

City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 1998-40

No. 544 AN ORDINANCE

Establishing a Compensation
Plan for the Water Supply Board and Repealing Chapter 1997-53
approved September 29, 1997 as Amended.

Ordinance (M.L.C.)

Approved September 28, 1998

Be it ordained by the City of Providence:

Section 1. The following Compensation Plan is hereby adopted as the official Compensation Plan for the Water Supply Board:

| Position | Pay Grade or Rate |
|---|-------------------|
| Account Collector | 18 |
| Accounts Payable Officer | 18 |
| Administrative Aide | 15 |
| Administrative Assistant, WSB | M10 |
| Aide to Chief Engineer | M1 |
| Assistant Lab Supervisor/Bacteriology - Water | M10 |
| Assistant Lab Supervisor/Chemistry - Water | M10 |
| Associate Engineer IV | 31 |
| Billing Officer, WSB | 26 |
| Board Counsel | \$28,700 /yr |
| Budget and Planning Analyst | M5 |
| Chairman - Water Supply Board | \$3,000 /yr |
| Chief Engineer/General Manager | C42 |
| Clerical Coordinator | 22 |
| Clerk 1 | 1 |
| Collection Officer, WSB | 26 |
| Confidential Assistant to Chief Engineer | M8 |
| Controller/Auditor | M20 |
| Customer Service Representative | 16 |
| Deputy Board Counsel | M19 |
| Deputy General Manager, (Admin) | M31 |
| Deputy General Manager, (Engineering) | M32 |
| Director - Distribution | M27 |
| Director - Finance | M28 |
| Director - Water Supply | M28 |
| Director - Engineering | M29 |
| Director - Support Services | M26 |
| Director - Commercial Services | M26 |
| Draftsman | 12 |
| Electronic Technician | \$16.90 /hr |
| Engineer | M12 |
| Engineering Aide III | 19 |
| Engineering Project Coordinator | M5 |
| Equipment Mechanic | \$13.94 /hr |
| Equipment Operator | \$14.29 /hr |
| Forest Supervisor | M10 |
| Heavy Equipment Operator | \$15.87 /hr |

No.

CHAPTER

AN ORDINANCE

DEPT. OF CLERK
PROVIDENCE, R.I.

AUG 14 1 10 PM '98

FILED

IN CITY COUNCIL
JUN 4 1998
FINANCE COMMITTEE ON
REFER. TO

Michael R. Casella CLERK

THE COMMITTEE ON

Finance
Recommends Discussion
Barbara A. Cairns
Aug. 17, 1998 Clerk

THE COMMITTEE ON

FINANCE
Approves Passage of
The Within Ordinance
Barbara A. Cairns
Aug. 27, 1998 Clerk

