

# City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

## CHAPTER 2008-12

**No. 36**

### **AN ORDINANCE**

Establishing a Compensation Plan for the Water Supply Board and Repealing Ordinance Chapter 2007-11 Approved January 2, 2007 as Amended.

**Approved JANUARY 28, 2008**

### ***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	\$12,500 /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
Crew Leader	\$27.000 /hr
DataBase Manager	M15
Dept. Switchboard Operator	11
Deputy Director of T & D	M26
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
GIS System Specialist	32
Heavy Equipment Operator	\$21.255 /hr
Heavy Equipment Operator, Senior	\$22.255 /hr
Inspector	19
Instrumentation Technician	\$23.538 /hr
Inventory/Material Handler	\$17.778 /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	\$11,000 /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	\$21.800 /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 in Training	\$17.735 /hr	
Utility Worker	\$18.926 /hr	*
Utility Worker, Senior	\$20.090 /hr	*
Water Plant Mechanic	\$20.382 /hr	
Water Plant Operator I	\$875.277 /wk	
Water Supply Board Clerk	11	
Water System Mechanic	\$22.000 /hr	*
Water System Mechanic II	\$22.500 /hr	*
Water System Mechanic III	\$24.500 /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	

\* These positions are eligible for an additional \$.50 per hour once the NEWWA Water Distribution System Operator's Certificate has been obtained.

- 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. The Scheduler/Dispatcher and the Water System Mechanic will not receive the rate reflected herein until July 1, 2008.
- Section 7. This Ordinance shall take effect upon its passage.

## 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	25,341.37	-	26,584.51
2	498.20	504.72	509.06	517.75	524.29	25,906.44	-	27,263.11
3	511.24	515.60	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	637.32	646.03	657.07	32,236.69	-	34,167.53
13	632.98	639.48	648.19	657.07	670.97	32,914.96	-	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	35,544.03	-	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	35989.29	37788.76	39678.20	41662.10	43745.20	35989.29	-	43745.20
M2	37068.97	38922.41	40868.55	42911.96	45057.56	37068.97	-	45057.56
M3	38181.04	40090.08	42094.60	44199.32	46409.29	38181.04	-	46409.29
M4	39326.47	41292.79	43357.44	45525.31	47801.58	39326.47	-	47801.58
M5	40506.25	42531.56	44658.15	46891.06	49235.62	40506.25	-	49235.62
M6	41721.45	43807.52	45997.89	48297.79	50712.69	41721.45	-	50712.69
M7	42973.09	45121.76	47377.83	49746.72	52234.06	42973.09	-	52234.06
M8	44262.28	46475.40	48799.16	51239.12	53801.08	44262.28	-	53801.08
M9	45590.15	47869.65	50263.16	52776.29	55415.11	45590.15	-	55415.11
M10	46957.85	49305.75	51771.04	54359.59	57077.56	46957.85	-	57077.56
M11	48366.60	50784.92	53324.17	55990.39	58789.89	48366.60	-	58789.89
M12	49817.60	52308.47	54923.90	57670.09	60553.60	49817.60	-	60553.60
M13	51312.13	53877.73	56571.62	59400.18	62370.21	51312.13	-	62370.21
M14	52851.48	55494.05	58268.76	61182.20	64241.31	52851.48	-	64241.31
M15	54437.02	57158.87	60016.82	63017.68	66168.55	54437.02	-	66168.55
M16	56070.14	58873.65	61817.31	64908.20	68153.61	56070.14	-	68153.61
M17	57752.24	60639.86	63671.84	66855.45	70198.22	57752.24	-	70198.22
M18	59484.80	62459.05	65582.01	68861.10	72304.17	59484.80	-	72304.17
M19	61269.35	64332.83	67549.46	70926.93	74473.28	61269.35	-	74473.28
M20	63107.43	66262.80	69575.94	73054.74	76707.47	63107.43	-	76707.47
M21	65000.65	68250.68	71663.22	75246.38	79008.70	65000.65	-	79008.70
M22	66950.67	70298.20	73813.13	77503.78	81378.96	66950.67	-	81378.96
M23	68959.20	72407.16	76027.51	79828.89	83820.34	68959.20	-	83820.34
M24	71027.98	74579.37	78308.34	82223.76	86334.94	71027.98	-	86334.94
M25	73158.82	76816.75	80657.60	84690.47	88924.99	73158.82	-	88924.99
M26	75353.57	79121.25	83077.32	87231.18	91592.75	75353.57	-	91592.75
M27	77614.18	81494.89	85569.64	89848.12	94340.52	77614.18	-	94340.52
M28	79942.62	83939.75	88136.72	92543.56	97170.75	79942.62	-	97170.75
M29	82340.90	86457.93	90780.83	95319.86	100085.86	82340.90	-	100085.86
M30	84811.12	89051.67	93504.24	98179.47	103088.44	84811.12	-	103088.44
M31	87355.45	91723.22	96309.38	101124.85	106181.09	87355.45	-	106181.09
M32	89976.11	94474.92	99198.67	104158.60	109366.51	89976.11	-	109366.51
M33	92675.39	97309.17	102174.62	107283.36	112647.52	92675.39	-	112647.52
M34	95455.65	100228.45	105239.86	110501.86	116026.95	95455.65	-	116026.95
M35	98319.33	103235.30	108397.06	113816.91	119507.76	98319.33	-	119507.76
M36	101268.90	106332.35	111648.97	117231.42	123092.98	101268.90	-	123092.98
M37	104306.97	109522.32	114998.44	120748.36	126785.77	104306.97	-	126785.77
M38	107436.18	112807.99	118448.38	124370.80	130589.35	107436.18	-	130589.35
M39	110659.27	116192.23	122001.83	128101.93	134507.03	110659.27	-	134507.03
M40	113979.05	119678.00	125661.90	131944.99	138542.24	113979.05	-	138542.24
M41	117398.42	123268.34	129431.76	135903.34	142698.51	117398.42	-	142698.51

IN CITY COUNCIL  
JAN 3 2008

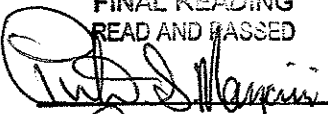
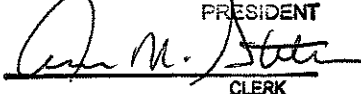
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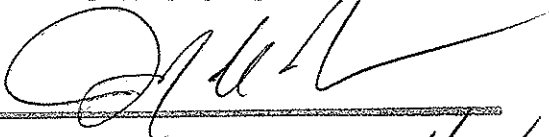
IN CITY  
COUNCIL

JAN 17 2008

FINAL READING  
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 PRESIDENT  
 CLERK

APPROVED

  
MAYOR 1/28/08