

City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 1999-33

No. 547

AN ORDINANCE

Establishing a Compensation
Plan for the Water Supply Board and Repealing Ordinance Chapter
1998-40 approved September 28, 1998 as Amended.

Effective ~~Adopted~~ October 19, 1999

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
Accounts Payable Officer	18
Administrative Aide	15
Administrative Assistant, WSB	M10
Aide to Chief Engineer	M1
Assistant Lab Supervisor/Bacteriology - Water	M10
Assistant Lab Supervisor/Chemistry - Water	M10
Associate Engineer IV	31
Board Counsel	\$29,777 /yr
Budget and Planning Analyst	M5
Chairman - Water Supply Board	\$3,000 /yr
Chief Engineer/General Manager	C42
Clerical Coordinator	22
Clock 1	1
Collection Officer, WSB	26
Confidential Assistant to Chief Engineer	M8
Controller/Auditor	M20
Customer Service Representative	16
Deputy Board Counsel	M19
Deputy General Manager, (Admin)	M31
Deputy General Manager, (Engineering)	M32
Director - Distribution	M27
Director - Finance	M28
Director - Water Supply	M28
Director - Engineering	M29
Director - Support Services	M26
Director - Commercial Services	M26
Draftsman	12
Electronic Technician	\$16.90 /hr
Engineer	M12
Engineering Aide III	19
Engineering Project Coordinator	M5
Equipment Mechanic	\$13.94 /hr
Equipment Operator	\$14.29 /hr
Forest Supervisor	M10
Heavy Equipment Operator	\$15.87 /hr

No.

CHAPTER
AN ORDINANCE

IN CITY COUNCIL

APR 15 1999
FIRST READING

REFERRED TO COMMITTEE ON
FINANCE

Michael R. Clement
CLERK

Councilman De Luca

THE COMMITTEE ON

Finance

Recommends - *Be Continued*

Ann M. Stebn

4-28-99 Clerk

5-3-99 *RH*

5-20-99 *AMS*

THE COMMITTEE ON
FINANCE

Approves Passage of
The Within Ordinance

Claire Bostwick
Aug. 12, 1999 Clerk

Inspector	19
Junior Chemist I	14
Junior Chemist II	16
Land Management Specialist	M11
Manager - Accounting	M14
Manager - Capital Program	M18
Manager - Construction Services	M15
Manager - Customer Service	M14
Manager - Distribution,(Planning)	M16
Manager - Distribution,(Field Services)	M13
Manager - Facilities and Equipment	M13
Manager - Information Systems	M16
Manager - Intergovernmental Relations	M10
Manager - Personnel	M13
Manager - Planning	M18
Manager - Plant Operations	M17
Manager - Regulatory	M17
Manager - Security & Risk	M14
Manager - Technical Services	M17
Manager - Training	M13
Manager - Water Laboratory	M18
Manager - Water Resources	M18
Material Handler	\$13.51 /hr
Member - Water Supply Board	\$2,400.00 /yr
Meter Mechanic	\$13.98 /hr
Meter Reader I	\$13.51 /hr
Meter Reader II	\$13.97 /hr
Meter Reader Technician	\$14.18 /hr
Payroll Officer, WSB	22
Personnel Technician,Water	22
Processor-Claims & Risk	M1
Processor-Equipment	M1
Processor-Real Estate	M1
Principal Engineer	M15
Purchasing Agent II, Water	\$658.61 /wk
Raingauge Keeper	\$21 /wk
Regulatory Service Supervisor	M5
Sanitarians	14
Scheduler/Dispatcher	\$15.59 /hr
Secretary, WSB	13
Senior Administrative Assistant	M11
Senior Administrative Clerk, Water	18
Senior Draftsman	19
Senior Equipment Mechanic	\$17.23 /hr
Senior Financial Clerk	19
Senior Forest Supervisor	M12
Senior Manager of Information Systems	M21
Senior Manager of Personnel	M20
Senior Meter Reader Technician	\$15.04 /hr
Senior Switchboard Operator	\$687.05 /wk
Senior Technician	24
Senior Technician II (WSB)	25
Senior Water System Mechanic	\$17.09 /hr
Staff Accountant	\$617.86 /wk
Supervisor - Accounting	M12
Supervisor - Billing & Metering, WSB	M9
Supervisor - Collections, WSB	M5
Supervisor - Facilities & Equipment	M10
Supervisor - Purchasing	M10
Supervisor - Security & Enforcement	M8
Supervisor - Water Maintenance Crew	M10
Supervisor - Water Plant Operations	M10

