

City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 2007-11

No. 11

AN ORDINANCE

Establishing a Compensation

Plan for the Water Supply Board and Repealing Ordinance Chapter
2006-17 Approved February 26, 2006 as Amended.

Approved January 2, 2007

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 III	28
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	\$160,000-\$169,600 /yr
Clerical Coordinator	23
Clerk 1	1
Collection Officer, WSB	26
Confidential Assistant to Chief Engineer	M8
Controller	M16
DataBase Manager	M15
Dept. Switchboard Operator	11
Deputy General Manager, (Admin)	M32
Deputy General Manager, (Operations)	M32
Dig Safe Worker	\$20.545 /hr
Director - Commercial Services	M27
Director - Distribution	M27
Director - Engineering	M29
Director - Finance	M28
Director - Special Projects	M27
Director - Support Services	M27
Director - Water Supply	M28
Draftsman	12
Electrical Technician	\$30.445 /hr
Engineer	M15
Engineering Aide III	19
Engineering Project Coordinator	M9
Engineering Systems Analyst	M12
Environmental Resource Manager	M18
Equipment Mechanic	\$21.255 /hr
Equipment Operator	\$17.750 /hr
Forest Supervisor	M10
GIS Project Manager	M12
Heavy Equipment Operator	\$21.255 /hr
Inspector	19
Instrumentation Technician	\$23.538 /hr
Junior Chemist I	22
Junior Chemist II	25
Lab Supervisor/Bacteriology - Water	M13
Lab Supervisor/Chemistry - Water	M13
Land Management Specialist	M11
Maintenance Man III	\$17.425 /hr
Manager - Accounting	M14

Manager - Capital Program	M18
Manager - Construction Services	M15
Manager - Customer Service	M18
Manager - Distribution,(Field Services)	M18
Manager - Distribution,(Planning)	M16
Manager - Engineering Customer Service	M12
Manager - Facilities and Equipment	M18
Manager - Intergovernmental Relations	M13
Manager - Personnel	M13
Manager - Plant Operations	M18
Manager - Records	M16
Manager - Regulatory	M17
Manager - Safety & Risk	M14
Manager - Security	M14
Manager - Technical Services	M18
Manager - Training & Communications	M15
Manager - Water Laboratory	M18
Material Handler	\$16.778 /hr
Member - Water Supply Board	\$2,400 /yr
Meter Reader I	\$16.783 /hr
Meter Reader Technician	\$18.650 /hr
Meter Shop Technician	\$19.605 /hr
Network Administrator	M12
Network Operations Analyst	M5
Personnel Technician,Water	22
Plumber	\$38.265 /hr
Principal Engineer	M17
Purchasing Agent II, (WSB)	24
Raingauge Keeper	\$91.00 /mon
Real Estate Administrator	M12
Regulatory Service Supervisor	M5
Sanitarian	22
Scheduler/Dispatcher	\$20.916 /hr
Senior Administrative Clerk, Water	18
Senior Draftsman-WSB	28
Senior Administrative Assistant	M11
Senior Equipment Mechanic	\$21.429 /hr
Senior Forest Supervisor	M12
Senior Manager of Information Systems	M21
Senior Manager of Personnel	M20
Senior Meter Reader Technician	\$19.727 /hr
Senior Supervisor Commercial Services	M9
Senior Switchboard Operator	\$854.34 /wk
Senior Technician	24
Senior Water Plant Mechanic	\$22.700 /hr
Senior Watershed Mechanic	\$20.091 /hr
Staff Accountant	24
Supervisor - Accounting	M12
Supervisor - Commercial Services	M5
Supervisor - Facilities & Equipment	M12
Supervisor - Water Maintenance Crew	M13
Supervisor - Water Plant Operations	M12
Switchboard Operator I	4
System Technical Specialist	22
Utility Laborer	\$16.217 /hr
Utility Maintenance Worker	\$16.217 /hr
Utility Maintenance Repairman	\$19.598 /hr
Utility Worker	\$18.926 /hr
Water Plant Mechanic	\$20.382 /hr
Water Plant Operator I	\$875.277 /wk
Water Supply Board Clerk	11
Water System Mechanic	\$21.547 /hr
Water Treatment Operator	\$16.809 /hr
Water Treatment Operator Class I	\$18.209 /hr
Water Treatment Operator Class II	\$19.453 /hr
Water Treatment Operator Class III	\$20.702 /hr
Watershed Grounds General Foreman	\$22.090 /hr
Watershed Inspector	\$17.470 /hr
Watershed Mechanic	\$16.888 /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).

