

CHAPTER 2019-34

No. 429 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE WATER SUPPLY BOARD AND REPEALING ORDINANCE CHAPTER 2018-67, EFFECTIVE NOVEMBER 8, 2018

Approved October 11, 2019

Be it ordained by the City of Providence:

Section 1.
Official Compensation Plan for the Water Supply Board:

Position	Grade/Rate As of July 1, 2019
Account Collector	25
Administrative Assistant, WSB	M10
Advisory Professional Engineer	M22
Aide to Chief Engineer	\$52,138
Application Operations Specialist	M9
Application Systems Integration Analyst	M11
Applications/Database Analyst	M8
Assistant Dispatcher	\$22.331 /hr
Assistant Manager - Customer Service	M13
Assistant Manager - Facilities & Equipment	M16
Board Counsel	\$35,000 /yr
Budget and Planning Analyst	M5
Chairperson - Water Supply Board	\$4,000 /yr
Chief Engineer	\$155,000-\$188,403 /yr
Chief Financial Officer	M31
Clerical Coordinator	23
Confidential Assistant	M9
Controller	M16
Customer Service Regulatory Supervisor	M12
Database Administrator	M20
Deputy General Manager, (Admin)	M37
Deputy General Manager, (Operations)	M32
Dig Safe Worker	\$24.241 /hr *
Director	M28
Division Manager	M20
Division Supervisor	M5
Draftsperson	12
Electrical Technician	\$35.923 /hr
Engineer	\$68,124
Engineering Project Coordinator	M9
Engineering Systems Analyst	M12
Engineering Systems Coordinator	M15
Environmental Resource Manager	M18
Equipment Operator	\$20.944 /hr
Executive Assistant	M12
Executive Engineer	M40
Flushing Technician	\$24.599 /hr
Flushing Technician in Training	\$19.134 /hr
Forest Supervisor	68,028
General Manager	\$159,650-\$188,403 /yr
Governmental Aide	M5
GIS Supervisor	M12
GIS System Specialist	32
Heavy Equipment Operator	\$25.080 /hr *
HR Generalist	M9
Information Security Administrator	M18
Instrumentation Technician	\$26.783 /hr
Inventory/Material Handler	\$20.977 /hr

Journeyperson Plumber	\$26.202 - \$35.923	/hr
Junior Chemist I	22	
Junior Chemist II	25	
Junior Network Administrator	M12	
Junior Systems Administrator	M12	
Junior Web Application Developer	M12	
Lab Supervisor	M13	
Manager - Accounting	M14	
Manager - Capital Program	M18	
Manager - Construction Services	M18	
Manager - Customer Service	M18	
Manager - Distribution, (Field Services)	M18	
Manager - Distribution, (Planning)	M16	
Manager - Engineering Customer Service	M15	
Manager - Facilities and Equipment	M18	
Manager - Planning & Development	M18	
Manager - Plant Operations	M18	
Manager - Purchasing	M20	
Manager - Records	M15	
Manager - Safety & Compliance	M14	
Manager - Security	M18	
Manager - Technical Services	M15	
Manager - Water Laboratory	M18	
Manager - Water Quality	M18	
Member - Water Supply Board	\$3,500	/yr
Meter Reader I	\$19.804	/hr
Meter Reader Technician	\$22.004	/hr
Meter Shop Technician	\$23.133	/hr
Operations Supervisor	M9	
Network Administrator	M20	
Network Hardware Manager	M15	
Network Operations Analyst	25	
Personnel Assistant	M5	
Plumber	\$45.149	/hr
Principal Engineer	M17	
Project Engineer	M15	
Public Information Liaison	M5	
Public Information Officer	M15	
Purchasing Agent II, (WSB)	24	
Raingauge Keeper	\$91.00	/mon
Regulatory Service Supervisor	M5	
Sanitarian	22	
Scheduler/Dispatcher	\$25.721	/hr
Senior Administrative Assistant	\$70,069	
Senior Administrative Assistant / Financial Analyst	M11	
Senior Administrative Clerk, Water	18	
Senior Budget & Planning Analyst	M9	
Senior Director Administration	M30	
Senior Director Operations	M30	
Senior Draftsperson-WSB	28	
Senior Equipment Mechanic	\$25.285	/hr
Senior Forest Supervisor	M12	
Senior Manager	M24	
Senior Manager of Budget and Regulatory	M18	
Senior Meter Reader Technician	\$23.277	/hr
Senior Supervisor Customer Service	M9	
Senior Supervisor Planning	M15	
Senior Water Plant Mechanic	\$26.783	/hr
Senior Water Treatment Operator	\$27.435	/hr
Senior Watershed Maintenance Operator	\$24.716	/hr
Staff Accountant	24	
Supervisor - Accounting	\$72,171	
Supervisor - Customer Service	M5	
Supervisor - Facilities & Equipment	M12	
Supervisor - Finance	M12	
Supervisor - Flushing	M9	
Supervisor - Grounds Maintenance	M12	

