

City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 2011-49

No. 531

AN ORDINANCE

Establishing a Compensation Plan for the Water Supply Board and Repealing Ordinance Chapter 2010-16, Approved May 25, 2010 as Amended.

Approved November 22, 2011

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	As of July 1, 2010
Account Collector	25
Administrative Assistant, WSB	M10
Aide to Chief Engineer	M1
Application Systems Integration Analyst	M11
Application Operations Specialist	M9
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	\$4,000 /yr
Chief Engineer/General Manager	\$169,600-\$179,928 /yr
Clerical Coordinator	23
Clerk 1	1
Collection Officer, WSB	26
Confidential Assistant to Chief Engineer	M8
Confidential Assistant/Training Administrator	M11
Controller	M16
Crow Leader	\$27,349 /hr *
DataBase Manager	M15
Dept. Switchboard Operator	11
Deputy Director of T & D	M22
Deputy General Manager, (Admin)	M32
Deputy General Manager, (Operations)	M32
Dig Safe Worker	\$21,591 /hr
Director - Commercial Services	M27
Director - Distribution	M27
Director - Engineering	M29
Director - Finance	M28
Director - MIS	M27
Director - Special Projects	M27
Director - Support Services	M27
Director - Water Quality	M26
Director - Water Supply	M28
Draftsman	12
Electrical Technician	\$31,995 /hr
Engineer	M15
Engineering Aide III	19
Engineering Project Coordinator	M9
Engineering Systems Analyst	M12
Environmental Resource Manager	M18
Equipment Mechanic	\$22,338 /hr
Equipment Operator	\$18,654 /hr
Forest Supervisor	M10
GIS Project Manager	M12

GIS System Specialist	32	
Heavy Equipment Operator	\$22.338 /hr	*
Heavy Equipment Operator, Senior	\$23.856 /hr	*
Inspector	19	
Instrumentation Technician	\$23.856 /hr	
Inventory/Material Handler	\$18.683 /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	\$18.312 /hr	
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 - Intergovernmental Relations	M13	
Manager - Personnel	M13	
Manager - Planning & Development	M17	
Manager - Plant Operations	M18	
Manager - Records	M16	
Manager - Regulatory	M17	
Manager - Safety & Risk	M14	
Manager - Security	M14	
Manager - Technical Services	M15	
Manager - Training & Communications	M15	
Manager - Water Laboratory	M18	
Material Handler	\$17.632 /hr	
Member - Water Supply Board	\$3,500 /yr	
Meter Reader I	\$17.638 /hr	
Meter Reader Technician	\$19.599 /hr	
Meter Shop Technician	\$20.603 /hr	
Network Administrator	M12	
Network Hardware Manager	M15	
Network Operations Analyst	M5	
Personnel Technician,Water	22	
Plumber	\$40.212 /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	\$22.909 /hr	
Senior Administrative Clerk, Water	18	
Senior Draftsman-WSB	28	
Senior Administrative Assistant	M11	
Senior Budget & Planning Analyst	M9	
Senior Equipment Mechanic	\$22.520 /hr	
Senior Forest Supervisor	M12	
Senior Manager of Budget and Regulatory	M18	
Senior Manager of Communications/Public Affairs	M21	
Senior Manager of Information Systems	M21	
Senior Manager of Personnel	M22	
Senior Meter Reader Technician	\$20.730 /hr	
Senior Supervisor Commercial Services	M9	
Senior Supervisor Planning	M15	
Senior Switchboard Operator	\$897.87 /wk	
Senior Technician	24	
Senior Water Plant Mechanic	\$23.856 /hr	
Senior Water Treatment Operator	\$24.434 /hr	*
Senior Watershed Maintenance Operator	\$21.104 /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	
System Analyst	M13	
Utility Laborer	\$17.042 /hr	
Utility Maintenance Worker	\$17.042 /hr	
Utility Maintenance Repairman	\$20.596 /hr	
Utility Worker in Training	\$18.637 /hr	
Utility Worker	\$19.889 /hr	*
Utility Worker, Senior	\$21.113 /hr	*

