

**CHAPTER 2016-48**

**No. 427     AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE  
WATER SUPPLY BOARD AND REPEALING ORDINANCE CHAPTER  
2015-45, EFFECTIVE SEPTEMBER 11, 2015**

**Approved November 10, 2016**

*Be it ordained by the City of Providence:*

Section 1.

Official Compensation Plan for the Water Supply  
Board:

| Position                                      | Grade/Rate<br>As of<br>July 1, 2016 |   |
|---|-------------------------------------|---|
| Account Collector                             | 25                                  |   |
| Administrative Assistant, WSB                 | M10                                 |   |
| Advisory Professional Engineer                | M22                                 |   |
| Aide to Chief Engineer                        | M1                                  |   |
| Application Operations Specialist             | M9                                  |   |
| Application Systems Integration Analyst       | M11                                 |   |
| Applications/Database Analyst                 | M8                                  |   |
| Assistant Dispatcher                          | \$21,307 /hr                        | * |
| 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                                  |   |
| Clerk III                                     | 5                                   |   |
| Clerk IV                                      | 9                                   |   |
| Confidential Assistant                        | M8                                  |   |
| Confidential Assistant/Training Administrator | M11                                 |   |
| Controller                                    | M16                                 |   |
| Customer Service Regulatory Supervisor        | M12                                 |   |
| Crew Leader                                   | \$29,835 /hr                        | * |
| Database Administrator                        | M18                                 |   |
| Dept. Switchboard Operator                    | 11                                  |   |
| Deputy General Manager, (Admin)               | M32                                 |   |
| Deputy General Manager, (Operations)          | M32                                 |   |
| Dig Safe Worker                               | \$23,130 /hr                        |   |
| Director                                      | M28                                 |   |
| Division Manager                              | M20                                 |   |
| Draftsperson                                  | 12                                  |   |
| Electrical Technician                         | \$34,276 /hr                        |   |
| Engineer                                      | M15                                 |   |
| Engineering Aide III                          | 19                                  |   |
| Engineering Project Coordinator               | M9                                  |   |
| Engineering Systems Analyst                   | M12                                 |   |
| Engineering Systems Coordinator               | M15                                 |   |
| Environmental Resource Manager                | M18                                 |   |
| Equipment Mechanic                            | \$23,930 /hr                        |   |
| Equipment Operator                            | \$19,983 /hr                        |   |
| Executive Engineer                            | M40                                 |   |
| Flushing Technician                           | \$23,471 /hr                        |   |

|   |                     |      |   |
|---|---------------------|------|---|
| Flushing Technician in Training                     | \$18.257            | /hr  |   |
| Forest Supervisor                                   | M10                 |      |   |
| General Manager                                     | \$159,650-\$167,633 | /yr  |   |
| GIS Supervisor                                      | M12                 |      |   |
| GIS System Specialist                               | 32                  |      |   |
| Heavy Equipment Operator                            | \$23.930            | /hr  | * |
| Heavy Equipment Operator, Senior                    | \$25.557            | /hr  | * |
| Inspector   | 19                  |      |   |
| Instrumentation Technician                          | \$25.555            | /hr  |   |
| Inventory/Material Handler                          | \$20.016            | /hr  |   |
| Journeyman Plumber                                  | \$25 - \$34.276     | /hr  |   |
| Junior Chemist I                                    | 22                  |      |   |
| Junior Chemist II                                   | 25                  |      |   |
| Lab Supervisor/Bacteriology - Water                 | M13                 |      |   |
| Lab Supervisor/Chemistry - Water                    | M13                 |      |   |
| 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 - Intergovernmental Relations               | M18                 |      |   |
| Manager - Planning & Development                    | M18                 |      |   |
| Manager - Plant Operations                          | M18                 |      |   |
| Manager - Purchasing                                | M14                 |      |   |
| Manager - Records                                   | M15                 |      |   |
| Manager - Safety & Risk                             | M14                 |      |   |
| Manager - Security                                  | M14                 |      |   |
| Manager - Technical Services                        | M15                 |      |   |
| Manager - Water Laboratory                          | M18                 |      |   |
| Manager - Water Quality                             | M18                 |      |   |
| Member - Water Supply Board                         | \$3,500             | /yr  |   |
| Meter Manager - Customer Service                    | M15                 |      |   |
| Meter Reader I                                      | \$18.896            | /hr  |   |
| Meter Reader Technician                             | \$20.996            | /hr  |   |
| Meter Shop Technician                               | \$22.072            | /hr  |   |
| Network Administrator                               | M18                 |      |   |
| Network Hardware Manager                            | M15                 |      |   |
| Network Operations Analyst                          | M5                  |      |   |
| Plumber   | \$43.079            | /hr  |   |
| Principal Engineer                                  | M17                 |      |   |
| Public Information Officer                          | M15                 |      |   |
| Purchasing Agent II, (WSB)                          | 24                  |      |   |
| Raingauge Keeper                                    | \$91.00             | /mon |   |
| Real Estate Administrator                           | M12                 |      |   |
| Regulatory Service Supervisor                       | M5                  |      |   |
| Sanitarian  | 22                  |      |   |
| Scheduler/Dispatcher                                | \$24.542            | /hr  |   |
| Senior Administrative Assistant                     | M11                 |      |   |
| 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                           | \$24.126            | /hr  |   |
| Senior Forest Supervisor                            | M12                 |      |   |
| Senior Manager                                      | M24                 |      |   |
| Senior Manager of Budget and Regulatory             | M18                 |      |   |
| Senior Manager of Personnel                         | M22                 |      |   |