Supervisor - Personnel	M10	
Supervisor - Purchasing	M11	
Supervisor - Water Maintenance Crew	M13	
Supervisor - Water Plant Operations	\$68,734	
Supervisor - Water Quality	M9	
Supervisor - Water Supply	M13	
Supervisor - Watershed Maintenance	M9	
Supervisor - Watershed Maintenance & Security	M12	
Supervisor - Watershed Security	M9	
System Analyst	M13	
System Technical Specialist	22	
Systems Administrator	M18	
Technical Writer/Administrator	M5	
Training/Communications Coordinator	M9	
Utility Laborer	\$19.134	/hr
Utility Maintenance Repairperson	\$23.125	/hr
Utility Maintenance Worker	\$19.134	/hr
Utility Worker	\$22.331	/hr *
Utility Worker in Training	\$19.134	/hr
Water Plant Mechanic	\$24.050	/hr
Water Quality Coordinator	M5	
Water Supply Board Clerk	11	
Water System Mechanic	\$25.958	/hr *
Water Treatment Operator	\$19.832	/hr
Water Treatment Operator Class I	\$21.485	/hr
Water Treatment Operator Class I in Training	\$20.977	/hr
Water Treatment Operator Class II	\$22.953	/hr
Water Treatment Operator Class II in Training	\$22.381	/hr
Water Treatment Operator Class III	\$25.663	/hr *
Water Treatment Operator Class III in Training	\$25.093	/hr
Watershed Inspector	\$20.612	/hr
Watershed Maintenance Operator	\$20.438	/hr
Web Applications Developer	M18	

* These positions are eligible for an additional \$.50 per hour once the NEWWA Water Distribution System, Senior Water Treatment Operator and Water Treatment Operator III Certificates have been obtained.

Section 2. The salary for each position is categorized as one (1) of seventy-six (76) "Pay Grades", each of which contains five(5) "Steps", or, the rate listed in Section 1 above. The "Pay Grades" and "Steps" are enumerated and set forth in Section 7(Grade 1-35) and Section 8 (Grades M1-M41).

Section 3. The above paygrades and rates do not include additional compensation for employees who may be requested to work a non-standard work week, have met the CDL requirements as per the Bargaining Unit Agreement, or have obtained a RI Dept. of Health D-1 in Training Certificate.

Section 4. The above pay grades do not include additional compensation for Supervisors who are eligible and may receive on-call pay.

Section 5. Effective with the adoption of this Ordinance, Officers, and Employees of the City of Providence may authorize Employees to perform duties of a higher rated classification, cause by leave or retirement, and that said position is funded and provided for in this Ordinance. Said assignment may be performed for a maximum of 90 days per fiscal year. Any and all other assignments of out of rank nature must be approved by the City Council following petition by the Personnel Director.

Section 6. This Ordinance shall take effect upon its passage.

**IN CITY COUNCIL
SEP 19 2019
FIRST READING
READ AND PASSED**

Shaw-Selleck CLERK

**IN CITY
COUNCIL
OCT 03 2019
FINAL READING
READ AND PASSED**

Safina Mateo
PRESIDENT

Shaw-Selleck
CLERK

I HEREBY APPROVE.