Water Plant Mechanic	\$21.420 /hr	
Water Plant Operator I	\$919.835 /wk	
Water Supply Board Clerk	11	
Water System Mechanic	\$23.119 /hr	*
Water System Mechanic II	\$23.646 /hr	*
Water System Mechanic III	\$25.747 /hr	*
Water Treatment Operator Class I in Training	\$18.684 /hr	
Water Treatment Operator Class II in Training	\$19.933 /hr	
Water Treatment Operator Class III in Training	\$22.348 /hr	
Water Treatment Operator	\$17.664 /hr	
Water Treatment Operator Class I	\$19.136 /hr	
Water Treatment Operator Class II	\$20.443 /hr	
Water Treatment Operator Class III	\$22.858 /hr	*
Watershed Grounds General Foreman	\$24.489 /hr	
Watershed Inspector	\$18.359 /hr	
Watershed Mechanic	\$17.748 /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.

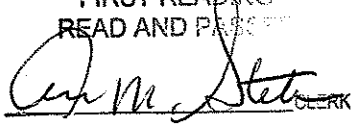
Section 2. The salary for each position is categorized as one (1) of seventy-six (76) "Pay Grades", each of which contains five(5) "Steps", or, the rate listed in Section 1 above. The "Pay Grades" and "Steps" are enumerated and set forth in Section 7(Grade 1-35) and Section 8 (Grades M1-M41).



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

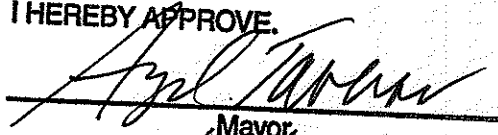
Section 4. The above pay grades do not include additional compensation for Supervisors who are eligible and may receive on-call pay.

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. This Ordinance shall take effect upon its passage.

IN CITY COUNCIL
NOV 03 2011
FIRST READING
READ AND PASSED
 CLERK

IN CITY COUNCIL
NOV 17 2011
FINAL READING
READ AND PASSED
 PRESIDENT
 ACTING CLERK

I HEREBY APPROVE.
 Mayor
Date: 11/22/11

FY 2010-2011

Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2010

Grade	Step 1st	Step 2nd	Step 3rd	Step 4th	Step 5th	ANNUAL SALARY RANGE		
1.	512.14	516.71	521.29	530.41	537.27	26,631.20	-	27,937.82
2	523.56	530.41	534.97	544.11	550.98	27,225.22	-	28,650.96
3	537.27	541.87	546.40	555.51	562.07	27,937.82	-	29,227.49
4	550.98	555.51	560.11	566.95	576.12	28,650.96	-	29,958.12
5	562.39	566.95	573.18	580.68	587.51	29,244.43	-	30,550.50
6	576.12	580.68	585.25	594.39	601.21	29,958.12	-	31,263.10
7	587.51	594.39	598.92	605.82	612.66	30,550.50	-	31,858.20
8	601.21	605.81	610.38	619.50	626.38	31,263.10	-	32,571.90
9	612.66	621.79	630.92	640.07	651.50	31,858.20	-	33,877.96
10	626.38	633.21	642.35	653.79	665.20	32,571.90	-	34,590.56
11	637.80	647.01	656.05	667.47	678.92	33,165.36	-	35,303.71
12	651.50	660.61	669.77	678.92	690.52	33,877.96	-	35,907.01
13	665.20	672.03	681.19	690.52	705.13	34,590.56	-	36,666.61
14	678.92	690.52	705.19	718.34	732.06	35,303.71	-	38,067.22
15	690.52	705.19	716.25	732.06	744.40	35,907.01	-	38,708.77
16	705.19	717.38	732.06	744.40	760.04	36,669.89	-	39,521.92
17	718.34	732.06	744.40	760.04	773.15	37,353.52	-	40,203.92
18	732.06	744.40	760.04	773.15	788.78	38,067.22	-	41,016.52
19	744.40	760.04	773.15	788.78	804.53	38,708.77	-	41,835.68
20	760.04	773.15	788.78	804.53	818.24	39,521.92	-	42,548.28
21	772.83	791.47	809.77	826.56	851.53	40,186.98	-	44,279.50
22	788.78	807.11	823.83	845.09	870.84	41,016.52	-	45,283.92
23	804.53	820.90	842.01	859.17	886.92	41,835.68	-	46,120.02
24	819.42	835.60	864.41	880.43	902.84	42,610.03	-	46,947.93
25	830.75	861.21	896.56	915.61	941.22	43,199.13	-	48,943.64
26	857.10	877.14	899.67	934.94	957.32	44,569.13	-	49,780.83
27	870.84	893.24	928.48	951.01	976.63	45,283.92	-	50,784.70
28	886.92	918.97	938.11	960.54	995.78	46,120.02	-	51,780.37
29	902.84	941.22	976.63	1,011.76	1,047.11	46,947.93	-	54,449.89
30	941.22	979.69	1,011.78	1,047.12	1,082.29	48,943.64	-	56,278.93
31	957.32	995.78	1,027.84	1,063.07	1,104.77	49,780.83	-	57,447.83
32	995.78	1,027.84	1,063.07	1,098.33	1,136.85	51,780.37	-	59,116.21
33	1,027.84	1,063.07	1,102.54	1,136.85	1,171.96	53,447.66	-	60,941.97
34	1,063.07	1,104.77	1,136.85	1,171.96	1,207.33	55,279.43	-	62,781.40
35	1,097.82	1,136.85	1,171.96	1,207.33	1,242.42	57,086.61	-	64,606.06

