

# City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

## CHAPTER 2009-3

### No. 19 AN ORDINANCE

In Amendment of

Chapter 2008-26, Number 189, Effective April 27, 2008, Entitled:  
"An Ordinance In Amendment of Chapter 2008-12, Number 36, Approved  
January 28, 2008, Entitled: "An Ordinance Establishing a Compensation Plan  
for the Water Supply Board and Repealing Ordinance Chapter 2007-11,  
Approved January 2, 2007, as amended."

Approved February 6, 2009

### 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	
	From	To
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
<b>Crew Leader</b>	<del>\$0.000 /hr</del>	<del>\$ 26.500 /hr*</del>
DataBase Manager		M15
Dept. Switchboard Operator		11
<b>Deputy Director of T &amp; D</b>		<b>M26</b>
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
<b>GIS System Specialist</b>		<b>32</b>
Heavy Equipment Operator	\$21.255 /hr	\$21.255 /hr*
<b>Heavy Equipment Operator, Senior</b>	<del>\$0.000 /hr</del>	<del>\$ 22.255 /hr*</del>
Inspector		19
Instrumentation Technician		\$23.538 /hr
<b>Inventory/Material Handler</b>	<b>\$0.000 /hr</b>	<b>\$ 17.778 /hr</b>
Junior Chemist I		22
Junior Chemist II		25
Lab Supervisor/Bacteriology - Water		M13
Lab Supervisor/Chemistry - Water		M13
Land Management Specialist		M11

	<u>From</u>	<u>To</u>
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	<del>\$ 21.800</del> /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
<del>Senior Water Treatment Operator</del>	<del>\$0.000 /hr</del>	<del>\$ 23.250</del> /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
<b>Utility Worker in Training</b>	<b>\$0.000 /hr</b>	<b>\$ 17.735 /hr</b>
Utility Worker	\$18.926 /hr	<del>\$ 18.926</del> /hr*
<del>Utility Worker, Senior</del>	<del>\$0.000 /hr</del>	<del>\$ 20.090</del> /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	<del>\$ 22.000</del> /hr*
<del>Water System Mechanic II</del>	<del>\$0.000 /hr</del>	<del>\$ 22.500</del> /hr*
<del>Water System Mechanic III</del>	<del>\$0.000 /hr</del>	<del>\$ 24.500</del> /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	<del>21.750</del> /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, 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-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.

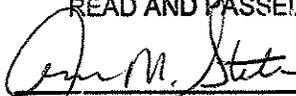
Section 5. Effective with the adoption of this Ordinance, Officers, and Employees of the City of Providence may authorize Employees to perform duties of a higher rated classification, cause by leave or retirement, and that said position is funded and provided for in this Ordinance. Said assignment may 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.~~

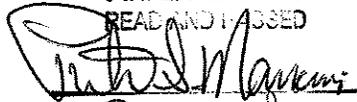
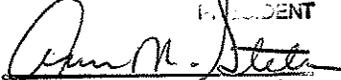
Section 7. This Ordinance shall take effect upon its passage, **except for the Inventory/Material Handler and the Utility Worker in Training positions, which shall take effect April 27, 2008.**

Items in Bold are new. If there is no From number there was no change from prior Ordinance.

IN CITY COUNCIL  
JAN 8 2009  
FIRST READING  
READ AND PASSED

  
CLERK

IN CITY  
COUNCIL  
JAN 27 2009  
FINAL READING  
READ AND PASSED

  
PRESIDENT  
  
CLERK

APPROVED



MAYOR

2/6/09

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	515.62	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	637.33	646.03	657.07	32,236.69	-	34,167.53
13	632.98	639.48	648.19	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

**FY 2007 vs. FY May 2008 Ordinances**  
**Changes to Classification and Compensation Ordinances**

**Classification Ordinance:**

1. Add (2) Crew Leader
2. Add (1) Deputy Director of T & D
3. Add (3) Engineer (2 new from IFR)
4. Add (2) GIS System Specialist
5. Add (4) Heavy Equipment Operator, Senior
6. Add (1) Inventory/Material Handler
7. Add (1) Senior Supervisor of Commercial Services
8. Add (8) Senior Water Treatment Operator
9. Add (26) Utility Worker in Training
10. Add (6) Utility Worker
11. Add (20) Utility Worker, Senior
12. Remove (2) Water System Mechanic
13. Add (10) Water System Mechanic II
14. Add (10) Water System Mechanic III

All of the above are unfunded and will be filled by funding the new positions and unfunding an existing vacant or the old positions.

