operates on a "9/80" schedule, closing on alternate Fridays! *PLUS: This position has the possibility of a Hybrid work schedule, based on operational needs!*

## HOW *to* APPLY

For first consideration, apply **ASAP** at:

**W B C P J O B B O A R D**



**SAVE THE DATES.** Interviews will take place virtually on **JANUARY 26** as selected candidates are identified.

Please contact your recruiter, Levi Kuhlman, with any questions:

**866.929.WBCP (9227)** toll-free | **541.664.0376**  
**levi@wbcpinc.com**