FY 2010-2011

Section 8. Grades listed below represent a schedule for advancement in rank for management personnel as of July 1, 2010. Step increases are contingent upon management review.

STEP GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE		
M1	37,821.40	39,712.47	41,698.10	43,782.99	45,972.14	37,821.40	-	45,972.14
M2	38,956.04	40,903.83	42,949.05	45,096.48	47,351.31	38,956.04	-	47,351.31
M3	40,124.72	42,130.95	44,237.51	46,449.38	48,771.85	40,124.72	-	48,771.85
M4	41,328.46	43,394.88	45,564.64	47,842.87	50,235.02	41,328.46	-	50,235.02
M5	42,568.30	44,696.71	46,931.56	49,278.14	51,742.06	42,568.30	-	51,742.06
M6	43,845.36	46,037.63	48,339.51	50,756.49	53,294.32	43,845.36	-	53,294.32
M7	45,160.72	47,418.77	49,789.69	52,279.18	54,893.14	45,160.72	-	54,893.14
M8	46,515.54	48,841.32	51,283.38	53,847.55	56,539.93	46,515.54	-	56,539.93
M9	47,911.01	50,306.55	52,821.91	55,462.97	58,236.13	47,911.01	-	58,236.13
M10	49,348.33	51,815.76	54,406.55	57,126.87	59,983.21	49,348.33	-	59,983.21
M11	50,828.80	53,370.23	56,038.74	58,840.69	61,782.71	50,828.80	-	61,782.71
M12	52,353.67	54,971.34	57,719.91	60,605.90	63,636.20	52,353.67	-	63,636.20
M13	53,924.28	56,620.48	59,451.51	62,424.07	65,545.29	53,924.28	-	65,545.29
M14	55,541.99	58,319.09	61,235.05	64,296.80	67,511.64	55,541.99	-	67,511.64
M15	57,208.25	60,068.66	63,072.10	66,225.72	69,536.99	57,208.25	-	69,536.99
M16	58,924.50	61,870.73	64,964.25	68,212.48	71,623.11	58,924.50	-	71,623.11
M17	60,692.23	63,726.85	66,913.18	70,258.86	73,771.80	60,692.23	-	73,771.80
M18	62,512.99	65,638.65	68,920.59	72,366.61	75,984.96	62,512.99	-	75,984.96
M19	64,388.39	67,607.82	70,988.20	74,537.61	78,264.49	64,388.39	-	78,264.49
M20	66,320.04	69,636.04	73,117.84	76,773.74	80,612.42	66,320.04	-	80,612.42
M21	68,309.64	71,725.12	75,311.38	79,076.95	83,030.80	68,309.64	-	83,030.80
M22	70,358.93	73,876.87	77,570.74	81,449.27	85,521.72	70,358.93	-	85,521.72
M23	72,469.71	76,093.19	79,897.84	83,892.74	88,087.38	72,469.71	-	88,087.38
M24	74,643.80	78,375.98	82,294.78	86,409.53	90,729.99	74,643.80	-	90,729.99
M25	76,883.12	80,727.26	84,763.64	89,001.81	93,451.90	76,883.12	-	93,451.90
M26	79,189.60	83,149.08	87,306.54	91,671.86	96,255.46	79,189.60	-	96,255.46
M27	81,565.29	85,643.55	89,925.74	94,422.02	99,143.11	81,565.29	-	99,143.11
M28	84,012.26	88,212.87	92,623.50	97,254.68	102,117.42	84,012.26	-	102,117.42
M29	86,532.63	90,859.25	95,402.21	100,172.31	105,180.93	86,532.63	-	105,180.93
M30	89,128.60	93,585.03	98,264.26	103,177.49	108,336.37	89,128.60	-	108,336.37
M31	91,802.46	96,392.58	101,212.20	106,272.81	111,586.45	91,802.46	-	111,586.45
M32	94,556.53	99,284.36	104,248.58	109,461.00	114,934.03	94,556.53	-	114,934.03
M33	97,393.22	102,262.89	107,376.03	112,744.84	118,382.07	97,393.22	-	118,382.07
M34	100,315.01	105,330.78	110,597.06	116,127.18	121,933.54	100,315.01	-	121,933.54
M35	103,324.47	108,490.70	113,915.23	119,610.99	125,591.54	103,324.47	-	125,591.54
M36	106,424.20	111,745.41	117,332.69	123,199.32	129,359.28	106,424.20	-	129,359.28
M37	109,616.93	115,097.77	120,852.67	126,895.30	133,240.06	109,616.93	-	133,240.06
M38	112,905.44	118,550.71	124,478.23	130,702.15	137,237.26	112,905.44	-	137,237.26
M39	116,292.60	122,107.23	128,212.58	134,623.22	141,354.38	116,292.60	-	141,354.38
M40	119,781.38	125,770.45	132,058.97	138,661.92	145,595.01	119,781.38	-	145,595.01
M41	123,374.82	129,543.56	136,020.75	142,821.77	149,962.87	123,374.82	-	149,962.87