|  |              |   |
|--|--------------|---|
| Senior Meter Reader Technician                 | \$22.210 /hr |   |
| Senior Supervisor Customer Service             | M9           |   |
| Senior Supervisor Planning                     | M15          |   |
| Senior Switchboard Operator                    | \$961.88 /wk |   |
| Senior Technician                              | 24           |   |
| Senior Water Plant Mechanic                    | \$25.555 /hr |   |
| Senior Water Treatment Operator                | \$26.177 /hr | * |
| Senior Watershed Maintenance Operator          | \$22.609 /hr |   |
| Staff Accountant                               | 24           |   |
| Supervisor - Accounting                        | M12          |   |
| Supervisor - Customer Service                  | M5           |   |
| Supervisor - Facilities & Equipment            | M12          |   |
| Supervisor - Water Maintenance Crew            | M13          |   |
| Supervisor - Water Plant Operations            | M12          |   |
| Supervisor - Watershed Maintenance             | M9           |   |
| Switchboard Operator I                         | 4            |   |
| System Analyst                                 | M13          |   |
| System Technical Specialist                    | 22           |   |
| Technical Writer/Administrator                 | M5           |   |
| Training/Communications Coordinator            | M7           |   |
| Utility Laborer                                | \$18.257 /hr |   |
| Utility Maintenance Repairperson               | \$22.065 /hr |   |
| Utility Maintenance Worker                     | \$18.257 /hr |   |
| Utility Worker                                 | \$21.307 /hr | * |
| Utility Worker in Training                     | \$18.257 /hr |   |
| Utility Worker, Senior                         | \$22.618 /hr | * |
| Water Plant Mechanic                           | \$22.947 /hr |   |
| Water Supply Board Clerk                       | 11           |   |
| Water System Mechanic                          | \$24.768 /hr | * |
| Water System Mechanic II                       | \$25.332 /hr | * |
| Water System Mechanic III                      | \$27.584 /hr | * |
| Water Treatment Operator                       | \$18.923 /hr |   |
| Water Treatment Operator Class I               | \$20.500 /hr |   |
| Water Treatment Operator Class I in Training   | \$20.016 /hr |   |
| Water Treatment Operator Class II              | \$21.901 /hr |   |
| Water Treatment Operator Class II in Training  | \$21.354 /hr |   |
| Water Treatment Operator Class III             | \$24.487 /hr | * |
| Water Treatment Operator Class III in Training | \$23.943 /hr |   |
| Watershed Grounds General Foreperson           | \$26.235 /hr |   |
| Watershed Inspector                            | \$19.667 /hr |   |
| Watershed Maintenance Operator                 | \$19.014 /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.

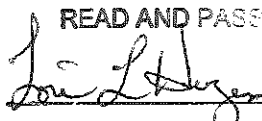
Section 4. The above pay grades do not include additional compensation for Supervisors who are eligible and may receive on-call pay.