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.

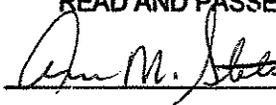
Section 4. The above pay grades do not include additional compensation for Supervisors who are eligible and may receive on-call pay.

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 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. 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.

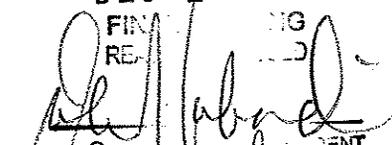
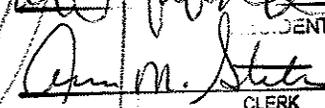
IN CITY COUNCIL
DEC 7 2006
FIRST READING
READ AND PASSED


CLERK

IN CITY COUNCIL

DEC 21 2006

FIRST READING


PRESIDENT

CLERK

APPROVED


MAYOR 1/2/07

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

Grade	Step 1st	Step 2nd	Step 3rd	Step 4th	Step 5th	ANNUAL SALARY RANGE		
1	487.33	491.68	496.04	504.72	511.24	25,341.38	-	26,584.51
2	498.20	504.72	509.06	517.75	524.29	25,906.44	-	27,263.11
3	511.24	824.60	519.93	528.60	534.84	26,584.51	-	27,811.57
4	524.29	528.60	532.98	539.49	548.21	27,263.11	-	28,506.77
5	535.15	539.49	545.41	552.55	559.05	27,827.63	-	29,070.76
6	548.21	552.55	556.90	565.60	572.09	28,506.77	-	29,748.83
7	559.05	565.60	569.91	576.47	582.98	29,070.76	-	30,314.96
8	572.09	576.46	580.81	589.49	596.04	29,748.83	-	30,994.10
9	582.98	591.67	600.36	609.06	619.94	30,314.96	-	32,236.69
10	596.04	602.54	611.23	622.12	632.98	30,994.10	-	32,914.76
11	606.90	615.67	624.27	635.14	646.03	31,558.62	-	33,593.37
12	619.94	628.61	534.32	646.03	657.07	32,236.69	-	34,167.53
13	632.98	639.48	545.19	657.07	670.97	32,914.76	-	34,890.59
14	646.03	657.07	671.03	683.54	696.60	33,593.37	-	36,223.16
15	657.07	671.03	681.55	696.60	708.34	34,167.53	-	36,833.75
16	671.03	682.63	696.60	708.34	723.22	34,893.80	-	37,607.69
17	683.54	696.60	708.34	723.22	735.70	35,544.02	-	38,256.30
18	696.60	708.34	723.22	735.70	750.57	36,223.16	-	39,029.71
19	708.34	723.22	735.70	750.57	765.56	36,833.75	-	39,809.01
20	723.22	735.70	750.57	765.56	778.60	37,607.69	-	40,487.08
21	735.39	753.13	770.54	786.52	810.28	38,240.23	-	42,134.58
22	750.57	768.01	783.92	804.15	828.66	39,029.71	-	43,090.09
23	765.56	781.13	801.22	817.55	843.96	39,809.01	-	43,885.99
24	779.73	795.12	822.54	837.78	859.11	40,545.99	-	44,673.86
25	790.51	819.49	853.13	871.26	895.63	41,106.76	-	46,572.56
26	815.58	834.65	856.09	889.65	910.95	42,410.41	-	47,369.54
27	828.66	849.97	883.50	904.94	929.32	43,090.09	-	48,324.51
28	843.96	874.45	892.67	914.01	947.54	43,885.99	-	49,271.99
29	859.11	895.63	929.32	962.75	996.39	44,673.86	-	51,812.34
30	895.63	932.23	962.77	996.40	1,029.86	46,572.56	-	53,552.50
31	910.95	947.54	978.05	1,011.57	1,051.25	47,369.54	-	54,664.94
32	947.54	978.05	1,011.57	1,045.13	1,081.78	49,271.99	-	56,252.46
33	978.05	1,011.57	1,049.13	1,081.78	1,115.19	50,858.43	-	57,989.95
34	1,011.57	1,051.25	1,081.78	1,115.19	1,148.85	52,601.81	-	59,740.29
35	1,044.64	1,081.78	1,115.19	1,148.85	1,182.24	54,321.09	-	61,476.70