Summary of Providence Water's Budget for Fiscal Year 2010-2011

Overall

- ☐ Operating and Restricted budgets are balanced.
- ☐ Revenues are based on rates approved by the PUC on April 27, 2010.
- ☐ Even with approved increase Providence Water residential rates are still among the lowest in the State.
- ☐ Enterprise Fund with no impact on City Finances.

Revenues

- ☐ FY 2011 revenues are set based on rates approved by the PUC on April 27, 2010. Revenues are projected to increase approximately \$1.6 million or 3% over FY 2010.
- ☐ Miscellaneous revenues are based on 3 year average and are rounded up approximately \$200,000 to reflect what is approved by the PUC.

Restricted Transfers

- ☐ Restricted funds have been established by the PUC, the tax agreement or legislature and are based on amounts approved in Docket 4061.
- ☐ Restricted funds increased \$2 million or 9% over FY 2010. This is the result of our requested increases to the IFR Fund and the Revenue Reserve Fund approved by the PUC in DK 4061.

Expenses

- ☐ Salaries include the 2% contractual raise as per the union contract amendment of April 2011. Merit increases for any employees eligible for a step increase have also been included.
- ☐ Fringe Benefits are projected to increase approximately \$300,000 or 5% over FY 2010. Health Insurance rates are based on actual rates for fiscal year 2010 with an estimated increase of 10% and a small increase in union trust benefits.
- ☐ Retirement Contribution is based on the actuarial amount provided from the Buck report. This amount actually decreased \$200,000 from FY 2010.
- ☐ For Service and Materials each department was required to cut their budgets from the prior fiscal year. As a result of this effort, service and material expenses are projected to decrease from the prior fiscal year.
- ☐ Property taxes are based on FY 2010 actual bills with an estimated statutory limit of 4.5%. The exception is Scituate, which is based on the amount per the tax treaty with the Town of Scituate. Because of this treaty total Property Tax expense is projected to decrease \$200,000 from FY 2010.

Personnel

- ☐ There is no change in the number of maximum positions of 265 for the FY2011.

FY 2010 vs. FY 2011 Ordinances

Changes to Classification and Compensation Ordinances

Classification Ordinance:

1. Add (1) Manager of Engineering Customer Service
2. Add (1) Systems Analyst

Proposed Changes March 2011:

3. Add (2) Engineering Project Coordinator
4. Add (1) Engineering Aide III
5. Add (1) Senior Equipment Mechanic

Compensation Ordinance:

1. Change Deputy Dir. of T&D from M26 to M22