Switchboard Operator I	4
System Technical Specialist	22
Systems Analyst, WSB	M12
Utility Maintenance Worker	\$13.04 /hr
Utility Laborer	\$13.04 /hr
Utility Worker	\$14.29 /hr
Water Plant Operator I	\$703.84 /wk
Water Plant Electronic Repairman I	\$13.53 /hr
Water Plant Mechanic I	\$13.22 /hr
Water Plant Mechanic II	\$14.29 /hr
Water Supply Board Clerk	11
Water System Mechanic	\$16.13 /hr
Water Treatment Operator	\$13.53 /hr
Water Treatment Operator Class I	\$14.65 /hr
Water Treatment Operator Class II	\$15.65 /hr
Water Treatment Operator Class III	\$16.65 /hr
Watershed Grounds General Foreman	\$17.83 /hr
Watershed Inspector	\$13.49 /hr
Watershed Mechanic I	\$13.22 /hr
Watershed Mechanic II	\$14.29 /hr

Section 2. Employees who achieved Water Treatment Operator certification in accordance with R.I.G.L. 23-65 prior to June 27, 1995 shall continue to receive \$75.00 per week for grade 4 and \$50.00 per week for grade 3.

Section 3. All Water Treatment Operator payrates in Classes I through III will become effective on the date of execution of the agreement and the job specification for the Water Treatment Operator positions.

Section 4. The above paygrades and rates do not include additional compensation for employees who may be requested to work a non-standard work week.

Section 5 This Ordinance shall take effect retroactive to July 1, 1999.

IN CITY COUNCIL
 SEP 2 1999
 - FIRST READING -
 READ AND PASSED

Jean M. Angelone CLERK

IN CITY COUNCIL
 OCT 7 1999
 FINAL READING
 READ AND PASSED

Michael R. Clement
 PRESIDENT
 CLERK

Effective without the Mayor's Signature:

Michael R. Clement
 Michael R. Clement, City Clerk

Section 6. Grades consistent with salary adjustments in Bargaining Unit.

STEP GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE	
1	392.60	396.09	399.57	406.54	411.77	20,415.33	- 21,412.14
2	401.32	406.54	410.02	416.99	422.22	20,868.42	- 21,955.22
3	411.77	415.26	418.73	425.69	430.93	21,412.14	- 22,408.32
4	422.22	425.69	429.19	434.41	441.40	21,955.22	- 22,952.67
5	430.93	434.41	439.16	444.87	450.09	22,408.32	- 23,404.50
6	441.40	444.87	448.36	455.34	460.54	22,952.67	- 23,948.21
7	450.09	455.34	458.80	464.05	469.27	23,404.50	- 24,401.94
8	460.54	464.04	467.53	474.48	479.72	23,948.21	- 24,945.66
9	469.27	476.24	483.20	490.17	498.88	24,401.94	- 25,941.84
10	479.72	484.95	491.91	500.64	509.34	24,945.66	- 26,485.55
11	488.44	495.48	502.37	511.07	519.79	25,398.76	- 27,029.27
12	498.88	505.84	512.82	519.79	528.65	25,941.84	- 27,489.97
13	509.34	514.55	521.54	528.65	539.79	26,485.68	- 28,069.08
14	519.79	528.65	539.84	549.87	560.34	27,029.27	- 29,137.60
15	528.65	539.84	548.27	560.34	569.75	27,489.80	- 29,627.00
16	539.84	549.15	560.34	569.75	581.68	28,071.71	- 30,247.21
17	549.87	560.34	569.75	581.68	591.67	28,593.25	- 30,766.84
18	560.34	569.75	581.68	591.67	603.59	29,137.60	- 31,386.60
19	569.75	581.68	591.67	603.59	615.62	29,626.81	- 32,012.07
20	581.68	591.67	603.59	615.62	626.06	30,247.21	- 32,555.15
21	591.41	605.64	619.61	632.41	651.46	30,753.53	- 33,875.78
22	603.59	617.57	630.33	646.55	666.18	31,386.60	- 34,641.29
23	615.62	628.08	644.18	657.28	678.45	32,012.07	- 35,279.43
24	626.96	639.31	661.28	673.50	690.59	32,602.04	- 35,910.60
25	635.60	658.84	685.80	700.33	719.86	33,051.34	- 37,432.75
26	655.71	670.98	688.18	715.07	732.13	34,096.94	- 38,070.89
27	666.18	683.25	710.14	727.32	746.87	34,641.29	- 38,837.03
28	678.45	702.88	717.50	734.59	761.48	35,279.43	- 39,596.84
29	690.59	719.86	746.87	773.65	800.62	35,910.60	- 41,632.29
30	719.86	749.19	773.66	800.63	827.44	37,432.75	- 43,027.07
31	732.13	761.48	785.92	812.80	844.60	38,070.89	- 43,919.32
32	761.48	785.92	812.80	839.70	869.06	39,596.84	- 45,191.16
33	785.92	812.80	842.90	869.06	895.85	40,868.04	- 46,584.03
34	812.80	844.60	869.06	895.85	922.83	42,265.36	- 47,987.05
35	839.29	869.06	920.22	922.83	949.59	43,643.02	- 49,378.66