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	35,989.29	37,788.76	39,678.20	41,662.10	43,745.20	35,989.29	-	43,745.20
M2	37,068.97	38,922.41	40,868.55	42,911.96	45,057.56	37,068.97	-	45,057.56
M3	38,181.04	40,090.08	42,094.60	44,199.32	46,409.29	38,181.04	-	46,409.29
M4	39,326.47	41,292.79	43,357.44	45,525.31	47,801.58	39,326.47	-	47,801.58
M5	40,506.25	42,531.56	44,658.15	46,891.06	49,235.62	40,506.25	-	49,235.62
M6	41,721.45	43,807.52	45,997.89	48,297.79	50,712.69	41,721.45	-	50,712.69
M7	42,973.09	45,121.76	47,377.83	49,746.72	52,234.06	42,973.09	-	52,234.06
M8	44,262.28	46,475.40	48,799.16	51,239.12	53,801.08	44,262.28	-	53,801.08
M9	45,590.15	47,869.65	50,263.16	52,776.29	55,415.11	45,590.15	-	55,415.11
M10	46,957.85	49,305.75	51,771.04	54,359.59	57,077.56	46,957.85	-	57,077.56
M11	48,366.60	50,784.92	53,324.17	55,990.39	58,789.89	48,366.60	-	58,789.89
M12	49,817.60	52,308.47	54,923.90	57,670.09	60,553.60	49,817.60	-	60,553.60
M13	51,312.13	53,877.73	56,571.62	59,400.18	62,370.21	51,312.13	-	62,370.21
M14	52,851.48	55,494.05	58,268.76	61,182.20	64,241.31	52,851.48	-	64,241.31
M15	54,437.02	57,158.87	60,016.82	63,017.68	66,168.55	54,437.02	-	66,168.55
M16	56,070.14	58,873.65	61,817.31	64,908.20	68,153.61	56,070.14	-	68,153.61
M17	57,752.24	60,639.86	63,671.84	66,855.45	70,198.22	57,752.24	-	70,198.22
M18	59,484.80	62,459.05	65,582.01	68,861.10	72,304.17	59,484.80	-	72,304.17
M19	61,269.35	64,332.83	67,549.46	70,926.93	74,473.28	61,269.35	-	74,473.28
M20	63,107.43	66,262.80	69,575.94	73,054.74	76,707.47	63,107.43	-	76,707.47
M21	65,000.65	68,250.68	71,663.22	75,246.38	79,008.70	65,000.65	-	79,008.70
M22	66,950.67	70,298.20	73,813.13	77,503.78	81,378.96	66,950.67	-	81,378.96
M23	68,959.20	72,407.16	76,027.51	79,828.89	83,820.34	68,959.20	-	83,820.34
M24	71,027.98	74,579.37	78,308.34	82,223.76	86,334.94	71,027.98	-	86,334.94
M25	73,158.82	76,816.75	80,657.60	84,690.47	88,924.99	73,158.82	-	88,924.99
M26	75,353.57	79,121.25	83,077.32	87,231.18	91,592.75	75,353.57	-	91,592.75
M27	77,614.18	81,494.89	85,569.64	89,848.12	94,340.52	77,614.18	-	94,340.52
M28	79,942.62	83,939.75	88,136.72	92,543.56	97,170.75	79,942.62	-	97,170.75
M29	82,340.90	86,457.93	90,780.83	95,319.86	100,085.86	82,340.90	-	100,085.86
M30	84,811.12	89,051.67	93,504.24	98,179.47	103,088.44	84,811.12	-	103,088.44
M31	87,355.45	91,723.22	96,309.38	101,124.85	106,181.09	87,355.45	-	106,181.09
M32	89,976.11	94,474.92	99,198.67	104,158.60	109,366.51	89,976.11	-	109,366.51
M33	92,675.39	97,309.17	102,174.62	107,283.36	112,647.52	92,675.39	-	112,647.52
M34	95,455.65	100,228.45	105,239.86	110,501.86	116,026.95	95,455.65	-	116,026.95
M35	98,319.33	103,235.30	108,397.06	113,816.91	119,507.76	98,319.33	-	119,507.76
M36	101,268.90	106,332.35	111,648.97	117,231.42	123,092.98	101,268.90	-	123,092.98
M37	104,306.97	109,522.32	114,998.44	120,748.36	126,785.77	104,306.97	-	126,785.77
M38	107,436.18	112,807.99	118,448.38	124,370.80	130,589.35	107,436.18	-	130,589.35
M39	110,659.27	116,192.23	122,001.83	128,101.93	134,507.03	110,659.27	-	134,507.03
M40	113,979.05	119,678.00	125,661.90	131,944.99	138,542.24	113,979.05	-	138,542.24
M41	117,398.42	123,268.34	129,431.76	135,903.34	142,698.51	117,398.42	-	142,698.51