

Utility Operator Pay Plan#1  
Flagstaff

Pay Grade	Position Title	FLSA	1	2	3	4	5	6	7	8
OWO	Utility Services Operator Trainee/Apprentice	N	\$ 19.20	\$19.87						
1WO	Utility Services Operator Grade 1	N	\$ 19.87	\$ 21.20	\$ 22.61	\$ 24.11	\$ 25.69			
2WO	Utility Services Operator Grade 2	N	\$ 21.16	\$ 22.49	\$ 23.90	\$ 25.39	\$ 26.98	\$ 28.66		
3WO	Utility Services Operator Grade 3	N	\$ 22.19	\$ 23.52	\$ 24.93	\$ 26.42	\$ 28.01	\$ 29.69	\$ 31.47	
4WO	Lead Utility Services Operator	N	\$ 23.22	\$ 24.55	\$ 25.96	\$ 27.45	\$ 29.04	\$ 30.72	\$ 32.50	\$ 34.70
5WE	Utility Supervisor	E	\$27.45	\$29.04	\$30.72	\$32.50	\$34.70	\$37.04	\$39.27	
6WE	Utility Superintendent	E	\$39.27	\$41.23	\$43.29	\$45.46	\$46.82			
	updated 12/23/2023									

Utility Operator Plan #2  
Private Water CO AW

Pay Grade	Position Title	FLSA	1	2	3	4	5	6	7	8
OWO	Utility Services Operator Trainee/Apprentice	N	\$ 19.20	\$19.87						
1WO	Utility Services Operator Grade 1	N	\$ 19.87	\$ 21.20	\$ 22.61	\$ 24.11	\$ 25.69			
2WO	Utility Services Operator Grade 2	N	\$ 21.16	\$ 22.49	\$ 23.90	\$ 25.39	\$ 26.98	\$ 28.66		
3WO	Utility Services Operator Grade 3	N	\$ 22.19	\$ 23.52	\$ 24.93	\$ 26.42	\$ 28.01	\$ 29.69	\$ 31.47	
4WO	Lead Utility Services Operator	N	\$ 25.29	\$ 26.55	\$ 27.87	\$ 29.26	\$ 30.14	\$ 31.05	\$ 32.60	
5WE	Utility Supervisor	E	\$27.45	\$29.04	\$30.72	\$32.50	\$34.70	\$37.04	\$39.27	
6WE	Utility Superintendent	E	\$39.27	\$41.23	\$43.29	\$45.46	\$46.82			
	updated 12/23/2023									

Utility Operator Plan #3  
Chino Valley

Pay Grade	Position Title	FLSA	Min	Midpoint	Max					
OWO	Utility Technician Trainee/Apprentice	N	\$ 19.20	\$19.87	\$20.03					
1WO	Utility Services Operator Grade 1	N	\$ 20.03	\$ 23.78	\$ 27.54					
2WO	Utility Services Operator Grade 2	N	\$21.43	\$25.44	\$29.46					
3WO	Utility Services Operator Grade 3	N	\$22.93	\$27.22	\$31.52					
4WO	Lead Utility Services Operator	N	\$24.53	\$29.12	\$33.72					
5WE	Utility Supervisor	E								
6WE	Utility Superintendent	E								
	updated 12/23/2023									

**PROPOSED HCC Utility Department  
January 2024**

Pay Grade	Position Title	FLSA	Min	Midpoint	Max					
OWO	Utility Technician Trainee/Apprentice	N	\$ 19.20	\$19.87	\$20.03					
1WO	Utility Services Operator Grade 1	N	\$ 20.03	\$ 23.78	\$ 27.54					
2WO	Utility Services Operator Grade 2	N	\$21.43	\$25.44	\$29.46					
3WO	Utility Services Operator Grade 3	N	\$22.93	\$27.22	\$31.52					
4WO	Lead Utility Services Operator	N	\$24.53	\$29.12	\$33.72					
5WE	Utility Supervisor	E	\$27.45	\$29.04	\$30.72	\$32.50	\$34.70	\$37.04	\$39.27	
6WE	Utility Superintendent	E	\$39.27	\$41.23	\$43.29	\$45.46	\$46.82			
	Proposed 1/4/2024									

The above table for wage and compensation allows incentive pay for staff who study for and receive certifications in the various areas of discipline within Utility's. This model may also be used for compensation in other departments within the City and Town. The model may provide incentives for certifications for specific job functions in the other areas within the City and Town.

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.