

**City of Providence**  
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

**CHAPTER 2018-67**

**No. 521      AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE  
WATER SUPPLY BOARD AND REPEALING ORDINANCE CHAPTER  
2017-48, EFFECTIVE OCTOBER 12, 2017**

**Approved November 8, 2018**

*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, 2018		
Account Collector	25		
Administrative Assistant, WSB	M10		
Advisory Professional Engineer	M22		
Aide to Chief Engineer	\$51,115		
Application Operations Specialist	M9		
Application Systems Integration Analyst	M11		
Applications/Database Analyst	M8		
Assistant Dispatcher	\$21.893	/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	\$155,000-\$188,403	/yr	
Chief Financial Officer	M31		
Clerical Coordinator	23		
Clerk III	5		
Clerk IV	9		
Confidential Assistant	M8		
Confidential Assistant/Training Administrator	M11		
Controller	M16		
Customer Service Regulatory Supervisor	M12		
Crew Leader	\$30.655	/hr	*
Database Administrator	M18		
Dept. Switchboard Operator		11	
Deputy General Manager, (Admin)	M37		
Deputy General Manager, (Operations)	M32		
Dig Safe Worker	\$23.766	/hr	
Director	M28		
Division Manager	M20		
Draftsperson	12		
Electrical Technician	\$35.219	/hr	
Engineer	\$66,789		
Engineering Aide III	19		
Engineering Project Coordinator	M9		
Engineering Systems Analyst	M12		
Engineering Systems Coordinator	M15		
Environmental Resource Manager	M18		
Equipment Operator	\$20.534	/hr	
Executive Assistant	M12		
Executive Engineer	M40		
Flushing Technician	\$24.117	/hr	
Flushing Technician in Training	\$18.759	/hr	
Forest Supervisor	66,694		
General Manager	\$159,650-\$188,403	/yr	
GIS Supervisor	M12		
GIS System Specialist	32		
Heavy Equipment Operator	\$24.588	/hr	*
Heavy Equipment Operator, Senior	\$26.260	/hr	*
Information Security Administrator	M15		
Inspector	19		
Instrumentation Technician	\$26.258	/hr	
Inventory/Material Handler	\$20.566	/hr	

Journeyperson Plumber	\$25.688 - \$35.219	/hr	
Junior Chemist I	22		
Junior Chemist II	25		
Lab Supervisor	M13		
Lab Supervisor/Bacteriology - Water	M13		
Lab Supervisor/Chemistry - Water	M13		
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	\$19.416	/hr	
Meter Reader Technician	\$21.573	/hr	
Meter Shop Technician	\$22.679	/hr	
Network Administrator	M18		
Network Hardware Manager	M15		
Network Operations Analyst	25		
Personnel Assistant	M5		
Plumber	\$44.264	/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	\$25.217	/hr	
Senior Administrative Assistant	70,750		
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	\$24.789	/hr	
Senior Forest Supervisor	M12		
Senior Manager	M24		
Senior Manager of Budget and Regulatory	M18		
Senior Meter Reader Technician	\$22.821	/hr	
Senior Supervisor Customer Service	M9		
Senior Supervisor Planning	M15		
Senior Switchboard Operator	\$988.33	/wk	
Senior Technician	24		
Senior Water Plant Mechanic	\$26.258	/hr	
Senior Water Treatment Operator	\$26.897	/hr	*
Senior Watershed Maintenance Operator	\$24.231	/hr	
Staff Accountant	24		
Supervisor - Accounting	\$70,756		
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	\$67,386		
Supervisor - Water Supply	M12		
Supervisor - Watershed Maintenance	M9		
Supervisor - Watershed Maintenance & Security	M12		
Supervisor - Watershed Security	M9		
Switchboard Operator I	4		

System Analyst	M13		
System Technical Specialist	22		
Systems Administrator	M5		
Technical Writer/Administrator	M5		
Training/Communications Coordinator	M7		
Utility Laborer	\$18.759	/hr	
Utility Maintenance Repairperson	\$22.672	/hr	
Utility Maintenance Worker	\$18.759	/hr	
Utility Worker	\$21.893	/hr	*
Utility Worker in Training	\$18.759	/hr	
Utility Worker, Senior	\$23.240	/hr	*
Water Plant Mechanic	\$23.578	/hr	
Water Quality Coordinator	M5		
Water Supply Board Clerk	11		
Water System Mechanic	\$25.449	/hr	*
Water System Mechanic II	\$26.029	/hr	*
Water System Mechanic III	\$28.343	/hr	*
Water Treatment Operator	\$19.443	/hr	
Water Treatment Operator Class I	\$21.064	/hr	
Water Treatment Operator Class I in Training	\$20.566	/hr	
Water Treatment Operator Class II	\$22.503	/hr	
Water Treatment Operator Class II in Training	\$21.942	/hr	
Water Treatment Operator Class III	\$25.160	/hr	*
Water Treatment Operator Class III in Training	\$24.601	/hr	
Watershed Inspector	\$20.208	/hr	
Watershed Maintenance Operator	\$20.004	/hr	
Web Applications Developer	M18		

\*These positions are eligible for an additional \$.50 per hour once the NEWWA Distribution System, Senior Water Treatment Operator and Water Treatment Operator III Certificates have been obtained.

