City of Providence
STATE OF RHODE ISLAND

CHAPTER 2025-47

No. 408 **AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE WATER SUPPLY BOARD AND REPEALING ORDINANCE CHAPTER 2024-59 EFFECTIVE OCTOBER 24,2024**

Approved October 7, 2025

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, 2025		
Account Collector	25		
Administrative Assistant, WSB	M10		
Advisory Professional Engineer	M22		
Aide to Chief Engineer	$61,054	/yr	
Application Operations Specialist	M9		
Application Systems Integration Analyst	M11		
Applications/Database Analyst	M8		
Assistant Dispatcher	$26.149	/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	M42		
Chief Financial Officer	M36		
Chief Information/Security Officer	M36		
Chief of Administration	M36		
Chief of Operations	M36		
Chief of Technical Services	M36		
Clerical Coordinator	23		
Confidential Assistant	M9		
Controller	M16		
Customer Service Regulatory Supervisor	M12		
Cyber Program Coordinator	M5		
Database Administrator	M20		
DEI Officer	M15		
Deputy General Manager, (Admin)	M40		
Deputy General Manager, (Operations)	M40		
Dig Safe Worker	$28.387	/hr	*
Director	M28		
Division Manager	M20		
Division Supervisor	M5		
Draftsperson	12		
Electrical Technician	$42.067	/hr	
Engineer	$79,775	/yr	
Engineering Aide	U19		
Engineering Project Coordinator	M9		
Engineering Systems Analyst	M12		
Engineering Systems Coordinator	M15		
Environmental Resource Manager	M18		
Equipment Operator	$24.526	/hr	
Executive Assistant	M12		
Executive Engineer	M45		
Financial Analyst	M11		
Flushing Technician	$28.806	/hr	
Flushing Technician in Training	$22.407	/hr	
Foreperson - Senior Waterplant Mechanic	$35.985	/hr	
Forest Supervisor	$79,661	/yr	
General Manager	$200,000-$275,000	/yr	
Governmental Aide	M5		
GIS Supervisor	M12		
GIS System Specialist	32		
Heavy Equipment Operator	$30.727	/hr	*
HR Generalist	M9		

ICS/SCADA Project Coordinator	M18	
Information Security Administrator	M18	
Information Security Analyst	M12	
Information Security Manager	M20	
Information Security Senior Manager	M24	
Information Security Specialist	M16	
Information Security Technician	M9	
Instrumentation Technician	$32.723	/hr
Inventory/Material Handler	$24.565	/hr
Journeyperson Plumber	$30.683-$42.066	/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	
Land Management Specialist	M12	
Manager	M15 - M21	
Manager - Accounting	M14	
Manager - Accounting & Payroll	M18	
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 - GIS	M18	
Manager - Personnel	M15	
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	M15	
Manager - Watershed Maintenance & Security	M15	
Member - Water Supply Board	$3,500	/yr
Meter Reader I	$23.191	/hr
Meter Reader Technician	$25.767	/hr
Meter Shop Technician	$27.089	/hr
Network Administrator	M20	
Network Hardware Manager	M15	
Network Operations Analyst	29	
Operations Supervisor	M9	
Personnel Assistant	M5	
Plumber	$52.870	/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	22.00	
Scheduler/Dispatcher	$30.120	/hr
Senior Administrative Assistant	$82,051	
Senior Administrative Clerk, Water	18	
Senior Budget & Planning Analyst	M9	
Senior Director	M32	
Senior Director Administration	M30	
Senior Director Operations	M30	
Senior Draftsperson-WSB	28	
Senior Equipment Mechanic	$31.100	/hr
Senior Forest Supervisor	M12	
Senior Manager	M24	
Senior Manager of Budget and Regulatory	M18	
Senior Meter Reader Technician	$27.258	/hr
Senior Plant Operator	$38.696	
Senior Supervisor Customer Service	M9	
Senior Supervisor Planning	M15	
Senior Utility Maintenance Repairperson	$31.536	/hr
Senior Water Plant Mechanic	$32.723	/hr

