

# City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

## CHAPTER 2003-11

No. 135

### AN ORDINANCE

Establishing a Compensation

Plan for the Water Supply Board and Repealing Ordinance Chapter  
2001-49 Approved November 9, 2001 as Amended.

*Approved* March 24, 2003

### *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	25
Administrative Assistant, WSB	M10
Aide to Chief Engineer	M1
Associate Engineer IV	31
Applications/Database Analyst	M8
Board Counsel	\$35,000 /yr
Budget and Planning Analyst	M5
Chairman - Water Supply Board	\$3,000 /yr
Chief Engineer/General Manager	C42
Clerical Coordinator	23
Clerk 1	1
Collection Officer, WSB	26
Confidential Assistant to Chief Engineer	M8
DataBase Manager	M15
Dept. Switchboard Operator	11
Deputy General Manager, (Admin)	M32
Deputy General Manager, (Operations)	M32
Dig Safe Worker	\$18.35 /hr
Director - Special Projects	M27
Director - Commercial Services	M27
Director - Distribution	M27
Director - Engineering	M29
Director - Finance	M28
Director - Support Services	M27
Director - Water Supply	M28
Draftsman	12
Electrical Technician	\$27.19 /hr
Engineer	M12
Engineering Aide III	19
Engineering Project Coordinator	M5
Environmental Resource Manager	M18
Equipment Mechanic	\$18.98 /hr
Equipment Operator	\$15.85 /hr
Forest Supervisor	M10
Heavy Equipment Operator	\$18.98 /hr
Inspector	19
Instrumentation Technician	\$20.24 /hr
Junior Chemist I	14
Junior Chemist II	16
Lab Supervisor/Bacteriology - Water	M10
Lab Supervisor/Chemistry - Water	M10
Land Management Specialist	M11
Maintenance Man III	\$15.56

No.

**CHAPTER**

**AN ORDINANCE**

IN CITY COUNCIL  
NOV 7 2002

FIRST READING  
READ AND PASSED

Michael R. Clement

*ans*

THE COMMITTEE ON  
FINANCE

Approves Passage of  
The Within Ordinance, *as Amended*

Ann M. Stebbins

2-13-03 CH 11

Manager - Accounting	M14
Manager - Budget	M13
Manager - Capital Program	M18
Manager - Construction Services	M15
Manager - Customer Service	M18
Manager - Distribution,(Field Services)	M18
Manager - Distribution,(Planning)	M16
Manager - Facilities and Equipment	M16
Manager - Personnel	M13
Manager - Plant Operations	M18
Manager - Regulatory	M17
Manager - Security & Risk	M14
Manager - Technical Services	M17
Manager - Training & Communications	M15
Manager - Water Laboratory	M18
Material Handler	\$14.99 /hr
Member - Water Supply Board	\$2,400.00 /yr
Meter Reader I	\$14.99 /hr
Meter Reader Technician	\$15.73 /hr
Network Operations Analyst	M5
Personnel Technician,Water	22
Principal Engineer	M15
Processor-Equipment	M7
Purchasing Agent II, (WSB)	24
Raingauge Keeper	\$21.00 /wk
Real Estate Specialist	M11
Sanitarian	14
Scheduler/Dispatcher	\$17.94 /hr
Senior Administrative Clerk, Water	18
Senior Administrative Assistant	M11
Senior Equipment Mechanic	\$19.13 /hr
Senior Forest Supervisor	M12
Senior Manager of Information Systems	M21
Senior Manager of Personnel	M20
Senior Meter Reader Technician	\$16.69 /hr
Senior Switchboard Operator	\$762.88 /wk
Senior Technician	24
Senior Technician II (WSB)	25
Senior Water Plant Mechanic	\$20.27 /hr
Senior Watershed Mechanic	\$17.94 /hr
Staff Accountant	24
Supervisor - Accounting	M12
Supervisor - Accounts Receivable	M8
Supervisor - Billing, WSB	M9
Supervisor - Collections, WSB	M5
Supervisor - Facilities & Equipment	M12
Supervisor - Metering, WSB	M9
Supervisor - Security & Enforcement	M8
Supervisor - Water Maintenance Crew	M13
Supervisor - Water Plant Operations	M12
Switchboard Operator I	4
System Technical Specialist	22
Utility Laborer	\$14.46 /hr
Utility Maintenance Worker	\$14.46 /hr
Utility Maintenance Repairman	\$17.50 /hr
Utility Worker	\$16.90 /hr
Water Plant Mechanic	\$18.20 /hr
Water Plant Operator I	\$781.58 /wk
Water Supply Board Clerk	11
Water System Mechanic	\$19.24 /hr
Water Treatment Operator	\$15.01 /hr
Water Treatment Operator Class I	\$16.26 /hr
Water Treatment Operator Class II	\$17.37 /hr
Water Treatment Operator Class III	\$18.48 /hr
Watershed Grounds General Foreman	\$19.80 /hr
Watershed Inspector	\$15.60 /hr
Watershed Mechanic	\$15.08 /hr

Section 2. The salary for each position is categorized as one (1) of seventy-seven (77) "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 8(Grade 1-35) and Section 9 (Grades M1-M41,C42).