Section 7. 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	30,000.00	31,500.00	33,075.00	34,728.75	36,465.19	30,000.00	- 36,465.19
M2	30,900.00	32,445.00	34,067.25	35,770.61	37,559.14	30,900.00	- 37,559.14
M3	31,827.00	33,418.35	35,089.27	36,843.73	38,685.92	31,827.00	- 38,685.92
M4	32,781.81	34,420.90	36,141.94	37,949.04	39,846.49	32,781.81	- 39,846.49
M5	33,765.26	35,453.53	37,226.20	39,087.51	41,041.89	33,765.26	- 41,041.89
M6	34,778.22	36,517.13	38,342.99	40,260.14	42,273.15	34,778.22	- 42,273.15
M7	35,821.57	37,612.65	39,493.28	41,467.94	43,541.34	35,821.57	- 43,541.34
M8	36,896.21	38,741.03	40,678.08	42,711.98	44,847.58	36,896.21	- 44,847.58
M9	38,003.10	39,903.26	41,898.42	43,993.34	46,193.01	38,003.10	- 46,193.01
M10	39,143.19	41,100.35	43,155.37	45,313.14	47,578.80	39,143.19	- 47,578.80
M11	40,317.49	42,333.36	44,450.03	46,672.53	49,006.16	40,317.49	- 49,006.16
M12	41,527.01	43,603.37	45,783.53	48,072.71	50,476.35	41,527.01	- 50,476.35
M13	42,772.83	44,911.47	47,157.04	49,514.89	51,990.64	42,772.83	- 51,990.64
M14	44,056.01	46,258.81	48,571.75	51,000.34	53,550.36	44,056.01	- 53,550.36
M15	45,377.69	47,646.57	50,028.90	52,530.35	55,156.87	45,377.69	- 55,156.87
M16	46,739.02	49,075.97	51,529.77	54,106.26	56,811.57	46,739.02	- 56,811.57
M17	48,141.19	50,548.25	53,075.66	55,729.45	58,515.92	48,141.19	- 58,515.92
M18	49,585.43	52,064.70	54,667.93	57,401.33	60,271.40	49,585.43	- 60,271.40
M19	51,072.99	53,626.64	56,307.97	59,123.37	62,079.54	51,072.99	- 62,079.54
M20	52,605.18	55,235.44	57,997.21	60,897.07	63,941.92	52,605.18	- 63,941.92
M21	54,183.34	56,892.50	59,737.13	62,723.98	65,860.18	54,183.34	- 65,860.18
M22	55,808.84	58,599.28	61,529.24	64,605.70	67,835.99	55,808.84	- 67,835.99
M23	57,483.10	60,357.26	63,375.12	66,543.87	69,871.07	57,483.10	- 69,871.07
M24	59,207.59	62,167.97	65,276.37	68,540.19	71,967.20	59,207.59	- 71,967.20
M25	60,983.82	64,033.01	67,234.66	70,596.40	74,126.22	60,983.82	- 74,126.22
M26	62,813.34	65,954.00	69,251.70	72,714.29	76,350.00	62,813.34	- 76,350.00
M27	64,697.74	67,932.62	71,329.25	74,895.72	78,640.50	64,697.74	- 78,640.50
M28	66,638.67	69,970.60	73,469.13	77,142.59	80,999.72	66,638.67	- 80,999.72
M29	68,637.83	72,069.72	75,673.21	79,456.87	83,429.71	68,637.83	- 83,429.71
M30	70,696.96	74,231.81	77,943.40	81,840.57	85,932.60	70,696.96	- 85,932.60
M31	72,817.87	76,458.77	80,281.70	84,295.79	88,510.58	72,817.87	- 88,510.58
M32	75,002.41	78,752.53	82,690.15	86,824.66	91,165.90	75,002.41	- 91,165.90
M33	77,252.48	81,115.10	85,170.86	89,429.40	93,900.87	77,252.48	- 93,900.87
M34	79,570.05	83,548.56	87,725.99	92,112.28	96,717.90	79,570.05	- 96,717.90
M35	81,957.16	86,055.01	90,357.76	94,875.65	99,619.44	81,957.16	- 99,619.44
M36	84,415.87	88,636.66	93,068.50	97,721.92	102,608.02	84,415.87	- 102,608.02
M37	86,948.35	91,295.76	95,860.55	100,653.58	105,686.26	86,948.35	- 105,686.26
M38	89,556.80	94,034.64	98,736.37	103,673.19	108,856.85	89,556.80	- 108,856.85
M39	92,243.50	96,855.68	101,698.46	106,783.38	112,122.55	92,243.50	- 112,122.55
M40	95,010.81	99,761.35	104,749.41	109,986.88	115,486.23	95,010.81	- 115,486.23
M41	97,861.13	102,754.19	107,891.90	113,286.49	118,950.82	97,861.13	- 118,950.82
C42	98,497.00	103,422.00	108,593.10	114,022.76	119,723.89	98,497.00	- 119,723.89