Council President Gargoli and Councilwoman Abuzzo

| | |
|---|----------------|
| Inspector | 19 |
| Junior Chemist I | 14 |
| Junior Chemist II | 16 |
| Laborer | \$13.04 /hr |
| Land Management Specialist | M11 |
| Manager - Accounting | M14 |
| Manager - Capital Program | M18 |
| Manager - Construction Services | M15 |
| Manager - Customer Service | M14 |
| Manager - Distribution,(Planning) | M16 |
| Manager - Distribution,(Field Services) | M13 |
| Manager - Facilities and Equipment | M13 |
| Manager - Information Systems | M16 |
| Manager - Intergovernmental Relations | M10 |
| Manager - Personnel | M13 |
| Manager - Planning | M18 |
| Manager - Plant Operations | M17 |
| Manager - Regulatory | M17 |
| Manager - Security & Risk | M14 |
| Manager - Technical Services | M17 |
| Manager - Training | M13 |
| Manager - Water Laboratory | M18 |
| Manager - Water Resources | M18 |
| Material Handler | \$13.51 /hr |
| Member - Water Supply Board | \$2,400.00 /yr |
| Meter Mechanic | \$13.98 /hr |
| Meter Reader I | \$13.51 /hr |
| Meter Reader II | \$13.97 /hr |
| Meter Reader Technician | \$14.18 /hr |
| Payroll Officer, WSB | 22 |
| Payroll/Personnel Assistant | 14 |
| Personnel Technician,Water | 22 |
| Processor-Claims & Risk | M1 |
| Processor-Equipment | M1 |
| Processor-Real Estate | M1 |
| Principal Engineer | M15 |
| Purchasing Agent II, Water | \$658.61 |
| Purchasing Clerk, WSB | 13 |
| Raingauge Keeper | \$21 /wk |
| Regulatory Service Supervisor | M5 |
| Sanitarians | 14 |
| Scheduler/Dispatcher | \$15.59 /hr |
| Secretary, WSB | 13 |
| Senior Administrative Assistant | M11 |
| Senior Administrative Clerk, Water | 18 |
| Senior Draftsman | 19 |
| Senior Equipment Mechanic | \$17.23 /hr |
| Senior Financial Clerk | 19 |
| Senior Forest Supervisor | M12 |
| Senior Manager of Information Systems | M21 |
| Senior Manager of Personnel | M20 |
| Senior Meter Reader Technician | \$15.04 /hr |
| Senior Switchboard Operator | \$687.05 /wk |
| Senior Technician | 24 |
| Senior Technician II (WSB) | 25 |
| Senior Water System Mechanic | \$17.09 /hr |
| Staff Accountant | \$617.86 /wk |
| Stationary Equipment Operator I | \$13.53 /hr |
| Supervisor - Accounting | M12 |
| Supervisor - Billing & Metering, WSB | M9 |
| Supervisor - Collections, WSB | M5 |
| Supervisor - Facilities & Equipment | M10 |
| Supervisor - Purchasing | M10 |
| Supervisor - Security & Enforcement | M8 |
| Supervisor - Water Maintenance Crew | M10 |
| Supervisor - Water Plant Operations | M10 |

| | | |
|------------------------------------|----------|-----|
| Switchboard Operator I | 4 | |
| System Technical Specialist | 22 | |
| Systems Analyst, WSB | M12 | |
| Technical Specialist | \$536.21 | /wk |
| Utility Maintenance Worker | \$13.04 | /hr |
| Utility Laborer | \$13.04 | /hr |
| Utility Worker | \$14.29 | /hr |
| Water Plant Operator I | \$703.84 | /wk |
| Water Plant Electronic Repairman I | \$13.53 | /hr |
| Water Plant Mechanic I | \$13.22 | /hr |
| Water Plant Mechanic II | \$14.29 | /hr |
| Water Supply Board Clerk | 11 | |
| Water System Mechanic | \$16.13 | /hr |
| Water Treatment Operator | \$13.53 | /hr |
| Water Treatment Operator Class I | \$14.65 | /hr |
| Water Treatment Operator Class II | \$15.65 | /hr |
| Water Treatment Operator Class III | \$16.65 | /hr |
| Watershed Grounds General Foreman | \$17.83 | /hr |
| Watershed Inspector | \$13.49 | /hr |
| Watershed Mechanic I | \$13.22 | /hr |
| Watershed Mechanic II | \$14.29 | /hr |

Section 2. Employees who achieved Water Treatment Operator certification in accordance with R.I.G.L. 23-65 prior to June 27, 1995 shall continue to receive \$75.00 per week for grade 4 and \$50.00 per week for grade 3.

Section 3. All Water Treatment Operator payrates in Classes I through III will become effective on the date of execution of the agreement and the job specification for the Water Treatment Operator positions.

Section 4. The above paygrades and rates do not include additional compensation for employees who may be requested to work a non-standard work week.

Section 5. This Ordinance shall take effect retroactive to July 1, 1998.

