

**CHAPTER 2020-34**

**No. 347 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE WATER SUPPLY BOARD AND REPEALING ORDINANCE CHAPTER 2019-94, EFFECTIVE OCTOBER 11, 2019**

**Approved October 22, 2020**

*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, 2020	
ACCOUNT COLLECTOR	25	
ADMINISTRATIVE ASSISTANT, WSB	M10	
ADVISORY PROFESSIONAL ENGINEER	M22	
AIDE TO CHIEF ENGINEER	\$53,180	
APPLICATION OPERATIONS SPECIALIST	M9	
APPLICATION SYSTEMS INTEGRATION ANALYST	M11	
APPLICATIONS/DATABASE ANALYST	M8	
ASSISTANT DISPATCHER	\$22.777	/HR
ASSISTANT MANAGER - CUSTOMER SERVICE	M13	
ASSISTANT MANAGER - FACILITIES & EQUIPMENT	M16	
BOARD COUNSEL	\$35,000	/YR
BUDGET AND PLANNING ANALYST	M5	
CHAIRPERSON - WATER SUPPLY BOARD	\$4,000	/YR
CHIEF ENGINEER	\$160,813-\$195,468	/YR
CHIEF FINANCIAL OFFICER	M31	
CHIEF INFORMATION/SECURITY OFFICER	M36	
CLERICAL COORDINATOR	23	
CONFIDENTIAL ASSISTANT	M9	
CONTROLLER	M16	
CUSTOMER SERVICE REGULATORY SUPERVISOR	M12	
DATABASE ADMINISTRATOR	M20	
DEPUTY GENERAL MANAGER, (ADMIN)	M37	
DEPUTY GENERAL MANAGER, (OPERATIONS)	M32	
DIG SAFE WORKER	\$24.726	/HR *
DIRECTOR	M28	
DIVISION MANAGER	M20	
DIVISION SUPERVISOR	M5	
DRAFTSPERSON	12	
ELECTRICAL TECHNICIAN	\$36.642	/HR
ENGINEER	\$69,487	
ENGINEERING PROJECT COORDINATOR	M9	
ENGINEERING SYSTEMS ANALYST	M12	
ENGINEERING SYSTEMS COORDINATOR	M15	
ENVIRONMENTAL RESOURCE MANAGER	M18	
EQUIPMENT OPERATOR	\$21.363	/HR
EXECUTIVE ASSISTANT	M12	
EXECUTIVE ENGINEER	M45	
FLUSHING TECHNICIAN	\$25.091	/HR
FLUSHING TECHNICIAN IN TRAINING	\$19.517	/HR
FOREST SUPERVISOR	\$69,388	
GENERAL MANAGER	\$160,813-\$195,468	/YR
GOVERNMENTAL AIDE	M5	
GIS SUPERVISOR	M12	
GIS SYSTEM SPECIALIST	32	
HEAVY EQUIPMENT OPERATOR	\$25.581	/HR *
HR GENERALIST	M9	
INFORMATION SECURITY ADMINISTRATOR	M18	
INSTRUMENTATION TECHNICIAN	\$27.319	/HR

