

HCC Utility Department Classifications & Steps

Pay Grade	Position Title	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0-T	Utility Services Operator Trainee/Apprentice	N	\$ 20.27	\$20.98	\$21.15					
1-O	Utility Services Operator Grade 1	N	\$ 20.53	\$ 21.73	\$ 23.18	\$ 24.37	\$ 25.52	\$ 26.57	\$ 27.44	\$ 28.23
2-O	Utility Services Operator Grade 2	N	\$ 21.97	\$ 23.05	\$ 24.50	\$ 26.08	\$ 27.45	\$ 28.45	\$ 29.38	\$ 30.20
3-O	Utility Services Operator Grade 3	N	\$ 23.50	\$ 24.11	\$ 25.55	\$ 28.11	\$ 28.71	\$ 30.33	\$ 31.44	\$ 32.31
4-O	Lead Utility Services Operator	N	\$ 25.14	\$ 26.19	\$ 27.91	\$ 29.85	\$ 30.79	\$ 32.51	\$ 33.54	\$ 34.56
5E	Utility Supervisor	E	\$28.14	\$29.77	\$33.31	\$34.19	\$36.59	\$37.97	\$40.25	
6E	Utility Superintendent	E	\$40.25	\$42.26	\$44.13	\$46.02	\$46.97	\$47.99		
	Updated 8/27/2025 2.5% Council Adjustment									

The above table for wage and compensation allows incentive pay for staff who study for and receive certifications in the various areas of discipline (Sewer Collections, Sewer Treatment, Water Distribution, Water Treatment, Water Production, Natural Gas, Propane Gas, Fiber) within Utility's. The Trainee/Apprentice Position is not eligible for a Grade Increase until they have successfully passed the probationary period. Any increase to a higher Grade is predicated on the employee being in good standing within the Department/City/Town with no disciplinary action over the past twelve (12) months.

This model provides a range which allows the departmental Administrator flexibility for rewarding employees based on performance, productivity and additional growth within the department and based on the annual appraisals, goal setting and job accomplishments. Based on the year and the budget it may be possible to set a maximum increase in any given year allowed by the City or Town Manager within the ranges/Steps.

Once a person is at a pay range in a category and receives additional certification and a positive appraisal, they will be eligible for promotion into the next Grade Level but the pay shall not be less or equal to the employees wage prior to the appraisal.