



**UTILITIES DEPARTMENT  
OPERATOR PAY PLAN**

Range	Pay Grade	Hourly Minimum	Hourly Step 1	Hourly Step 2	Hourly Step 3	Hourly Step 4	Hourly Step 5	Hourly Step 6	Hourly Step 7	Hourly Step 8	Hourly Step 9	Hourly Step 10	Hourly Step 11	Hourly Step 12	Hourly Step 13	Hourly Step 14	Hourly Step 15	Hourly Step 16	Hourly Step 17	Hourly Step 18	Hourly Step 19	Hourly Step 20	Hourly Step 21	Hourly Step 22	Hourly Step 23	Hourly Step 24	Hourly Step 25	Hourly Maximum	Annual Maximum Salary
	NC1A	20.0000	20.0000																									20.0000	\$41,600.00
	NC1B	21.0000	21.0000	21.4200																								21.4200	\$44,553.60
	DO1A	22.0000	22.0000																									22.0000	\$45,760.00
	DO1B	23.0000	23.0000	23.4600																								23.4600	\$48,796.80
	DO2A	25.0000	25.0000																									25.0000	\$52,000.00
	DO2B	26.0000	26.0000	26.5200																								26.5200	\$55,161.60
	DO3A	30.0000	30.0000	30.6000	31.2120	31.8362	32.4730	33.1224	33.7849	34.4606	35.1498	35.8528	36.4802	37.1186	37.7682	38.4291	39.1016	39.7859	40.4822	41.1906	41.9114	42.6449	43.3912	44.1505	44.9232	45.7093	46.5092	46.5092	\$96,739.18
	PO1A	23.0000	23.0000	23.4600																								23.4600	\$48,796.80
	PO2A	26.0000	26.0000	26.5200	27.0504																							27.0504	\$56,264.83
	PO3A	30.0000	30.0000	30.6000	31.2120																							31.2120	\$64,920.96
	PO4A	34.0000	34.0000	34.6800	35.3736	36.0811	36.8027	37.5387	38.2895	39.0553	39.8364	40.6331	41.3442	42.0678	42.8039	43.5530	44.3152	45.0907	45.8798	46.6827	47.4996	48.3309	49.1767	50.0373	50.9129	51.8039	52.7105	52.7105	\$109,637.74
	CS1A	33.5000	33.5000	34.1700	34.8534	35.5505	36.2615	36.9867	37.7264	38.4810	39.2506	40.0356	40.7362	41.4491	42.1745	42.9125	43.6635	44.4276	45.2051	45.9962	46.8011	47.6201	48.4535	49.3014	50.1642	51.0421	51.9353	51.9353	\$108,025.42
	CS2A	37.5000	37.5000	38.2500	39.0150	39.7953	40.5912	41.4030	42.2311	43.0757	43.9372	44.8160	45.6003	46.3983	47.2102	48.0364	48.8770	49.7324	50.6027	51.4883	52.3893	53.3061	54.2390	55.1881	56.1539	57.1366	58.1365	58.1365	\$120,923.98
	COMA	41.5000	41.5000	42.3300	43.1766	44.0401	44.9209	45.8194	46.7357	47.6705	48.6239	49.5963	50.4643	51.3474	52.2460	53.1603	54.0906	55.0372	56.0003	56.9803	57.9775	58.9921	60.0245	61.0749	62.1437	63.2312	64.3378	64.3378	\$133,822.53

Median Salary
\$41,600.00
\$44,116.80
\$45,760.00
\$48,318.40
\$52,000.00
\$54,620.80
\$78,557.81
\$48,318.40
\$55,161.60
\$63,648.00
\$89,032.19
\$87,722.89
\$98,197.27
\$108,671.64

- NC1A - NON-CERTIFIED TRAINEE
- NC1B - NON-CERTIFIED TRAINEE WITH CDL
- DO1A - CERTIFIED DISTRIBUTION OPERATOR - LEVEL 1
- DO1B - CERTIFIED DISTRIBUTION OPERATOR - LEVEL 1
- DO2A - CERTIFIED DISTRIBUTION OPERATOR - LEVEL 2
- DO2B - CERTIFIED DISTRIBUTION OPERATOR - LEVEL 2
- DO3A - CERTIFIED DISTRIBUTION OPERATOR - LEVEL 3
- PO1A - CERTIFIED PLANT OPERATOR - LEVEL 1
- PO2A - CERTIFIED PLANT OPERATOR - LEVEL 2
- PO3A - CERTIFIED PLANT OPERATOR - LEVEL 3
- PO4A - CERTIFIED PLANT OPERATOR - LEVEL 4
- CS1A - CERTIFIED OPERATOR DISTRIBUTION - SUPERVISORY
- CS2A - CERTIFIED OPERATOR PLANT - SUPERVISORY
- COMA - CERTIFIED OPERATOR - MANAGEMENT

ALL NEW HIRES START AT STEP 1

\*Based on 2080 hours.  
 2.00% difference between steps up to  
 1.75% difference between steps up to