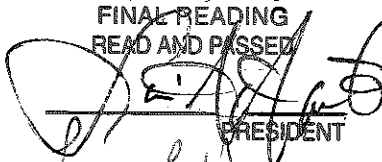

Section 5. Effective with the adoption of this Ordinance, Officers, and Employees of the City of

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 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  
OCT 20 2016  
FIRST READING  
READ AND PASSED  
 CLERK

IN CITY  
COUNCIL  
NOV 03 2016  
FINAL READING  
READ AND PASSED  
 PRESIDENT  
 CLERK

I HEREBY APPROVE.

  
\_\_\_\_\_  
Mayor  
Date: 11/10/16

## FY 2016-2017

## Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2016

| Grade | Step<br>1st | Step<br>2nd | Step<br>3rd | Step<br>4th | Step<br>5th | ANNUAL SALARY RANGE |   |           |
|-------|-------------|-------------|-------------|-------------|-------------|---------------------|---|-----------|
| 1     | 548.65      | 553.56      | 558.49      | 568.22      | 575.57      | 28,530.01           | - | 29,929.69 |
| 2     | 560.91      | 568.22      | 573.11      | 582.95      | 590.24      | 29,167.30           | - | 30,692.57 |
| 3     | 575.69      | 580.49      | 585.35      | 595.44      | 602.53      | 29,936.06           | - | 31,331.53 |
| 4     | 590.24      | 595.16      | 600.05      | 607.38      | 617.08      | 30,692.57           | - | 32,088.04 |
| 5     | 602.53      | 607.38      | 614.01      | 622.09      | 629.40      | 31,331.53           | - | 32,728.65 |
| 6     | 617.08      | 622.09      | 626.99      | 636.79      | 644.11      | 32,088.04           | - | 33,493.54 |
| 7     | 629.40      | 636.79      | 641.65      | 649.01      | 656.33      | 32,728.65           | - | 34,129.16 |
| 8     | 644.07      | 649.01      | 653.88      | 663.67      | 671.04      | 33,491.87           | - | 34,894.17 |
| 9     | 656.34      | 666.15      | 675.90      | 685.66      | 697.92      | 34,129.72           | - | 36,291.72 |
| 10    | 671.04      | 678.38      | 688.17      | 700.40      | 712.62      | 34,894.17           | - | 37,056.03 |
| 11    | 683.26      | 693.18      | 702.83      | 715.07      | 727.29      | 35,529.64           | - | 37,819.22 |
| 12    | 697.92      | 707.72      | 717.52      | 727.29      | 739.75      | 36,291.72           | - | 38,467.07 |
| 13    | 712.63      | 719.95      | 729.76      | 739.75      | 755.48      | 37,056.76           | - | 39,284.88 |
| 14    | 727.29      | 739.75      | 755.48      | 769.58      | 784.26      | 37,819.22           | - | 40,781.74 |
| 15    | 739.75      | 755.48      | 767.32      | 784.26      | 797.47      | 38,467.07           | - | 41,468.59 |
| 16    | 755.48      | 758.89      | 784.25      | 797.47      | 814.23      | 39,284.88           | - | 42,339.88 |
| 17    | 769.58      | 784.26      | 796.74      | 814.21      | 828.26      | 40,017.99           | - | 43,069.65 |
| 18    | 784.26      | 797.47      | 814.23      | 828.26      | 845.02      | 40,781.74           | - | 43,940.87 |
| 19    | 797.47      | 814.21      | 836.68      | 845.02      | 861.92      | 41,468.59           | - | 44,819.97 |
| 20    | 814.23      | 828.26      | 845.02      | 861.92      | 876.57      | 42,339.88           | - | 45,581.49 |
| 21    | 828.26      | 847.89      | 867.55      | 885.52      | 912.24      | 43,069.65           | - | 47,436.49 |
| 22    | 845.02      | 864.67      | 882.60      | 912.24      | 939.61      | 43,940.87           | - | 48,859.88 |
| 23    | 861.92      | 879.43      | 902.04      | 920.43      | 950.17      | 44,819.97           | - | 49,408.60 |
| 24    | 879.43      | 895.16      | 926.07      | 943.21      | 967.20      | 45,730.23           | - | 50,294.34 |
| 25    | 890.00      | 922.62      | 960.48      | 980.90      | 1,008.36    | 46,280.07           | - | 52,434.62 |
| 26    | 918.23      | 939.69      | 963.84      | 1,001.60    | 1,025.56    | 47,747.96           | - | 53,329.28 |
| 27    | 932.92      | 956.91      | 1,001.60    | 1,018.80    | 1,046.27    | 48,511.71           | - | 54,406.11 |
| 28    | 950.17      | 984.49      | 1,005.00    | 1,029.02    | 1,066.78    | 49,408.60           | - | 55,472.35 |
| 29    | 967.20      | 1,008.36    | 1,046.27    | 1,083.91    | 1,121.79    | 50,294.34           | - | 58,332.93 |
| 30    | 1,008.36    | 1,049.54    | 1,083.77    | 1,121.79    | 1,159.43    | 52,434.62           | - | 60,290.49 |
| 31    | 1,025.56    | 1,066.77    | 1,101.11    | 1,138.86    | 1,183.53    | 53,329.28           | - | 61,543.68 |
| 32    | 1,066.77    | 1,101.11    | 1,138.86    | 1,176.69    | 1,217.88    | 55,472.15           | - | 63,329.88 |
| 33    | 1,101.20    | 1,138.85    | 1,181.20    | 1,217.88    | 1,255.54    | 57,262.23           | - | 65,288.00 |
| 34    | 1,134.57    | 1,183.53    | 1,217.88    | 1,255.54    | 1,293.42    | 58,997.52           | - | 67,257.81 |
| 35    | 1,176.09    | 1,217.88    | 1,255.54    | 1,289.76    | 1,331.06    | 61,156.71           | - | 69,215.37 |