Senior Water Treatment Operator	$32.127	/hr	*
Senior Watershed Maintenance Operator	$30.301	/hr	
Staff Accountant	24		
Supervisor	M9 - M14		
Supervisor - Accounting	$84,513	/yr	
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	$80,489	/yr	
Supervisor - Water Quality	M12		
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	$22.407	/hr	
Utility Maintenance Repairperson	$28.983	/hr	
Utility Maintenance Worker	$22.407	/hr	
Utility Worker	$26.149	/hr	*
Utility Worker in Training	$22.407	/hr	
Water Plant Mechanic	$28.163	/hr	
Water Quality Coordinator	M9		
Water Supply Board Clerk	11		
Water System Mechanic	$32.300	/hr	*
Water Treatment Operator	$26.706	/hr	
Water Treatment Operator Class I	$28.934	/hr	
Water Treatment Operator Class I in Training	$28.249	/hr	
Water Treatment Operator Class II	$30.910	/hr	
Water Treatment Operator Class II in Training	$30.139	/hr	
Water Treatment Operator Class III	$34.558	/hr	*
Water Treatment Operator Class III in Training	$33.792	/hr	
Watershed Inspector	$24.137	/hr	
Watershed Maintenance Operator	$25.835	/hr	
Web Applications Developer	M20		

* 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" for Union Classifications and eight (8) "Steps" for Non-Union/Non-Bargaining Classifications, 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 M5-M45).

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 18 2025
FIRST READING
READ AND PASSED
Tina L. Mastrocinni
CLERK

IN CITY COUNCIL
OCT 02 2025
FINAL READING
READ AND PASSED
RACHEL M. MILLER, PRESIDENT
Tina L. Mastrocinni
CLERK

I HEREBY APPROVE.
Brett P. Smith
Mayor
Date: 10/7/25

FY 2025-2026

Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2025.

Grade	Step 1st	Step 2nd	Step 3rd	Step 4th	Step 5th	ANNUAL SALARY RANGE		
U1	673.42	679.44	685.50	697.43	706.47	35,017.67	-	36,736.18
U2	688.45	697.43	703.49	715.50	724.47	35,799.55	-	37,672.24
U3	706.61	712.50	718.46	730.83	739.55	36,743.72	-	38,456.44
U4	724.47	730.50	736.50	745.50	757.41	37,672.24	-	39,385.53
U5	739.55	745.50	753.65	763.54	772.52	38,456.44	-	40,170.89
U6	757.41	763.54	769.55	781.60	790.57	39,385.53	-	41,109.84
U7	772.52	781.60	787.56	796.60	805.58	40,170.89	-	41,889.98
U8	790.57	796.60	802.57	814.58	823.64	41,109.84	-	42,829.51
U9	805.58	817.65	829.60	841.58	856.63	41,889.98	-	44,544.55
U10	823.64	832.64	844.67	859.68	874.68	42,829.51	-	45,483.50
U11	838.64	850.81	862.68	877.68	892.67	43,609.08	-	46,418.97
U12	856.63	868.67	880.70	892.67	907.97	44,544.55	-	47,214.19
U13	874.69	883.66	895.70	907.97	927.27	45,484.08	-	48,218.05
U14	892.67	904.10	927.27	944.58	962.61	46,418.97	-	50,055.96
U15	907.97	927.27	941.82	962.61	978.82	47,214.19	-	50,898.70
U16	927.27	931.46	962.61	978.82	999.36	48,218.05	-	51,966.90
U17	944.58	962.61	977.93	999.36	1,016.62	49,118.17	-	52,864.12
U18	962.61	978.82	999.36	1,016.62	1,037.18	50,055.96	-	53,933.48
U19	978.82	999.36	1,026.95	1,037.18	1,057.93	50,898.70	-	55,012.12
U20	999.36	1,016.62	1,037.18	1,057.93	1,075.92	51,966.90	-	55,947.59
U21	1,016.62	1,040.69	1,064.82	1,086.89	1,119.69	52,864.12	-	58,223.68
U22	1,037.18	1,061.29	1,083.32	1,119.69	1,153.29	53,933.48	-	59,971.17
U23	1,057.93	1,079.40	1,107.17	1,129.73	1,166.23	55,012.12	-	60,644.09
U24	1,079.40	1,098.73	1,136.67	1,157.71	1,187.14	56,129.01	-	61,731.42
U25	1,092.39	1,132.43	1,178.89	1,203.96	1,237.66	56,804.24	-	64,358.16
U26	1,127.03	1,153.38	1,183.02	1,229.38	1,258.79	58,605.64	-	65,457.08
U27	1,145.07	1,174.53	1,229.38	1,250.49	1,284.20	59,543.43	-	66,778.57
U28	1,166.23	1,208.36	1,233.56	1,263.03	1,309.35	60,644.09	-	68,086.15
U29	1,187.14	1,237.66	1,284.20	1,330.38	1,376.89	61,731.42	-	71,598.52
U30	1,237.66	1,288.20	1,330.21	1,376.89	1,423.10	64,358.16	-	74,000.96
U31	1,258.79	1,309.35	1,351.51	1,397.86	1,452.68	65,457.08	-	75,539.22
U32	1,309.35	1,351.51	1,397.86	1,444.27	1,494.83	68,086.15	-	77,731.26
U33	1,351.60	1,397.85	1,449.80	1,494.83	1,541.06	70,283.41	-	80,134.86
U34	1,392.57	1,452.68	1,494.83	1,541.06	1,587.56	72,413.44	-	82,552.95
U35	1,443.54	1,494.83	1,541.06	1,583.05	1,633.76	75,063.95	-	84,955.39

