

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 ~~Approved~~ 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 *HL*

5-20-99 *AMS*

THE COMMITTEE ON
FINANCE

Approves Passage of
The Within Ordinance

Claire E. Bestwick
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 |

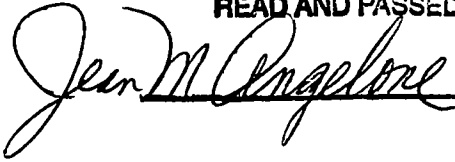
Section 2. Employees who achieved Water Treatment Operator certification in accordance with R.I.G.L. 23-65 prior to June 27, 1995 shall continue to receive \$75.00 per week for grade 4 and \$50.00 per week for grade 3.

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.

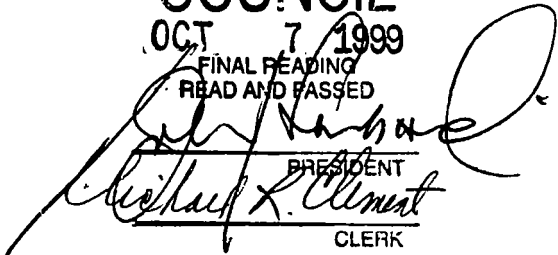
Section 4. The above paygrades and rates do not include additional compensation for employees who may be requested to work a non-standard work week.

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

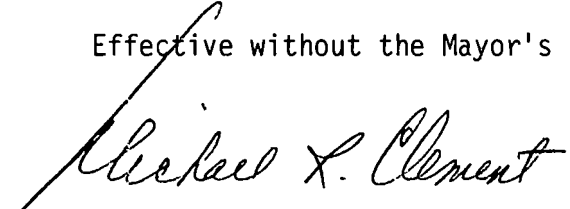
IN CITY COUNCIL
SEP 2 1999
- FIRST READING -
READ AND PASSED

 CLERK

IN CITY
COUNCIL
OCT 7 1999
FINAL READING
READ AND PASSED

 PRESIDENT
CLERK

Effective without the Mayor's Signature:


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 |