INVENTORY/MATERIAL HANDLER	\$21.397	/HR
JOURNEYPERSON PLUMBER	\$26.726 - \$36.641	/HR
JUNIOR CHEMIST I	22	
JUNIOR CHEMIST II	25	
JUNIOR NETWORK ADMINISTRATOR	M12	
JUNIOR SYSTEMS ADMINISTRATOR	M12	
JUNIOR WEB APPLICATION DEVELOPER	M12	
LAB SUPERVISOR	M13	
MANAGER - ACCOUNTING	M14	
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 - PLANNING & DEVELOPMENT	M18	
MANAGER - PLANT OPERATIONS	M18	
MANAGER - PURCHASING	M20	
MANAGER - RECORDS	M15	
MANAGER - SAFETY & COMPLIANCE	M14	
MANAGER - SECURITY	M18	
MANAGER - TECHNICAL SERVICES	M15	
MANAGER - WATER LABORATORY	M18	
MANAGER - WATER QUALITY	M18	
MEMBER - WATER SUPPLY BOARD	\$3,500	/YR
METER READER I	\$20.200	/HR
METER READER TECHNICIAN	\$22.445	/HR
METER SHOP TECHNICIAN	\$23.595	/HR
OPERATIONS SUPERVISOR	M9	
NETWORK ADMINISTRATOR	M20	
NETWORK HARDWARE MANAGER	M15	
NETWORK OPERATIONS ANALYST	25	
PERSONNEL ASSISTANT	M5	
PLUMBER	\$46.052	/HR
PRINCIPAL ENGINEER	M17	
PROJECT ENGINEER	M15	
PUBLIC INFORMATION LIAISON	M5	
PUBLIC INFORMATION OFFICER	M15	
PURCHASING AGENT II, (WSB)	24	
RAIN GAUGE KEEPER	\$91.00	/MON
REGULATORY SERVICE SUPERVISOR	M5	
SANITARIAN	22	
SCHEDULER/DISPATCHER	\$26.236	/HR
SENIOR ADMINISTRATIVE ASSISTANT	\$71,470	
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	\$25.790	/HR
SENIOR FOREST SUPERVISOR	M12	
SENIOR MANAGER	M24	
SENIOR MANAGER OF BUDGET AND REGULATORY	M18	
SENIOR METER READER TECHNICIAN	\$23.743	/HR
SENIOR SUPERVISOR CUSTOMER SERVICE	M9	
SENIOR SUPERVISOR PLANNING	M15	
SENIOR WATER PLANT MECHANIC	\$27.319	/HR
SENIOR WATER TREATMENT OPERATOR	\$27.984	/HR *
SENIOR WATERSHED MAINTENANCE OPERATOR	\$25.210	/HR
STAFF ACCOUNTANT	24	
SUPERVISOR - ACCOUNTING	\$73,614	
SUPERVISOR - CUSTOMER SERVICE	M5	
SUPERVISOR - FACILITIES & EQUIPMENT	M12	
SUPERVISOR - FINANCE	M12	
SUPERVISOR - FLUSHING	M9	
SUPERVISOR - GROUNDS MAINTENANCE	M12	
SUPERVISOR - PERSONNEL	M10	
SUPERVISOR - PURCHASING	M11	
SUPERVISOR - WATER MAINTENANCE CREW	M13	
SUPERVISOR - WATER PLANT OPERATIONS	\$70,109	
SUPERVISOR - WATER QUALITY	M9	
SUPERVISOR - WATER SUPPLY	M13	

SUPERVISOR - WATERSHED MAINTENANCE	M9	
SUPERVISOR - WATERSHED MAINTENANCE & SECURITY	M12	
SUPERVISOR - WATERSHED SECURITY	M9	
SYSTEM ANALYST	M13	
SYSTEM TECHNICAL SPECIALIST	22	
SYSTEMS ADMINISTRATOR	M18	
TECHNICAL WRITER/ADMINISTRATOR	M5	
TRAINING/COMMUNICATIONS COORDINATOR	M9	
UTILITY LABORER	\$19.517	/HR
UTILITY MAINTENANCE REPAIRPERSON	\$23.588	/HR
UTILITY MAINTENANCE WORKER	\$19.517	/HR
UTILITY WORKER	\$22.777	/HR *
UTILITY WORKER IN TRAINING	\$19.517	/HR
WATER PLANT MECHANIC	\$24.531	/HR
WATER QUALITY COORDINATOR	M5	
WATER SUPPLY BOARD CLERK	11	
WATER SYSTEM MECHANIC	\$26.477	/HR *
WATER TREATMENT OPERATOR	\$20.228	/HR
WATER TREATMENT OPERATOR CLASS I	\$21.915	/HR
WATER TREATMENT OPERATOR CLASS I IN TRAINING	\$21.397	/HR
WATER TREATMENT OPERATOR CLASS II	\$23.412	/HR
WATER TREATMENT OPERATOR CLASS II IN TRAINING	\$22.828	/HR
WATER TREATMENT OPERATOR CLASS III	\$26.176	/HR *
WATER TREATMENT OPERATOR CLASS III IN TRAINING	\$25.595	/HR
WATERSHED INSPECTOR	\$21.024	/HR
WATERSHED MAINTENANCE OPERATOR	\$20.846	/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-M45).

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.

Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2020

IN CITY COUNCIL  
OCT 01 2020  
FIRST READING  
READ AND PASSED

 CLERK

IN CITY  
COUNCIL  
OCT 15 2020  
FINAL READING  
READ AND PASSED

 PRESIDENT  
 CLERK

I HEREBY APPROVE.