**Compensation Ordinance:**

1. Crew Leader (\$26.50/hr)
2. Deputy Director of T & D (M26)
3. GIS System Specialist (32)
4. Heavy Equipment Operator, Senior (\$22.255/hr)
5. Inventory/Material Handler (\$17.778/hr)
6. Scheduler/Dispatcher from \$20.916/hr to \$ 21.800/hr
7. Senior Water Treatment Operator (\$23.25/hr)
8. Utility Worker in Training (\$17.735/hr)
9. Utility Worker, Senior (\$20.090/hr)
10. Water System Mechanic from \$21.547/hr to \$22.000/hr
11. Water System Mechanic II (\$22.500/hr)
12. Water System Mechanic III (\$24.500/hr)
13. Water Treatment Operator III from \$20.702/hr to \$21.75/hr

There were no changes to the Ladders for FY May 08 vs. FY 07, other than the inclusion of the new titles.

The following positions were marked with an asterisk (\*) and a footnote added to the Compensation Ordinance as follows: "These positions are eligible for an additional \$.50 per hour once the NEWWA Water Distribution System, Senior Water Treatment Operator, or Water Treatment Operator III Certificates have been obtained." Crew Leader, Heavy Equipment Operator, Heavy Equipment Operator, Senior, Senior Water Treatment Operator, Utility Worker, Utility Worker, Senior, Water System Mechanic, Water System Mechanic II, Water System Mechanic III, Water Treatment Operator III.

Also, under Section 6 the following was added: "The Scheduler/Dispatcher and the Water System Mechanic will not receive the rate reflected herein until July 1, 2008."

Revised 05/02/08

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ANDREW K. MOFFIT  
Chairman

JOSEPH D. CATALDI  
Vice Chairman

BRUCE T. MILLER  
Ex-Officio

CARISSA R. RICHARD  
Secretary

FERNANDO S. CUNHA, ESQ.  
Legal Advisor

DAVID N. CICILLINE  
Mayor

PAMELA M. MARCHAND, P.E.  
Chief Engineer & General Manager

JOSEPH DE LUCA  
City Councilman

MICHAEL A. SOLOMON  
City Councilman

JOHN A. FARGNOLI  
Member

EVERETT BIANCO  
Member

CERTIFICATE OF SECRETARY

I, Carissa R. Richard, do upon oath say:

1. That I am the duly appointed Secretary of the Providence Water Supply Board (PWSB), an entity established by the Home Rule Charter of the City of Providence.
2. That at a meeting of the PWSB held on Thursday, May 8, 2008, the following was voted by all members of the Providence Water Supply Board present:

RESOLVED: That the Board of Directors voted to approve the revised Fiscal Year 2007 - 2008 Budget Classification and Compensation Ordinances.

In Witness Whereof, I have set my hand this 13<sup>th</sup> day of May, 2008.

Carissa R. Richard  
Secretary  
Providence Water Supply Board

STATE OF RHODE ISLAND  
PROVIDENCE, sc.

In Providence on the 13<sup>th</sup> day of May, 2008, there personally appeared before me the above-named, Carissa R. Richard, individually and in her capacity as Secretary of the Providence Water Supply Board, and she acknowledged the execution of this certificate to be her free act and deed and in her said capacity.

  
Notary Public: Joseph P. Murphy  
My Commission Expires: 3/27/2010

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ANDREW K. MOFFIT  
*Chairman*

JOSEPH D. CATALDI  
*Vice Chairman*

BRUCE T. MILLER  
*Ex-Officio*

CARISSA R. RICHARD  
*Secretary*

FERNANDO S. CUNHA, ESQ.  
*Legal Advisor*



DAVID N. CICILLINE  
*Mayor*

PAMELA M. MARCHAND, P.E.  
*Chief Engineer & General Manager*

JOSEPH DE LUCA  
*City Councilman*

MICHAEL A. SOLOMON  
*City Councilman*

JOHN A. FARGNOLI  
*Member*

EVERETT BIANCO  
*Member*

May 9, 2008

Anna Stetson, City Clerk  
City Hall  
Providence, RI 02903

RE: Providence Water's amended Compensation and Classification Ordinances  
for Fiscal Year 2007-2008

Dear Ms. Stetson:

At a special Board Meeting held on May 8, 2008, the Providence Water Supply Board approved the attached Ordinances. Enclosed are original, amended Compensation and Classification Ordinances for Fiscal Year 2007-2008. These ordinances amend those effective April 27, 2008.

Also attached is a list of the changes made and redacted copies of the Ordinances as required by the Finance Committee.

If you have any questions, or need any additional information, please contact me at extension 7256.

Respectfully,

Providence Water Supply Board

A handwritten signature in cursive script that reads "Jeanne Bondarevskis".

Jeanne Bondarevskis  
Director of Finance

Enclosures

cc: P. Marchand  
B. Spinelli  
J. DeLuca  
M. Solomon  
B. Miller  
M. Deignan-White  
file

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552 ACADEMY AVENUE ◊ PROVIDENCE, RHODE ISLAND ◊ 02908 ◊ (401) 521-6300 ◊ FAX (401) 331-5081 ◊ TDD (401) 751-0203