FY 2025-2026

Section 8. Grades listed below represent a schedule for advancement in rank for management personnel as of July 1, 2025. Step increases are contingent upon management review.

STEP / GRADE	1st	2nd	3rd	4th	5th	6th	7th	8th	ANNUAL SALARY RANGE
M5	56,533.40	59,360.07	62,328.09	65,444.49	68,716.73	72,152.56	75,760.19	79,548.20	56,533.40 - 79,548.20
M6	58,229.42	61,140.89	64,197.92	67,407.83	70,778.23	74,317.14	78,033.00	81,934.65	58,229.42 - 81,934.65
M7	59,976.30	62,975.13	66,123.86	69,430.06	72,901.56	76,546.64	80,373.97	84,392.67	59,976.30 - 84,392.67
M8	61,775.58	64,864.37	68,107.57	71,512.96	75,088.61	78,843.04	82,785.19	86,924.45	61,775.58 - 86,924.45
M9	63,628.85	66,810.28	70,150.84	73,658.34	77,341.26	81,208.33	85,268.74	89,532.18	63,628.85 - 89,532.18
M10	65,537.71	68,814.61	72,255.34	75,868.11	79,661.50	83,644.57	87,826.80	92,218.14	65,537.71 - 92,218.14
M11	67,503.86	70,879.04	74,423.00	78,144.17	82,051.35	86,153.91	90,461.61	94,984.69	67,503.86 - 94,984.69
M12	69,528.98	73,005.42	76,655.70	80,488.47	84,512.91	88,738.55	93,175.48	97,834.25	69,528.98 - 97,834.25
M13	71,614.85	75,195.59	78,955.37	82,903.11	87,048.30	91,400.71	95,970.75	100,769.28	71,614.85 - 100,769.28
M14	73,763.28	77,451.44	81,324.02	85,390.22	89,659.74	94,142.72	98,849.86	103,792.35	73,763.28 - 103,792.35
M15	75,976.17	79,774.98	83,763.74	87,951.95	92,349.53	96,967.00	101,815.36	106,906.12	75,976.17 - 106,906.12
M16	78,255.47	82,168.25	86,276.63	90,590.49	95,120.02	99,876.02	104,869.82	110,113.31	78,255.47 - 110,113.31
M17	80,603.13	84,633.30	88,864.94	93,308.21	97,973.62	102,872.30	108,015.92	113,416.71	80,603.13 - 113,416.71
M18	83,021.21	87,172.29	91,530.91	96,107.44	100,912.84	105,958.48	111,256.40	116,819.22	83,021.21 - 116,819.22
M19	85,511.86	89,787.47	94,276.82	98,990.66	103,940.20	109,137.21	114,594.07	120,323.77	85,511.86 - 120,323.77
M20	88,077.21	92,481.07	97,105.12	101,960.38	107,058.39	112,411.31	118,031.88	123,933.47	88,077.21 - 123,933.47
M21	90,719.52	95,255.50	100,018.28	105,019.19	110,270.15	115,783.66	121,572.84	127,651.49	90,719.52 - 127,651.49
M22	93,441.11	98,113.16	103,018.85	108,169.78	113,578.26	119,257.17	125,220.03	131,481.03	93,441.11 - 131,481.03
M23	96,244.36	101,056.58	106,109.39	111,414.87	116,985.62	122,834.90	128,976.65	135,425.48	96,244.36 - 135,425.48
M24	99,131.69	104,088.27	109,292.68	114,757.32	120,495.17	126,519.93	132,845.93	139,488.23	99,131.69 - 139,488.23