## FY 2016-2017

## Section

8. Grades listed below represent a schedule for advancement in rank for management personnel as of July 1, 2016. Step increases are contingent upon management review.

| STEP<br>GRADE | 1st        | 2nd        | 3rd        | 4th        | 5th        | ANNUAL SALARY RANGE |   |            |
|---------------|------------|------------|------------|------------|------------|---------------------|---|------------|
| M1            | 40,927.22  | 42,973.58  | 45,122.26  | 47,378.37  | 49,747.28  | 40,927.22           | - | 49,747.28  |
| M2            | 42,155.03  | 44,262.77  | 46,475.94  | 48,799.71  | 51,239.70  | 42,155.03           | - | 51,239.70  |
| M3            | 43,419.68  | 45,590.66  | 47,870.21  | 50,263.71  | 52,776.90  | 43,419.68           | - | 52,776.90  |
| M4            | 44,722.27  | 46,958.38  | 49,306.32  | 51,771.63  | 54,360.22  | 44,722.27           | - | 54,360.22  |
| M5            | 46,063.93  | 48,367.12  | 50,785.49  | 53,324.77  | 55,991.01  | 46,063.93           | - | 55,991.01  |
| M6            | 47,445.86  | 49,818.15  | 52,309.05  | 54,924.51  | 57,670.75  | 47,445.86           | - | 57,670.75  |
| M7            | 48,869.23  | 51,312.71  | 53,878.32  | 56,572.24  | 59,400.86  | 48,869.23           | - | 59,400.86  |
| M8            | 50,335.30  | 52,852.08  | 55,494.67  | 58,269.40  | 61,182.88  | 50,335.30           | - | 61,182.88  |
| M9            | 51,845.36  | 54,437.62  | 57,159.54  | 60,017.48  | 63,018.36  | 51,845.36           | - | 63,018.36  |
| M10           | 53,400.72  | 56,070.77  | 58,874.31  | 61,818.02  | 64,908.91  | 53,400.72           | - | 64,908.91  |
| M11           | 55,002.76  | 57,752.89  | 60,640.53  | 63,672.57  | 66,856.18  | 55,002.76           | - | 66,856.18  |
| M12           | 56,652.84  | 59,485.47  | 62,459.76  | 65,582.74  | 68,861.88  | 56,652.84           | - | 68,861.88  |
| M13           | 58,352.43  | 61,270.05  | 64,333.55  | 67,550.21  | 70,927.74  | 58,352.43           | - | 70,927.74  |
| M14           | 60,102.99  | 63,108.13  | 66,263.55  | 69,576.73  | 73,055.56  | 60,102.99           | - | 73,055.56  |
| M15           | 61,906.07  | 65,001.38  | 68,251.45  | 71,664.05  | 75,247.23  | 61,906.07           | - | 75,247.23  |
| M16           | 63,763.27  | 66,951.43  | 70,298.98  | 73,813.96  | 77,504.65  | 63,763.27           | - | 77,504.65  |
| M17           | 65,676.16  | 68,959.98  | 72,407.96  | 76,028.38  | 79,829.80  | 65,676.16           | - | 79,829.80  |
| M18           | 67,646.44  | 71,028.77  | 74,580.22  | 78,309.21  | 82,224.69  | 67,646.44           | - | 82,224.69  |
| M19           | 69,675.84  | 73,159.64  | 76,817.61  | 80,658.49  | 84,691.42  | 69,675.84           | - | 84,691.42  |
