

# City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

## CHAPTER 2012-60

No. 592

### AN ORDINANCE

Establishing a Compensation Plan for the Water Supply Board, and Repealing Ordinance Chapter 2012-1, Approved January 9, 2012, and Chapter 2012-22, Approved May 5, 2012.

Approved October 25, 2012

### *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	Grade/Rate As of July 1, 2012
Account Collector	25
Administrative Assistant, WSB	M10
Advisory Professional Engineer	M29
Aide to Chief Engineer	M1
Application Operations Specialist	M9
Application Systems Integration Analyst	M11
Applications/Database Analyst	M8
Assistant Dispatcher	\$19,690 /hr *
Board Counsel	\$35,000 /yr
Budget and Planning Analyst	M5
Chairman - Water Supply Board	\$4,000 /yr
Chief Engineer	\$155,000-\$188,403 /yr
Clerical Coordinator	23
Clerk III	5
Clerk IV	9
Collection Officer, WSB	26
Communications Coordinator	M9
Confidential Assistant	M8
Confidential Assistant/Training Administrator	M11
Controller	M16
Crew Leader	\$27,571 /hr *
DataBase Manager	M18
Dept. Switchboard Operator	11
Deputy General Manager, (Admin)	M32
Deputy General Manager, (Operations)	M32
Dig Safe Worker	\$21,375 /hr
Director - Engineering	M29
Director - MIS	M27
Director - Water Supply	M28
Division Manager	M20
Draftsman	12
Electrical Technician	\$31,675 /hr
Engineer	M15
Engineering Aide III	19
Engineering Project Coordinator	M9
Engineering Systems Analyst	M12
Environmental Resource Manager	M18
Equipment Mechanic	\$22,114 /hr
Equipment Operator	\$18,467 /hr
Forest Supervisor	M10
General Manager	155,000 /yr
GIS Project Manager	M12

GIS System Specialist	32	
Heavy Equipment Operator	\$22.114 /hr	*
Heavy Equipment Operator, Senior	\$23.617 /hr	*
Inspector	19	
Instrumentation Technician	\$23.616 /hr	
Inventory/Material Handler	\$18.497 /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	M16	
Manager - Planning & Development	M18	
Manager - Plant Operations	M18	
Manager - Records	M16	
Manager - Safety & Risk	M14	
Manager - Security	M14	
Manager - Technical Services	M15	
Manager - Training & Communications	M18	
Manager - Water Laboratory	M18	
Manager - Water Quality	M18	
Member - Water Supply Board	\$3,500 /yr	
Meter Manager - Commercial Services	M15	
Meter Reader I	\$17.462 /hr	
Meter Reader Technician	\$19.403 /hr	
Meter Shop Technician	\$20.397 /hr	
Network Administrator	M12	
Network Hardware Manager	M15	
Network Operations Analyst	M5	
Plumber	\$39.810 /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	\$22.680 /hr	
Senior Administrative Assistant	M11	
Senior Administrative Clerk, Water	18	
Senior Budget & Planning Analyst	M9	
Senior Director Administration	M30	
Senior Director Operations	M30	
Senior Draftsman-WSB	28	
Senior Equipment Mechanic	\$22.295 /hr	
Senior Forest Supervisor	M12	
Senior Manager	M24	
Senior Manager of Budget and Regulatory	M18	
Senior Manager of Personnel	M22	
Senior Meter Reader Technician	\$20.524 /hr	
Senior Supervisor Commercial Services	M9	
Senior Supervisor Planning	M15	
Senior Switchboard Operator	\$888.88 /wk	
Senior Technician	24	
Senior Water Plant Mechanic	\$23.616 /hr	
Senior Water Treatment Operator	\$24.190 /hr	*
Senior Watershed Maintenance Operator	\$20.893 /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 Analyst	M13	
System Technical Specialist	22	
Utility Laborer	\$16.872 /hr	
Utility Maintenance Repairman	\$20.390 /hr	
Utility Maintenance Worker	\$16.872 /hr	
Utility Worker	\$19.690 /hr	*
Utility Worker in Training	\$16.872 /hr	
Utility Worker, Senior	\$20.902 /hr	*