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 or have met the CDL requirements as per the Bargaining Unit Agreement.

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 30 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. The provisions of this Ordinance shall not be construed as a ratification of any collective bargaining agreement.

Section 7. This Ordinance shall take effect upon its passage.

## Section 8. Grades consistent with salary adjustments in Bargaining Unit.

STEP GRADE						ANNUAL SALARY RANGE	
	1st	2nd	3rd	4th	5th		
1	435.16	439.05	442.93	450.69	456.51	22,628.32	23,738.52
2	444.87	450.69	454.56	462.33	468.16	23,133.24	24,344.32
3	456.51	460.40	464.27	472.01	477.86	23,738.52	24,848.72
4	468.16	472.01	475.92	481.74	489.52	24,344.32	25,455.04
5	477.86	481.74	487.02	493.40	499.20	24,848.72	25,958.40
6	489.52	493.40	497.28	505.06	510.85	25,455.04	26,564.20
7	499.20	505.06	508.90	514.76	520.57	25,958.40	27,069.64
8	510.85	514.75	518.63	526.38	532.23	26,564.20	27,675.96
9	520.57	528.34	536.09	543.86	553.57	27,069.64	28,785.64
10	532.23	538.04	545.80	555.52	565.21	27,675.96	29,390.92
11	541.92	549.76	557.44	567.14	576.87	28,179.84	29,997.24
12	553.57	561.32	569.10	576.87	586.73	28,785.64	30,509.96
13	565.21	571.02	578.80	586.73	599.14	29,390.92	31,155.28
14	576.87	586.73	599.20	610.37	622.03	29,997.24	32,345.56
15	586.73	599.20	608.59	622.03	632.51	30,509.96	32,890.52
16	599.20	609.56	622.03	632.51	645.80	31,158.40	33,581.60
17	610.37	622.03	632.51	645.80	656.94	31,739.24	34,160.88
18	622.03	632.51	645.80	656.94	670.22	32,345.56	34,851.44
19	632.51	645.80	656.94	670.22	683.61	32,890.52	35,547.72
20	645.80	656.94	670.22	683.61	695.25	33,581.60	36,153.00
21	656.66	672.50	688.06	702.32	723.54	34,146.32	37,624.08
22	670.22	685.79	700.00	718.07	739.94	34,851.44	38,476.88
23	683.61	697.51	715.44	730.03	753.62	35,547.72	39,188.24
24	696.26	710.00	734.48	748.10	767.14	36,205.52	39,891.28
25	705.88	731.76	761.80	777.99	799.75	36,705.76	41,587.00
26	728.28	745.30	764.45	794.41	813.43	37,870.56	42,298.36
27	739.94	758.97	788.92	808.06	829.84	38,476.88	43,151.68
28	753.62	780.84	797.11	816.16	846.11	39,188.24	43,997.72
29	767.14	799.75	829.84	859.68	889.72	39,891.28	46,265.44
30	799.75	832.43	859.70	889.73	919.61	41,587.00	47,819.72
31	813.43	846.11	873.35	903.28	938.71	42,298.36	48,812.92
32	846.11	873.35	903.28	933.25	965.97	43,997.72	50,230.44
33	873.35	903.28	936.82	965.97	995.81	45,414.20	51,782.12
34	903.28	938.71	965.97	995.81	1,025.87	46,970.56	53,345.24
35	932.81	965.97	995.81	1,025.87	1,055.68	48,506.12	54,895.36

Section 9. Grades listed below represent a schedule for advancement in rank for management personnel. Step increases are contingent upon management review.