[Signature]

Mayor
Date: 10/11/19

FY 2019-2020

Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2019

Grade	Step	Step	Step	Step	Step	ANNUAL SALARY RANGE		
	1st	2nd	3rd	4th	5th			
U1	575.02	580.16	585.32	595.52	603.23	29,900.87	-	31,367.82
U2	587.86	595.52	600.65	610.96	618.60	30,568.79	-	32,167.35
U3	603.36	608.39	613.47	624.05	631.48	31,374.49	-	32,837.01
U4	618.60	623.76	628.89	636.57	646.73	32,167.35	-	33,629.87
U5	631.48	636.57	643.52	651.98	659.64	32,837.01	-	34,301.26
U6	646.73	651.98	657.11	667.39	675.06	33,629.87	-	35,102.90
U7	659.64	667.39	672.48	680.20	687.87	34,301.26	-	35,769.07
U8	675.02	680.20	685.30	695.56	703.29	35,101.15	-	36,570.83
U9	687.88	698.16	708.38	718.61	731.45	35,769.65	-	38,035.54
U10	703.29	710.97	721.24	734.06	746.86	36,570.83	-	38,836.57
U11	716.09	726.49	736.61	749.43	762.24	37,236.84	-	39,636.43
U12	731.45	741.73	752.00	762.24	775.30	38,035.54	-	40,315.41
U13	746.87	754.54	764.82	775.30	791.78	38,837.34	-	41,172.52
U14	762.24	775.30	791.78	806.55	821.95	39,636.43	-	42,741.30
U15	775.30	791.78	804.19	821.95	835.79	40,315.41	-	43,461.15
U16	791.78	795.35	821.94	835.79	853.35	41,172.52	-	44,374.31
U17	806.55	821.95	835.03	853.33	868.06	41,940.86	-	45,139.14
U18	821.95	835.79	853.35	868.06	885.62	42,741.30	-	46,052.23
U19	835.79	853.33	876.89	885.62	903.34	43,461.15	-	46,973.57
U20	853.35	868.06	885.62	903.34	918.69	44,374.31	-	47,771.69
U21	868.06	888.63	909.23	928.07	956.07	45,139.14	-	49,715.82
U22	885.62	906.21	925.01	956.07	984.76	46,052.23	-	51,207.59
U23	903.34	921.68	945.39	964.65	995.82	46,973.57	-	51,782.68
U24	921.68	938.18	970.57	988.53	1,013.67	47,927.57	-	52,710.99
U25	932.77	966.95	1,006.63	1,028.03	1,056.81	48,503.82	-	54,954.11
U26	962.35	984.84	1,010.15	1,049.73	1,074.84	50,042.25	-	55,891.76
U27	977.74	1,002.89	1,049.73	1,067.76	1,096.54	50,842.69	-	57,020.32
U28	995.82	1,031.79	1,053.30	1,078.47	1,118.03	51,782.68	-	58,137.80
U29	1,013.67	1,056.81	1,096.54	1,135.99	1,175.69	52,710.99	-	61,135.82
U30	1,056.81	1,099.97	1,135.84	1,175.69	1,215.14	54,954.11	-	63,187.44
U31	1,074.84	1,118.03	1,154.02	1,193.59	1,240.40	55,891.76	-	64,500.85
U32	1,118.03	1,154.02	1,193.59	1,233.23	1,276.40	58,137.59	-	66,372.88
U33	1,154.11	1,193.57	1,237.96	1,276.40	1,315.87	60,013.68	-	68,425.09
U34	1,189.08	1,240.40	1,276.40	1,315.87	1,355.57	61,832.35	-	70,489.55
U35	1,232.60	1,276.40	1,315.87	1,351.73	1,395.02	64,095.29	-	72,541.17

FY 2019-2020

Section 8. Grades listed below represent a schedule for advancement in rank for management personnel as of July 1, 2019. Step increases are contingent upon management review.