POSITION	PAY GRADE	STEP	HOURLY	ANNUAL	Additional Water/Sewer Certs Outside Requirements						
<b>NON-CERTIFIED OPERATOR TRAINEE</b>											
UTM Operator Trainee	NC1A	1	\$20.00	\$41,600.00							
WW Operator Trainee	NC1A	1	\$20.00	\$41,600.00							
WP Operator Trainee	NC1A	1	\$20.00	\$41,600.00							
UTM Operator Trainee w/CDL	NC1B	2	\$21.00	\$43,680.00							
WW Operator Trainee w/CDL	NC1B	2	\$21.00	\$43,680.00							
WP Operator Trainee w/CDL	NC1B	2	\$21.00	\$43,680.00							
<b>CERTIFIED OPERATOR - LEVEL 1</b>											
UTM Operator I (w/DS1 or CS1)	DO1A	1	\$22.00	\$45,760.00							
UTM Operator II (w/DS1 and CS1)	DO1B	2	\$23.00	\$47,840.00							
WW Operator I (w/WW1)	PO1A	2	\$23.00	\$47,840.00	WS1	\$0.60					
WP Operator I (w/WS1)	PO1A	2	\$23.00	\$47,840.00	WW1	\$0.60	WSTI*	\$0.60			
<small>WSTI* Cert pay goes away once the operator obtains WS2, as it is no longer needed.</small>											
<b>2/2 Incentive \$4,000.00 (Obtain DS2 and CS2, WW2, WS2 within 12 months / Stay for 2 years)* (PENDING as of 7.1.25-mo)</b>											
<small>Offer letter issued at 2 years and expires within 12 months, requirement remains in effect per job description</small>											
<b>CERTIFIED OPERATOR - LEVEL 2 - * Minimum 2 years of experience</b>											
UTM Operator II (w/DS2 or CS2)	DO2A	1	\$25.00	\$52,000.00							
UTM Operator III (w/DS2 and CS2)	DO2B	2	\$26.00	\$54,080.00							
WW Operator II (w/WW2)	PO2A	2	\$26.00	\$54,080.00	WS2	\$1.20					
WP Operator II (w/WS2)	PO2A	2	\$26.00	\$54,080.00	WW2	\$1.20					
<b>3/3 Incentive \$6,000.00 (Obtain DS3 and CS2, WW3, WS3 within 12 months / Stay for 3 years)* (PENDING as of 7.1.25-mo)</b>											
<small>Offer letter issued at 4 years and expires within 12 months, requirement remains in effect per job description</small>											
<b>CERTIFIED OPERATOR - LEVEL 3 * Minimum 4 years of experience.</b>											
UTM Journeyman Operator (w/DS3 and CS2)	DO3A	1	\$30.00	\$62,400.00	WW3	\$1.80	WW4	\$2.40	WS4	\$2.40	
WW Operator III (w/WW3)	PO3A	1	\$30.00	\$62,400.00	WS1	\$0.60	WS2	\$1.20	WS3	\$2.40	
WP Operator III (w/WS3)	PO3A	1	\$30.00	\$62,400.00	WW1	\$0.60	WW2	\$1.20	WW3	\$2.40	
									WW4	\$3.00	
										WS4	\$3.00
<b>WW/WP 4/4 Incentive \$10,000.00 (Obtain WW4, WS4 / Stay for 4 years)* (PENDING as of 7.1.25-mo)</b>											
<small>Offer letter issued at 1 year as level 3 and expires within 12 months, the requirement remains in effect per job description</small>											
<b>CERTIFIED LEVEL 4 - * Minimum 1 year as WW3 or WS3 operator.</b>											
WW Journeyman Operator (w/WW4)	PO4A	1	\$34.00	\$70,720.00	WS1	\$0.60	WS2	\$1.20	WS3	\$2.40	
WP Journeyman Operator (w/WS4)	PO4A	1	\$34.00	\$70,720.00	WW1	\$0.60	WW2	\$1.20	WW3	\$2.40	
									WW4	\$3.00	
					WWLT3	\$1.00					
<b>SUPERVISORY</b>											
UTM Foreman (w/DS3 and CS2)	CS1A	1	\$33.50	\$69,680.00	WW3	\$1.80	WW4	\$2.40	WS4	\$2.40	
WW Senior Operator (WW4)	CS2A	1	\$37.50	\$78,000.00	WS1	\$0.60	WS2	\$1.20	WS3	\$2.40	
WW Foreman (WW4)	CS2A	1	\$37.50	\$78,000.00	WS1	\$0.60	WS2	\$1.20	WS3	\$2.40	
WP Senior Operator (WS4)	CS2A	1	\$37.50	\$78,000.00	WW1	\$0.60	WW2	\$1.20	WW3	\$2.40	
WP Foreman (WS4)	CS2A	1	\$37.50	\$78,000.00	WW1	\$0.60	WW2	\$1.20	WW3	\$2.40	
									WW4	\$3.00	
					WWLT3	\$1.00					
<b>MANAGEMENT</b>											
Manager	COMA	1	\$41.50	\$86,320.00	WW3	\$1.80	WW4	\$2.40	WS4	\$2.40	
					WS1	\$0.60	WS2	\$1.20	WS3	\$2.40	
					WW1	\$0.60	WW2	\$1.20	WW3	\$2.40	
									WW4	\$3.00	
					WWLT3	\$1.00					
<b>Water/Sewer Certification Equivalencies</b>					<b>FLAGGER INSTRUCTOR 1 per Utilities Department</b>						
WW1 = CS1					\$0.60						
WW2 = CS2					Upon request, must submit a letter of interest and have valid Traffic Control Supervisor certification.						
WS1 = DS1					<b>CDL INSTRUCTOR 2 per Utilities Department</b>						
WS2 = DS2					\$0.60						
WS3 = DS3					Upon request, must submit a letter of interest and have 2 years experience as with Class A Drivers License.						
					<b>WATER PRODUCTION</b>						
					WSTI Only available for NCT Water Production Operators to assist with sampling requirements						