Water Plant Mechanic	\$21.206 /hr	
Water Supply Board Clerk	11	
Water System Mechanic	\$22.888 /hr	*
Water System Mechanic II	\$23.410 /hr	*
Water System Mechanic III	\$25.490 /hr	*
Water Treatment Operator	\$17.487 /hr	
Water Treatment Operator Class I	\$18.945 /hr	
Water Treatment Operator Class I in Training	\$18.497 /hr	
Water Treatment Operator Class II	\$20.239 /hr	
Water Treatment Operator Class II in Training	\$19.734 /hr	
Water Treatment Operator Class III	\$22.629 /hr	*
Water Treatment Operator Class III in Training	\$22.126 /hr	
Watershed Grounds General Foreman	\$24.244 /hr	
Watershed Inspector	\$18.175 /hr	
Watershed Maintenance Operator	\$17.571 /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 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. This Ordinance shall take effect upon its passage.

IN CITY COUNCIL  
OCT 04 2012

FIRST READING  
READ AND PASSED

A. M. Stebbins CLERK

IN CITY  
COUNCIL  
OCT 18 2012  
FINAL READING  
READ AND PASSED

[Signature] PRESIDENT  
A. M. Stebbins CLERK

I HEREBY APPROVE.

Angel Taveras  
Mayor

Date: 10/25/12

FY 2012-2013

## Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2012

Grade	Step 1st	Step 2nd	Step 3rd	Step 4th	Step 5th	ANNUAL SALARY RANGE	
1	507.02	511.55	516.11	525.10	531.89	26,364.97	27,658.44
2	518.34	525.10	529.62	538.71	545.45	26,953.90	28,363.42
3	532.01	536.44	540.93	550.25	556.81	27,664.32	28,953.90
4	545.45	549.99	554.52	561.29	570.25	28,363.42	29,652.99
5	556.81	561.29	567.42	574.88	581.63	28,953.90	30,244.99
6	570.25	574.88	579.41	588.47	595.23	29,652.99	30,951.84
7	581.63	588.47	592.96	599.76	606.52	30,244.99	31,539.22
8	595.20	599.76	604.26	613.31	620.12	30,950.29	32,246.18
9	606.53	615.60	624.61	633.63	644.96	31,539.74	33,537.68
10	620.12	626.90	635.95	647.25	658.54	32,246.18	34,243.98
11	631.41	640.58	649.50	660.81	672.10	32,833.43	34,949.26
12	644.96	654.01	663.07	672.10	683.61	33,537.68	35,547.94
13	658.55	665.31	674.38	683.61	698.15	34,244.66	36,303.70
14	672.10	683.61	698.15	711.18	724.75	34,949.26	37,686.96
15	683.61	698.15	709.09	724.75	736.96	35,547.94	38,321.69
16	698.15	701.30	724.74	736.96	752.44	36,303.70	39,126.86
17	711.18	724.75	736.28	752.42	765.41	36,981.17	39,801.25
18	724.75	736.96	752.44	765.41	780.89	37,686.96	40,606.36
19	736.96	752.42	773.19	780.89	796.51	38,321.69	41,418.75
20	752.44	765.41	780.89	796.51	810.05	39,126.86	42,122.48
21	765.41	783.55	801.71	818.32	843.01	39,801.25	43,836.71
22	780.89	799.05	815.62	843.01	868.31	40,606.36	45,152.08
23	796.51	812.69	833.59	850.58	878.06	41,418.75	45,659.16
24	812.69	827.23	855.80	871.64	893.80	42,259.93	46,477.69
25	822.46	852.61	887.59	906.46	931.84	42,768.04	48,455.55
26	848.55	868.38	890.69	925.59	947.74	44,124.54	49,282.32
27	862.12	884.30	925.59	941.49	966.87	44,830.33	50,277.43
28	878.06	909.78	928.74	950.93	985.82	45,659.16	51,262.75
29	893.80	931.84	966.87	1,001.65	1,036.66	46,477.69	53,906.25
30	931.84	969.89	1,001.52	1,036.66	1,071.45	48,455.55	55,715.26
31	947.74	985.82	1,017.55	1,052.44	1,093.72	49,282.32	56,873.35
32	985.82	1,017.55	1,052.44	1,087.40	1,125.46	51,262.57	58,524.01
33	1,017.63	1,052.43	1,091.56	1,125.46	1,160.26	52,916.81	60,333.53
34	1,048.47	1,093.72	1,125.46	1,160.26	1,195.27	54,520.41	62,153.86
35	1,086.84	1,125.46	1,160.26	1,191.88	1,230.06	56,515.75	63,962.87