STEP GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE		
M1	42,893.77	45,038.46	47,290.39	49,654.90	52,137.63	42,893.77	-	52,137.63
M2	44,180.58	46,389.60	48,709.10	51,144.54	53,701.77	44,180.58	-	53,701.77
M3	45,506.00	47,781.29	50,170.37	52,678.88	55,312.83	45,506.00	-	55,312.83
M4	46,871.18	49,214.73	51,675.48	54,259.26	56,972.22	46,871.18	-	56,972.22
M5	48,277.30	50,691.16	53,225.73	55,887.02	58,681.38	48,277.30	-	58,681.38
M6	49,725.63	52,211.91	54,822.50	57,563.63	60,441.82	49,725.63	-	60,441.82
M7	51,217.40	53,778.28	56,467.18	59,290.53	62,255.07	51,217.40	-	62,255.07
M8	52,753.92	55,391.62	58,161.19	61,069.25	64,122.72	52,753.92	-	64,122.72
M9	54,336.53	57,053.35	59,906.05	62,901.32	66,046.39	54,336.53	-	66,046.39
M10	55,966.63	58,764.97	61,703.22	64,788.38	68,027.78	55,966.63	-	68,027.78
M11	57,645.64	60,527.91	63,554.31	66,732.04	70,068.62	57,645.64	-	70,068.62
M12	59,375.01	62,343.75	65,460.95	68,733.99	72,170.69	59,375.01	-	72,170.69
M13	61,156.27	64,214.07	67,424.78	70,795.99	74,335.82	61,156.27	-	74,335.82
M14	62,990.94	66,140.48	69,447.51	72,919.89	76,565.88	62,990.94	-	76,565.88
M15	64,880.66	68,124.69	71,530.93	75,107.50	78,862.86	64,880.66	-	78,862.86
M16	66,827.09	70,168.45	73,676.84	77,360.72	81,228.75	66,827.09	-	81,228.75
M17	68,831.90	72,273.50	75,887.16	79,681.54	83,665.62	68,831.90	-	83,665.62
M18	70,896.85	74,441.70	78,163.80	82,071.97	86,175.59	70,896.85	-	86,175.59
M19	73,023.76	76,674.96	80,508.70	84,534.13	88,760.84	73,023.76	-	88,760.84
M20	75,214.47	78,975.19	82,923.95	87,070.15	91,423.65	75,214.47	-	91,423.65
M21	77,470.90	81,344.44	85,411.67	89,682.26	94,166.37	77,470.90	-	94,166.37
M22	79,795.03	83,784.78	87,974.04	92,372.73	96,991.36	79,795.03	-	96,991.36
M23	82,188.89	86,298.34	90,613.25	95,143.91	99,901.11	82,188.89	-	99,901.11
M24	84,654.56	88,887.28	93,331.65	97,998.23	102,898.14	84,654.56	-	102,898.14
M25	87,194.20	91,553.90	96,131.61	100,938.18	105,985.08	87,194.20	-	105,985.08
M26	89,810.01	94,300.51	99,015.55	103,966.32	109,164.65	89,810.01	-	109,164.65
M27	92,504.31	97,129.53	101,986.01	107,085.31	112,439.57	92,504.31	-	112,439.57
M28	95,279.46	100,043.43	105,045.58	110,297.87	115,812.78	95,279.46	-	115,812.78
M29	98,137.85	103,044.72	108,196.96	113,606.80	119,287.14	98,137.85	-	119,287.14
M30	101,081.97	106,136.07	111,442.85	117,015.02	122,865.76	101,081.97	-	122,865.76
M31	104,114.43	109,320.15	114,786.15	120,525.46	126,551.73	104,114.43	-	126,551.73
M32	107,237.86	112,599.76	118,229.75	124,141.23	130,348.27	107,237.86	-	130,348.27
M33	110,454.99	115,977.75	121,776.63	127,865.47	134,258.74	110,454.99	-	134,258.74
M34	113,768.64	119,457.09	125,429.64	131,701.43	138,286.50	113,768.64	-	138,286.50
M35	117,181.71	123,040.80	129,192.83	135,652.47	142,435.10	117,181.71	-	142,435.10
M36	120,697.15	126,732.01	133,068.62	139,722.05	146,708.14	120,697.15	-	146,708.14
M37	124,318.07	130,533.97	137,060.67	143,913.71	151,109.38	124,318.07	-	151,109.38
M38	128,047.61	134,449.99	141,172.48	148,231.10	155,642.67	128,047.61	-	155,642.67
M39	131,889.04	138,483.49	145,407.65	152,678.04	160,311.95	131,889.04	-	160,311.95
M40	135,845.72	142,638.00	149,769.90	157,258.39	165,121.31	135,845.72	-	165,121.31
M41	139,921.09	146,917.14	154,263.00	161,976.14	170,074.95	139,921.09	-	170,074.95
R1	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	-	1,092.00