M25	102,105.65	107,210.91	112,571.48	118,200.04	124,110.03	130,315.53	136,831.31	143,672.88	102,105.65 - 143,672.88
M26	105,168.79	110,427.24	115,948.61	121,746.03	127,833.35	134,225.02	140,936.27	147,983.08	105,168.79 - 147,983.08
M27	108,323.86	113,740.06	119,427.07	125,398.42	131,668.33	138,251.75	145,164.33	152,422.55	108,323.86 - 152,422.55
M28	111,573.60	117,152.28	123,009.87	129,160.37	135,618.40	142,399.32	149,519.29	156,995.25	111,573.60 - 156,995.25
M29	114,920.81	120,666.83	126,700.17	133,035.17	139,686.94	146,671.28	154,004.85	161,705.09	114,920.81 - 161,705.09
M30	118,368.42	124,286.84	130,501.16	137,026.24	143,877.55	151,071.43	158,625.00	166,556.25	118,368.42 - 166,556.25
M31	121,919.47	128,015.44	134,416.21	141,137.02	148,193.87	155,603.56	163,383.74	171,552.93	121,919.47 - 171,552.93
M32	125,577.05	131,855.91	138,448.71	145,371.14	152,639.67	160,271.65	168,285.24	176,699.50	125,577.05 - 176,699.50
M33	129,344.36	135,811.59	142,602.16	149,732.28	157,218.88	165,079.82	173,333.82	182,000.51	129,344.36 - 182,000.51
M34	133,224.69	139,885.94	146,879.89	154,224.24	161,935.45	170,032.23	178,533.84	187,460.53	133,224.69 - 187,460.53
M35	137,221.44	144,082.52	151,286.64	158,850.96	166,793.52	175,133.19	183,889.85	193,084.35	137,221.44 - 193,084.35
M36	141,338.07	148,404.98	155,825.23	163,616.50	171,797.31	180,387.17	189,406.53	198,876.86	141,338.07 - 198,876.86
M37	145,578.22	152,857.13	160,499.99	168,524.99	176,951.23	185,798.79	195,088.73	204,843.16	145,578.22 - 204,843.16
M38	149,945.56	157,442.84	165,314.97	173,580.72	182,259.77	191,372.76	200,941.40	210,988.47	149,945.56 - 210,988.47
M39	154,443.94	162,166.13	170,274.42	178,788.15	187,727.57	197,113.94	206,969.64	217,318.12	154,443.94 - 217,318.12
M40	159,077.26	167,031.12	175,382.67	184,151.80	193,359.39	203,027.36	213,178.73	223,837.66	159,077.26 - 223,837.66
M41	163,849.57	172,042.05	180,644.16	189,676.35	199,160.18	209,118.19	219,574.09	230,552.80	163,849.57 - 230,552.80
M42	168,765.06	177,203.32	186,063.49	195,366.65	205,134.99	215,391.74	226,161.33	237,469.39	168,765.06 - 237,469.39
M43	173,828.02	182,519.41	191,645.39	201,227.65	211,289.04	221,853.49	232,946.16	244,593.47	173,828.02 - 244,593.47
M44	179,042.85	187,994.99	197,394.75	207,264.48	217,627.71	228,509.10	239,934.55	251,931.28	179,042.85 - 251,931.28
M45	184,414.13	193,634.85	203,316.59	213,482.41	224,156.54	235,364.37	247,132.59	259,489.22	184,414.13 - 259,489.22
R1	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00 - 1,092.00