STEP GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE	
M1	33,422.03	35,093.13	36,847.78	38,690.17	40,624.68	33,422.03	40,624.68
M2	34,424.69	36,145.92	37,953.22	39,850.88	41,843.42	34,424.69	41,843.42
M3	35,457.43	37,230.30	39,091.81	41,046.40	43,098.72	35,457.43	43,098.72
M4	36,521.15	38,347.21	40,264.57	42,277.80	44,391.69	36,521.15	44,391.69
M5	37,616.78	39,497.62	41,472.50	43,546.13	45,723.44	37,616.78	45,723.44
M6	38,745.29	40,682.55	42,716.68	44,852.51	47,095.14	38,745.29	47,095.14
M7	39,907.65	41,903.03	43,998.18	46,198.09	48,507.99	39,907.65	48,507.99
M8	41,104.88	43,160.12	45,318.12	47,584.03	49,963.23	41,104.88	49,963.23
M9	42,338.02	44,454.92	46,677.67	49,011.55	51,462.13	42,338.02	51,462.13
M10	43,608.16	45,788.57	48,078.00	50,481.90	53,005.99	43,608.16	53,005.99
M11	44,916.41	47,162.23	49,520.34	51,996.36	54,596.17	44,916.41	54,596.17
M12	46,263.90	48,577.09	51,005.95	53,556.25	56,234.06	46,263.90	56,234.06
M13	47,651.82	50,034.41	52,536.13	55,162.93	57,921.08	47,651.82	57,921.08
M14	49,081.37	51,535.44	54,112.21	56,817.82	59,658.71	49,081.37	59,658.71
M15	50,553.81	53,081.50	55,735.58	58,522.36	61,448.47	50,553.81	61,448.47
M16	52,070.43	54,673.95	57,407.64	60,278.03	63,291.93	52,070.43	63,291.93
M17	53,632.54	56,314.17	59,129.87	62,086.37	65,190.69	53,632.54	65,190.69
M18	55,241.51	58,003.59	60,903.77	63,948.96	67,146.41	55,241.51	67,146.41
M19	56,898.76	59,743.70	62,730.88	65,867.43	69,160.80	56,898.76	69,160.80
M20	58,605.72	61,536.01	64,612.81	67,843.45	71,235.62	58,605.72	71,235.62
M21	60,363.89	63,382.09	66,551.19	69,878.75	73,372.69	60,363.89	73,372.69
M22	62,174.81	65,283.55	68,547.73	71,975.12	75,573.87	62,174.81	75,573.87
M23	64,040.06	67,242.06	70,604.16	74,134.37	77,841.09	64,040.06	77,841.09
M24	65,961.26	69,259.32	72,722.29	76,358.40	80,176.32	65,961.26	80,176.32
M25	67,940.10	71,337.10	74,903.96	78,649.15	82,581.61	67,940.10	82,581.61
M26	69,978.30	73,477.21	77,151.07	81,008.63	85,059.06	69,978.30	85,059.06
M27	72,077.65	75,681.53	79,465.61	83,438.89	87,610.83	72,077.65	87,610.83
M28	74,239.98	77,951.98	81,849.57	85,942.05	90,239.16	74,239.98	90,239.16
M29	76,467.18	80,290.53	84,305.06	88,520.31	92,946.33	76,467.18	92,946.33
M30	78,761.19	82,699.25	86,834.21	91,175.92	95,734.72	78,761.19	95,734.72
M31	81,124.03	85,180.23	89,439.24	93,911.20	98,606.76	81,124.03	98,606.76
M32	83,557.75	87,735.64	92,122.42	96,728.54	101,564.96	83,557.75	101,564.96
M33	86,064.48	90,367.70	94,886.09	99,630.39	104,611.91	86,064.48	104,611.91
M34	88,646.41	93,078.74	97,732.67	102,619.31	107,750.27	88,646.41	107,750.27
M35	91,305.81	95,871.10	100,664.65	105,697.88	110,982.78	91,305.81	110,982.78
M36	94,044.98	98,747.23	103,684.59	108,868.82	114,312.26	94,044.98	114,312.26
M37	96,866.33	101,709.65	106,795.13	112,134.89	117,741.63	96,866.33	117,741.63
M38	99,772.32	104,760.94	109,998.98	115,498.93	121,273.88	99,772.32	121,273.88
M39	102,765.49	107,903.76	113,298.95	118,963.90	124,912.10	102,765.49	124,912.10
M40	105,848.45	111,140.88	116,697.92	122,532.82	128,659.46	105,848.45	128,659.46
M41	109,023.91	114,475.10	120,198.86	126,208.80	132,519.24	109,023.91	132,519.24
C42	112,936.82	118,583.67	124,512.85	130,738.49	137,275.42	112,936.82	137,275.42

IN CITY COUNCIL  
 FEB 20 2003  
 FIRST READING  
 READ AND PASSED

*Claire Bestuz* CLERK

IN CITY COUNCIL  
 MAR 12 2003  
 FINAL READING  
 READ AND PASSED

*Michael B. Hancock* PRESIDENT  
*[Signature]* CLERK  
**APPROVED**  
**MAYOR** 3/24/03