  
\_\_\_\_\_  
Mayor  
Date: 10/22/20

Grade	Step	Step	Step	Step	Step	ANNUAL SALARY RANGE		
	1st	2nd	3rd	4th	5th			
1	586.52	591.76	597.03	607.43	615.29	30,498.89	-	31,995.17
2	599.62	607.43	612.66	623.18	630.97	31,180.16	-	32,810.69
3	615.42	620.55	625.74	636.53	644.11	32,001.98	-	33,493.75
4	630.97	636.23	641.47	649.30	659.66	32,810.69	-	34,302.47
5	644.11	649.30	656.39	665.02	672.83	33,493.75	-	34,987.29
6	659.66	665.02	670.26	680.74	688.56	34,302.47	-	35,804.96
7	672.83	680.74	685.93	693.80	701.62	34,987.29	-	36,484.45
8	688.52	693.80	699.00	709.47	717.35	35,803.17	-	37,302.25
9	701.64	712.13	722.55	732.98	746.08	36,485.04	-	38,796.25
10	717.35	725.19	735.66	748.74	761.79	37,302.25	-	39,613.30
11	730.42	741.02	751.34	764.42	777.48	37,981.58	-	40,429.16
12	746.08	756.56	767.04	777.48	790.80	38,796.25	-	41,121.72
13	761.81	769.63	780.12	790.80	807.61	39,614.08	-	41,995.97
14	777.48	790.80	807.61	822.69	838.39	40,429.16	-	43,596.13
15	790.80	807.61	820.27	838.39	852.51	41,121.72	-	44,330.37
16	807.61	811.26	838.38	852.51	870.42	41,995.97	-	45,261.80
17	822.69	838.39	851.73	870.40	885.42	42,779.67	-	46,041.93
18	838.39	852.51	870.42	885.42	903.33	43,596.13	-	46,973.27
19	852.51	870.40	894.42	903.33	921.40	44,330.37	-	47,913.04
20	870.42	885.42	903.33	921.40	937.06	45,261.80	-	48,727.12
21	885.42	906.40	927.42	946.63	975.19	46,041.93	-	50,710.13
22	903.33	924.34	943.51	975.20	1,004.46	46,973.27	-	52,231.75
23	921.40	940.12	964.29	983.95	1,015.74	47,913.04	-	52,818.33
24	940.12	956.94	989.98	1,008.30	1,033.95	48,886.12	-	53,765.21
25	951.42	986.29	1,026.77	1,048.59	1,077.95	49,473.90	-	56,053.19
26	981.60	1,004.54	1,030.35	1,070.72	1,096.34	51,043.09	-	57,009.59
27	997.30	1,022.95	1,070.72	1,089.11	1,118.48	51,859.55	-	58,160.73
28	1,015.74	1,052.43	1,074.36	1,100.04	1,140.40	52,818.33	-	59,300.55
29	1,033.95	1,077.95	1,118.48	1,158.71	1,199.20	53,765.21	-	62,358.54
30	1,077.95	1,121.97	1,158.56	1,199.20	1,239.45	56,053.19	-	64,451.19
31	1,096.34	1,140.39	1,177.10	1,217.46	1,265.21	57,009.59	-	65,790.87
32	1,140.39	1,177.10	1,217.46	1,257.90	1,301.93	59,300.34	-	67,700.34
33	1,177.19	1,217.45	1,262.72	1,301.93	1,342.18	61,213.95	-	69,793.59
34	1,212.87	1,265.21	1,301.93	1,342.18	1,382.68	63,068.99	-	71,899.34
35	1,257.25	1,301.93	1,342.18	1,378.76	1,422.92	65,377.19	-	73,992.00