IN CITY COUNCIL
 SEP 3 1998
 FIRST READING
 READ AND PASSED
Michael R. Clement CLERK

IN CITY COUNCIL
 SEP 17 1998
 FINAL READING
 READ AND PASSED
Emilija V. Jargonski
 PRESIDENT
Michael R. Clement CLERK

APPROVED
 SEP 28 1998
Vincent A. Cianci
 MAYOR

| STEP GRADE | 1st | 2nd | 3rd | 4th | 5th | ANNUAL SALARY RANGE | |
|------------|-----------|------------|------------|------------|------------|---------------------|--------------|
| M1 | 30,000.00 | 31,500.00 | 33,075.00 | 34,728.75 | 36,465.19 | 30,000.00 | - 36,465.19 |
| M2 | 30,900.00 | 32,445.00 | 34,067.25 | 35,770.61 | 37,559.14 | 30,900.00 | - 37,559.14 |
| M3 | 31,827.00 | 33,418.35 | 35,089.27 | 36,843.73 | 38,685.92 | 31,827.00 | - 38,685.92 |
| M4 | 32,781.81 | 34,420.90 | 36,141.94 | 37,949.04 | 39,846.49 | 32,781.81 | - 39,846.49 |
| M5 | 33,765.26 | 35,453.53 | 37,226.20 | 39,087.51 | 41,041.89 | 33,765.26 | - 41,041.89 |
| M6 | 34,778.22 | 36,517.13 | 38,342.99 | 40,260.14 | 42,273.15 | 34,778.22 | - 42,273.15 |
| M7 | 35,821.57 | 37,612.65 | 39,493.28 | 41,467.94 | 43,541.34 | 35,821.57 | - 43,541.34 |
| M8 | 36,896.21 | 38,741.03 | 40,678.08 | 42,711.98 | 44,847.58 | 36,896.21 | - 44,847.58 |
| M9 | 38,003.10 | 39,903.26 | 41,898.42 | 43,993.34 | 46,193.01 | 38,003.10 | - 46,193.01 |
| M10 | 39,143.19 | 41,100.35 | 43,155.37 | 45,313.14 | 47,578.80 | 39,143.19 | - 47,578.80 |
| M11 | 40,317.49 | 42,333.36 | 44,450.03 | 46,672.53 | 49,006.16 | 40,317.49 | - 49,006.16 |
| M12 | 41,527.01 | 43,603.37 | 45,783.53 | 48,072.71 | 50,476.35 | 41,527.01 | - 50,476.35 |
| M13 | 42,772.83 | 44,911.47 | 47,157.04 | 49,514.89 | 51,990.64 | 42,772.83 | - 51,990.64 |
| M14 | 44,056.01 | 46,258.81 | 48,571.75 | 51,000.34 | 53,550.36 | 44,056.01 | - 53,550.36 |
| M15 | 45,377.69 | 47,646.57 | 50,028.90 | 52,530.35 | 55,156.87 | 45,377.69 | - 55,156.87 |
| M16 | 46,739.02 | 49,075.97 | 51,529.77 | 54,106.26 | 56,811.57 | 46,739.02 | - 56,811.57 |
| M17 | 48,141.19 | 50,548.25 | 53,075.66 | 55,729.45 | 58,515.92 | 48,141.19 | - 58,515.92 |
| M18 | 49,585.43 | 52,064.70 | 54,667.93 | 57,401.33 | 60,271.40 | 49,585.43 | - 60,271.40 |
| M19 | 51,072.99 | 53,626.64 | 56,307.97 | 59,123.37 | 62,079.54 | 51,072.99 | - 62,079.54 |
