

**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 As of 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

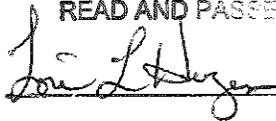
Providence may authorize Employees to perform duties of a higher rated classification, cause by leave or retirement, and that said position is funded and provided for this

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.

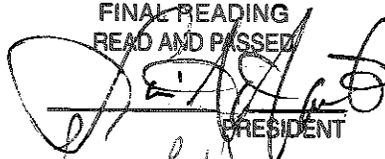
Section 6. This Ordinance shall take effect upon its passage.

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 1st	Step 2nd	Step 3rd	Step 4th	Step 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 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