2020-2021

## Section 8.

## STEP

GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE	
M5	49,242.84	51,704.98	54,290.25	57,004.76	59,855.01	49,242.84	- 59,855.01
M6	50,720.14	53,256.15	55,918.95	58,714.90	61,650.66	50,720.14	- 61,650.66
M7	52,241.74	54,853.85	57,596.52	60,476.35	63,500.17	52,241.74	- 63,500.17
M8	53,808.99	56,499.45	59,324.41	62,290.63	65,405.17	53,808.99	- 65,405.17
M9	55,423.27	58,194.42	61,104.17	64,159.35	67,367.32	55,423.27	- 67,367.32
M10	57,085.96	59,940.26	62,937.28	66,084.14	69,388.34	57,085.96	- 69,388.34
M11	58,798.55	61,738.47	64,825.40	68,066.68	71,469.99	58,798.55	- 71,469.99
M12	60,562.51	63,590.63	66,770.17	70,108.67	73,614.11	60,562.51	- 73,614.11
M13	62,379.39	65,498.35	68,773.27	72,211.91	75,822.53	62,379.39	- 75,822.53
M14	64,250.76	67,463.29	70,836.46	74,378.29	78,097.20	64,250.76	- 78,097.20
M15	66,178.27	69,487.19	72,961.55	76,609.65	80,440.12	66,178.27	- 80,440.12
M16	68,163.63	71,571.82	75,150.38	78,907.93	82,853.33	68,163.63	- 82,853.33
M17	70,208.54	73,718.97	77,404.91	81,275.17	85,338.93	70,208.54	- 85,338.93
M18	72,314.78	75,930.54	79,727.07	83,713.41	87,899.10	72,314.78	- 87,899.10
M19	74,484.23	78,208.46	82,118.87	86,224.81	90,536.06	74,484.23	- 90,536.06
M20	76,718.76	80,554.70	84,582.43	88,811.56	93,252.13	76,718.76	- 93,252.13
M21	79,020.32	82,971.33	87,119.91	91,475.90	96,049.70	79,020.32	- 96,049.70
M22	81,390.93	85,460.47	89,733.52	94,220.19	98,931.19	81,390.93	- 98,931.19
M23	83,832.67	88,024.30	92,425.51	97,046.79	101,899.14	83,832.67	- 101,899.14
M24	86,347.66	90,665.03	95,198.28	99,958.20	104,956.10	86,347.66	- 104,956.10
M25	88,938.09	93,384.98	98,054.24	102,956.94	108,104.78	88,938.09	- 108,104.78
M26	91,606.21	96,186.52	100,995.86	106,045.64	111,347.94	91,606.21	- 111,347.94
M27	94,354.40	99,072.12	104,025.74	109,227.02	114,688.36	94,354.40	- 114,688.36
M28	97,185.05	102,044.30	107,146.50	112,503.83	118,129.03	97,185.05	- 118,129.03
M29	100,100.60	105,105.62	110,360.90	115,878.93	121,672.89	100,100.60	- 121,672.89
M30	103,103.61	108,258.79	113,671.71	119,355.32	125,323.08	103,103.61	- 125,323.08
M31	106,196.72	111,506.55	117,081.88	122,935.97	129,082.77	106,196.72	- 129,082.77
M32	109,382.61	114,851.75	120,594.34	126,624.06	132,955.23	109,382.61	- 132,955.23
M33	112,664.09	118,297.31	124,212.16	130,422.78	136,943.91	112,664.09	- 136,943.91
M34	116,044.01	121,846.23	127,938.24	134,335.46	141,052.23	116,044.01	- 141,052.23
M35	119,525.34	125,501.61	131,776.69	138,365.52	145,283.80	119,525.34	- 145,283.80
M36	123,111.09	129,266.65	135,729.99	142,516.49	149,642.30	123,111.09	- 149,642.30
M37	126,804.43	133,144.65	139,801.89	146,791.98	154,131.57	126,804.43	- 154,131.57
M38	130,608.56	137,138.99	143,995.93	151,195.73	158,755.53	130,608.56	- 158,755.53
M39	134,526.82	141,253.16	148,315.81	155,731.61	163,518.19	134,526.82	- 163,518.19
M40	138,562.63	145,490.76	152,765.30	160,403.56	168,423.73	138,562.63	- 168,423.73
M41	142,719.51	\$19,855.48	157,348.26	165,215.66	173,476.45	142,719.51	- 173,476.45
M42	147,001.09	154,351.15	162,068.71	170,172.14	178,680.75	147,001.09	- 178,680.75
M43	151,411.13	158,981.68	166,930.77	175,277.30	184,041.17	151,411.13	- 184,041.17
M44	155,953.46	163,751.13	171,938.69	180,535.62	189,562.41	155,953.46	- 189,562.41
M45	160,632.06	168,663.67	177,096.85	185,951.69	195,249.28	160,632.06	- 195,249.28