| M20 | 52,605.18 | 55,235.44 | 57,997.21 | 60,897.07 | 63,941.92 | 52,605.18 | - 63,941.92 |
| M21 | 54,183.34 | 56,892.50 | 59,737.13 | 62,723.98 | 65,860.18 | 54,183.34 | - 65,860.18 |
| M22 | 55,808.84 | 58,599.28 | 61,529.24 | 64,605.70 | 67,835.99 | 55,808.84 | - 67,835.99 |
| M23 | 57,483.10 | 60,357.26 | 63,375.12 | 66,543.87 | 69,871.07 | 57,483.10 | - 69,871.07 |
| M24 | 59,207.59 | 62,167.97 | 65,276.37 | 68,540.19 | 71,967.20 | 59,207.59 | - 71,967.20 |
| M25 | 60,983.82 | 64,033.01 | 67,234.66 | 70,596.40 | 74,126.22 | 60,983.82 | - 74,126.22 |
| M26 | 62,813.34 | 65,954.00 | 69,251.70 | 72,714.29 | 76,350.00 | 62,813.34 | - 76,350.00 |
| M27 | 64,697.74 | 67,932.62 | 71,329.25 | 74,895.72 | 78,640.50 | 64,697.74 | - 78,640.50 |
| M28 | 66,638.67 | 69,970.60 | 73,469.13 | 77,142.59 | 80,999.72 | 66,638.67 | - 80,999.72 |
| M29 | 68,637.83 | 72,069.72 | 75,673.21 | 79,456.87 | 83,429.71 | 68,637.83 | - 83,429.71 |
| M30 | 70,696.96 | 74,231.81 | 77,943.40 | 81,840.57 | 85,932.60 | 70,696.96 | - 85,932.60 |
| M31 | 72,817.87 | 76,458.77 | 80,281.70 | 84,295.79 | 88,510.58 | 72,817.87 | - 88,510.58 |
| M32 | 75,002.41 | 78,752.53 | 82,690.15 | 86,824.66 | 91,165.90 | 75,002.41 | - 91,165.90 |
| M33 | 77,252.48 | 81,115.10 | 85,170.86 | 89,429.40 | 93,900.87 | 77,252.48 | - 93,900.87 |
| M34 | 79,570.05 | 83,548.56 | 87,725.99 | 92,112.28 | 96,717.90 | 79,570.05 | - 96,717.90 |
| M35 | 81,957.16 | 86,055.01 | 90,357.76 | 94,875.65 | 99,619.44 | 81,957.16 | - 99,619.44 |
| M36 | 84,415.87 | 88,636.66 | 93,068.50 | 97,721.92 | 102,608.02 | 84,415.87 | - 102,608.02 |
| M37 | 86,948.35 | 91,295.76 | 95,860.55 | 100,653.58 | 105,686.26 | 86,948.35 | - 105,686.26 |
| M38 | 89,556.80 | 94,034.64 | 98,736.37 | 103,673.19 | 108,856.85 | 89,556.80 | - 108,856.85 |
| M39 | 92,243.50 | 96,855.68 | 101,698.46 | 106,783.38 | 112,122.55 | 92,243.50 | - 112,122.55 |
| M40 | 95,010.81 | 99,761.35 | 104,749.41 | 109,986.88 | 115,486.23 | 95,010.81 | - 115,486.23 |
| M41 | 97,861.13 | 102,754.19 | 107,891.90 | 113,286.49 | 118,950.82 | 97,861.13 | - 118,950.82 |
| C42 | 98,497.00 | 103,422.00 | 108,593.10 | 114,022.76 | 119,723.89 | 98,497.00 | - 119,723.89 |

