



ROGUE VALLEY COUNCIL OF GOVERNMENTS
Associate Transportation Planner
Planning
Job Announcement

ABOUT THE POSITION

Rogue Valley Council of Governments is seeking a full-time Associate Transportation Planner to support RVCOG by providing transportation planning services to the region’s Metropolitan Planning Organizations (MPOs) and member jurisdictions. Assists in updating regional transportation plans, evaluates technical impacts of transportation programs and projects, and assists member jurisdictions with transportation planning issues, plans, and projects.

SALARY

Placement on the salary range is based on each candidate’s experience and qualifications. Employees are eligible for step increases after successful completion of a six-month trial service period and annually thereafter.

Hiring Salary Range: \$56,622.36 to \$67,976.28 annually

Top of Salary Range: \$74,480.40 annually

Terms: Full-time - 40 hours, Monday-Friday / Non-exempt with great benefits

Estimated Value of Total Compensation for this Job at RVCOG
Associate Transportation Planner

Full-Time Employee	Hiring Range Minimum (Step 4)	Hiring Range Maximum (Step 10)	Total Range Maximum (Step 13)
Total Pay Value and Total Benefits Value Breakdown			
Pay Value Only			
Annual Salary	\$ 56,622.36	\$ 67,976.28	\$ 74,480.40
Hourly Pay Rate	\$ 27.22	\$ 32.68	\$ 35.81
Benefits Value Only (Medical/Dental/Vision, HRA and 401(a))			
Annual Equivalent	\$ 49,920.72	\$ 51,342.24	\$ 52,156.56
Hourly Equivalent	\$ 24.00	\$ 24.68	\$ 25.08
Total Compensation Package Value (annual equivalent)	\$ 106,543.08	\$ 119,318.52	\$ 126,636.96
Total Compensation Package Value (hourly equivalent)	\$ 51.22	\$ 57.36	\$ 60.88
Total Paid Time Off Compensation Package	\$ 7,839.36	\$ 9,411.84	\$ 10,313.28

Note:

RVCOG offers this tool for illustrative purposes only. This projection is not a guarantee of total compensation offered for this position. Wage, benefit, total compensation values are subject to change.



THE PERSON:

The ideal candidate will have a fundamental understanding of local government operations as well as applicable state and federal planning practices, procedures, and regulations. Demonstrable skills will include: gathering, organizing, and analyzing data and information; intermediate skill with GIS software (ESRI's ArcPro); and effectively utilizing modern computer applications including Microsoft Office and WordPress or similar website development and maintenance software. Additionally, working effectively as a team member and establishing and maintaining harmonious and cooperative working relationships with staff and a wide variety of people is required.

APPLICATION PROCESS

These positions will remain open until filled; the positions will be filled as suitable candidates are identified. It is widely stated, and supported by studies, that candidates are less likely to apply for a job unless they believe they meet 100% of the hiring criteria. Our recruitment goals include hiring the candidate who is best able to meet the performance objectives of this role; we encourage people with non-traditional skill sets and experience to apply, even if you don't have experience with every job function listed in the job description.

For application instructions, please visit "How Do I > Apply for a Job" at www.rvcog.org. A cover letter describing how your experience prepares you to succeed in this role, current resume, and completed RVCOG Employment Application are required to apply for this position. *Incomplete application materials may delay or prevent consideration for the position.*

DESIRABLE QUALIFICATIONS

In order to be considered for this position, applicants must have a combination of education and experience equivalent to that outlined below, plus any other listed screening qualifications.

1. **Education:** Bachelor's degree with major in transportation, urban or regional planning, transportation engineering, or a related field.
2. **Experience:** A minimum of three (3) years of experience as a Land Use or Transportation Planner.
3. **Substitution:** Any satisfactory equivalent combination of education, experience, and training that demonstrates the knowledge, skills, and abilities to perform the duties of the job.

BENEFITS OF EMPLOYMENT

Upon hire or first of month following date of hire

- Twelve paid holidays per year
- Up to 96 hours of paid vacation per year
- Up to 96 hours of paid sick leave per year
- Employer paid medical/dental/vision insurance - Employee contribution is less than \$30 per month for full family coverage
- Employee Assistance Program (EAP)
- Optional Flexible Spending Account (FSA)



After 6-month trial service period

- Employer-paid retirement plan contributions equivalent to 13.02% of monthly salary (Non-PERS)
- Employer paid HRA contribution of \$125 per month
- Employer paid Life and Long-Term Disability insurance
- Optional 457(b) retirement plan (Roth or Traditional)

Special eligibility periods

- Employer paid Mercy Flights membership
- Optional supplemental insurance such as short-term disability, critical illness, and more

WORKPLACE ACCOMMODATIONS NOTICE

Rogue Valley Council of Governments is an equal opportunity employer and does not discriminate on the basis of race, religion, color, gender, age, national origin, disability, veteran status, sexual orientation, gender expression, or any other classifications protected by law.

RVCOG VALUES: SERVICE COLLABORATION PROFESSIONALISM STEWARDSHIP INTEGRITY RESPECT