| M20           | 71,766.11  | 75,354.41  | 79,122.13  | 83,078.25  | 87,232.15  | 71,766.11           | - | 87,232.15  |
| M21           | 73,919.09  | 77,615.04  | 81,495.80  | 85,570.59  | 89,849.12  | 73,919.09           | - | 89,849.12  |
| M22           | 76,136.66  | 79,943.49  | 83,940.69  | 88,137.72  | 92,544.59  | 76,136.66           | - | 92,544.59  |
| M23           | 78,420.77  | 82,341.81  | 86,458.90  | 90,781.84  | 95,320.94  | 78,420.77           | - | 95,320.94  |
| M24           | 80,773.40  | 84,812.06  | 89,052.67  | 93,505.30  | 98,180.56  | 80,773.40           | - | 98,180.56  |
| M25           | 83,196.61  | 87,356.42  | 91,724.26  | 96,310.46  | 101,125.98 | 83,196.61           | - | 101,125.98 |
| M26           | 85,692.49  | 89,977.11  | 94,475.98  | 99,199.77  | 104,159.77 | 85,692.49           | - | 104,159.77 |
| M27           | 88,263.26  | 92,676.43  | 97,310.26  | 102,175.77 | 107,284.55 | 88,263.26           | - | 107,284.55 |
| M28           | 90,911.18  | 95,456.74  | 100,229.55 | 105,241.04 | 110,503.10 | 90,911.18           | - | 110,503.10 |
| M29           | 93,638.52  | 98,320.43  | 103,236.45 | 108,398.26 | 113,818.18 | 93,638.52           | - | 113,818.18 |
| M30           | 96,447.66  | 101,270.04 | 106,333.53 | 111,650.22 | 117,232.73 | 96,447.66           | - | 117,232.73 |
| M31           | 99,341.09  | 104,308.14 | 109,523.55 | 114,999.73 | 120,749.71 | 99,341.09           | - | 120,749.71 |
| M32           | 102,321.32 | 107,437.39 | 112,809.26 | 118,449.72 | 124,372.19 | 102,321.32          | - | 124,372.19 |
| M33           | 105,390.95 | 110,660.51 | 116,193.53 | 122,003.22 | 128,103.37 | 105,390.95          | - | 128,103.37 |
| M34           | 108,552.68 | 113,980.33 | 119,679.06 | 125,663.31 | 131,946.47 | 108,552.68          | - | 131,946.47 |
| M35           | 111,809.27 | 117,399.74 | 123,269.72 | 129,433.20 | 135,904.87 | 111,809.27          | - | 135,904.87 |
| M36           | 115,163.54 | 120,921.72 | 126,967.81 | 133,316.20 | 139,982.00 | 115,163.54          | - | 139,982.00 |
| M37           | 118,618.45 | 124,549.37 | 130,776.85 | 137,315.69 | 144,181.46 | 118,618.45          | - | 144,181.46 |
| M38           | 122,177.00 | 128,285.86 | 134,700.14 | 141,435.15 | 148,506.91 | 122,177.00          | - | 148,506.91 |
| M39           | 125,842.32 | 132,134.43 | 138,741.14 | 145,678.21 | 152,962.12 | 125,842.32          | - | 152,962.12 |
| M40           | 129,617.59 | 136,098.47 | 142,903.39 | 150,048.56 | 157,550.98 | 129,617.59          | - | 157,550.98 |
| M41           | 133,506.12 | 140,181.42 | 147,190.50 | 154,550.01 | 162,277.52 | 133,506.12          | - | 162,277.52 |