| STEP GRADE | 1st | 2nd | 3rd | 4th | 5th | ANNUAL SALARY RANGE | |
|---------------|--------|--------|--------|--------|--------|---------------------|-------------|
| 1 | 392.60 | 396.09 | 399.57 | 406.54 | 411.77 | 20,415.33 | - 21,412.14 |
| 2 | 401.32 | 406.54 | 410.02 | 416.99 | 422.22 | 20,868.42 | - 21,955.22 |
| 3 | 411.77 | 415.26 | 418.73 | 425.69 | 430.93 | 21,412.14 | - 22,408.32 |
| 4 | 422.22 | 425.69 | 429.19 | 434.41 | 441.40 | 21,955.22 | - 22,952.67 |
| 5 | 430.93 | 434.41 | 439.16 | 444.87 | 450.09 | 22,408.32 | - 23,404.50 |
| 6 | 441.40 | 444.87 | 448.36 | 455.34 | 460.54 | 22,952.67 | - 23,948.21 |
| 7 | 450.09 | 455.34 | 458.80 | 464.05 | 469.27 | 23,404.50 | - 24,401.94 |
| 8 | 460.54 | 464.04 | 467.53 | 474.48 | 479.72 | 23,948.21 | - 24,945.66 |
| 9 | 469.27 | 476.24 | 483.20 | 490.17 | 498.88 | 24,401.94 | - 25,941.84 |
| 10 | 479.72 | 484.95 | 491.91 | 500.64 | 509.34 | 24,945.66 | - 26,485.55 |
| 11 | 488.44 | 495.48 | 502.37 | 511.07 | 519.79 | 25,398.76 | - 27,029.27 |
| 12 | 498.88 | 505.84 | 512.82 | 519.79 | 528.65 | 25,941.84 | - 27,489.97 |
| 13 | 509.34 | 514.55 | 521.54 | 528.65 | 539.79 | 26,485.55 | - 28,069.17 |
| 14 | 519.79 | 528.65 | 539.84 | 549.87 | 560.34 | 27,029.27 | - 29,137.60 |
| 15 | 528.65 | 539.84 | 548.27 | 560.34 | 569.75 | 27,489.97 | - 29,626.81 |
| 16 | 539.84 | 549.15 | 560.34 | 569.75 | 581.68 | 28,071.71 | - 30,247.21 |
| 17 | 549.87 | 560.34 | 569.75 | 581.68 | 591.67 | 28,593.25 | - 30,766.84 |
| 18 | 560.34 | 569.75 | 581.68 | 591.67 | 603.59 | 29,137.60 | - 31,386.60 |
| 19 | 569.75 | 581.68 | 591.67 | 603.59 | 615.62 | 29,626.81 | - 32,012.07 |
| 20 | 581.68 | 591.67 | 603.59 | 615.62 | 626.06 | 30,247.21 | - 32,555.15 |
| 21 | 591.41 | 605.64 | 619.61 | 632.41 | 651.46 | 30,753.53 | - 33,875.78 |
| 22 | 603.59 | 617.57 | 630.33 | 646.55 | 666.18 | 31,386.60 | - 34,641.29 |
| 23 | 615.62 | 628.08 | 644.18 | 657.28 | 678.45 | 32,012.07 | - 35,279.43 |
| 24 | 626.96 | 639.31 | 661.28 | 673.50 | 690.59 | 32,602.04 | - 35,910.60 |
| 25 | 635.60 | 658.84 | 685.80 | 700.33 | 719.86 | 33,051.34 | - 37,432.75 |
| 26 | 655.71 | 670.98 | 688.18 | 715.07 | 732.13 | 34,096.94 | - 38,070.89 |
| 27 | 666.18 | 683.25 | 710.14 | 727.32 | 746.87 | 34,641.29 | - 38,837.03 |
| 28 | 678.45 | 702.88 | 717.50 | 734.59 | 761.48 | 35,279.43 | - 39,596.84 |
| 29 | 690.59 | 719.86 | 746.87 | 773.65 | 800.62 | 35,910.60 | - 41,632.29 |
| 30 | 719.86 | 749.19 | 773.66 | 800.63 | 827.44 | 37,432.75 | - 43,027.07 |
| 31 | 732.13 | 761.48 | 785.92 | 812.80 | 844.60 | 38,070.89 | - 43,919.32 |
| 32 | 761.48 | 785.92 | 812.80 | 839.70 | 869.06 | 39,596.84 | - 45,191.16 |
| 33 | 785.92 | 812.80 | 842.90 | 869.06 | 895.85 | 40,868.04 | - 46,584.03 |
| 34 | 812.80 | 844.60 | 869.06 | 895.85 | 922.83 | 42,265.36 | - 47,987.05 |
| 35 | 839.29 | 869.06 | 920.22 | 922.83 | 949.59 | 43,643.02 | - 49,378.66 |