



TRAINING & CONTINUING EDUCATION

A wide array of professional enhancement opportunities is available through IDOT's Career Development Programs. Career development includes continuing education, leadership training and on-the-job development. Within the first five years of employment, classes are offered to expand leadership capabilities and to provide employees with further advancement opportunities.

TUITION REIMBURSEMENT

Engineers and technicians can get up to 100 percent tuition reimbursement for approved courses and programs offered outside the agency. Conferences and memberships in professional organizations help engineers and technicians stay abreast of new developments in technology and research and provide networking opportunities with other professionals.

COMPUTER TRAINING

Training is offered on all engineering software applications utilized by the Division of Highways, Division of Aeronautics and the Office of Planning and Programming in the planning, design and construction of our State's primary and secondary transportation system including airports, railways and traffic structures. These various engineering applications assist in structural design, hydraulic and geotechnical application, traffic study, geometrics and all other related work. A variety of computer courses are available to IDOT personnel including Microsoft Office and Computer Aided Drafting products. Training classes are offered on introductory, intermediate and advanced courses in each software application. This training will provide employees with the tools essential to successful learning. With this full line of support, the employees at IDOT can provide the most efficient roadway designed set of construction plans possible. IDOT engineers continually have access to innovative computer technology that allows them to be leaders in the transportation industry.

COMPENSATION & BENEFITS

All permanent, full time employees are provided the following benefits:

- **Salary.** IDOT salaries for engineers and technicians are very competitive with other state government agencies. Liberal benefits add significant value to the total compensation.
- **Insurance.** The state offers several health plan options which include prescription benefits. Other benefits include vision, dental, life insurance, and behavioral health coverage. Employees may choose between several managed care plans, an open-access plan, and a preferred provider option.
- **Time Off.** IDOT offers liberal vacation schedules, as well as time off for family responsibility, educational and military leaves. In addition, employees get 13 paid holidays, three days for personal business and 12 sick days each year.
- **Retirement.** After serving a six-month qualifying period, employees become a member of the State Employees' Retirement System. Contributions from wages, through payroll deduction are automatically credited to your retirement account. The State Employees' Retirement System is funded by contributions from state agencies, including IDOT. In order to be eligible for a pension, employees must have service credit of at least eight years. In addition to retirement benefits, as a member of SERS employees are eligible for disability benefits as well as survivor and death benefits.
- **Deferred Compensation.** The State Employees' Deferred Compensation Plan (457) is a supplemental tax-deferred retirement plan for state employees. The deferrals, together with any earnings, accumulate tax-deferred until you terminate state service. Once distributions begin, the monies are fully taxable as ordinary income for federal tax purposes. The funds are never taxed by the State of Illinois.

INTERESTED?

Visit us at www.dot.il.gov

Please contact us at:

Illinois Department of Transportation
Bureau of Personnel Management, Room 110
2300 South Dirksen Parkway, Springfield, Illinois 62764
Or call 217/782-5594



Engineering Careers

with the Illinois Department of Transportation

Are you looking for a career that combines transportation engineering for the 21st Century with public service?

The Illinois Department of Transportation (IDOT) is involved in all modes of transportation; is a leader in innovative technology development and application; and offers great opportunities for public service, as well as professional growth.



IDOT's MISSION

The mission of the Illinois Department of Transportation (IDOT) is to provide safe, cost-effective transportation for Illinois in ways that enhance quality of life, promote economic prosperity and demonstrate respect for our environment. We will accomplish our mission while making the following principles the hallmark of all our work: Safety, Integrity, Responsiveness, Quality and Innovation.

IDOT has responsibility for planning, construction and maintenance of Illinois' extensive transportation network, which encompasses highways and bridges, airports, public transit, rail freight and rail passenger systems. It operates with an annual budget of approximately \$5 billion.

IDOT is a leader in advanced transportation technology and innovation including:

- Intelligent Transportation Systems for managing urban expressway traffic, reducing urban congestion, improving safety and serving motorists.
- Structure research and design.
- Pavement research and design.
- Road Weather Information Systems that transmit real-time information on temperature and other weather conditions from pavement sensors and radar directly to computer stations for improved winter response activities.



ADMINISTRATION

IDOT is managed by the Secretary of Transportation who is responsible for directing the transportation policy of the state in concert with the Governor and the General Assembly.

The Secretary is assisted by the offices of Chief Counsel, Finance and Administration, Governmental Affairs, Planning and Programming, Operations & Communications, the Divisions of Highways, Traffic Safety, Aeronautics and Public & Intermodal Transportation. The Division of Highways employs the largest number of engineers which are directly responsible for constructing, maintaining and operating the state highway system.

IDOT has nine district offices located throughout the state. The districts encompass a rich heritage of history, culture, geography and community. For people who love big cities, Chicago has few equals in the world. Carbondale, in southern Illinois, is a charming small university town. These and other towns and cities in between offer a variety of places to live, raise families and put down roots.



PATHS & OPPORTUNITIES

We offer great opportunities for professional growth and fulfillment. With IDOT you can develop transportation engineering expertise and leadership skills and contribute solutions to tomorrow's transportation challenges.

As a new engineer you will be exposed to a variety of engineering challenges in the first few years with assignments increasing in scope and responsibility. With satisfactory performance you are routinely promoted from a trainee to the Civil Engineer III level in about four years.

In our nine districts the focus is on project design and construction, such as geometrics, hydraulics, pavement thickness, traffic analysis, and project inspection and documentation. In our central office in Springfield, new civil engineers have opportunities to work in structural planning, design and analysis; materials testing and analysis; specification development; and on applied research projects.

IDOT engineers also work in transportation planning, research, environmental mitigation and highway operations. Advanced information technology is an integral part of much of the work, such as Computer-Aided Drafting and Design, Global Positioning System applications, surveying and pavement condition analysis.

Interacting with government representatives, businesses, civic groups and the general public is an integral part of most assignments.