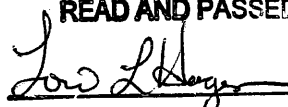
**Section 2.** The salary for each position is categorized as one (1) of seventy-six (76) "Pay Grades", each of which contains five (5) "Steps", or, the rate listed in Section 1 above. The "Pay Grades" and "Steps" are enumerated and set forth in Section 7 (Grade 1-35) and Section 8 (Grades M1- M41).

**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, have met the CDL requirements as per the Bargaining Unit Agreement, or have obtained a RI Department of Health D-1 in Training Certificate.

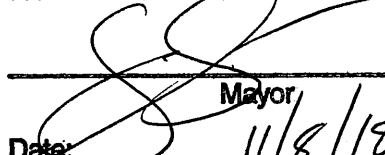
**Section 4.** The above paygrades do not include additional compensation for Supervisors who are eligible and may receive on-call pay.

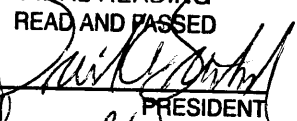
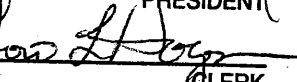
**Section 5.** Effective with the adoption of this Ordinance, Officers, and Employees of the City of Providence may authorized Employees to perform duties of a higher rated classification, cause by leave or retirement, and that said position is funded and provided for in this Ordinance. Said assignment 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  
OCT 18 2018  
FIRST READING  
READ AND PASSED  
 CLERK

I HEREBY APPROVE

  
Mayor  
Date: 11/8/18

IN CITY  
COUNCIL  
NOV 01 2018  
FINAL READING  
READ AND PASSED  
 PRESIDENT  
 CLERK

## FY 2018-2019

## Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2018

Grade	Step 1st	Step 2nd	Step 3rd	Step 4th	Step 5th	ANNUAL SALARY RANGE			
U1	563.74	568.78	573.85	583.84	591.40	29,314.58	-	30,752.76	
U2	576.33	583.84	588.87	598.98	606.47	29,969.40	-	31,536.61	
U3	591.53	596.46	601.44	611.81	619.10	30,759.30	-	32,193.15	
U4	606.47	611.53	616.56	624.09	634.05	31,536.61	-	32,970.46	
U5	619.10	624.09	630.90	639.20	646.71	32,193.15	-	33,628.69	
U6	634.05	639.20	644.23	654.30	661.82	32,970.46	-	34,414.61	
U7	646.71	654.30	659.30	666.86	674.38	33,628.69	-	35,067.71	
U8	661.79	666.86	671.86	681.92	689.50	34,412.89	-	35,853.76	
U9	674.39	684.47	694.49	704.52	717.11	35,068.28	-	37,289.74	
U10	689.50	697.03	707.09	719.66	732.21	35,853.76	-	38,075.07	
U11	702.05	712.25	722.16	734.73	747.29	36,506.71	-	38,859.25	
U12	717.11	727.18	737.25	747.29	760.09	37,289.74	-	39,524.91	
U13	732.23	739.75	749.82	760.10	776.25	38,075.82	-	40,365.22	
U14	747.29	760.09	776.25	790.74	805.83	38,859.25	-	41,903.24	
U15	760.09	776.25	788.42	805.83	819.40	39,524.91	-	42,608.97	
U16	776.25	779.75	805.82	819.40	836.62	40,365.22	-	43,504.23	
U17	790.74	805.83	818.66	836.60	851.04	41,118.49	-	44,254.06	
U18	805.83	819.40	836.62	851.04	868.25	41,903.24	-	45,149.24	
U19	819.40	836.60	859.69	868.26	885.63	42,608.97	-	46,052.52	
U20	836.62	851.04	868.26	885.63	900.67	43,504.23	-	46,834.99	
U21	851.04	871.21	891.40	909.88	937.33	44,254.06	-	48,741.00	
U22	868.25	888.44	906.87	937.33	965.45	45,149.24	-	50,203.52	
U23	885.63	903.61	926.85	945.74	976.29	46,052.52	-	50,767.33	
U24	903.61	919.78	951.54	969.15	993.80	46,987.81	-	51,677.44	
U25	914.48	947.99	986.90	1,007.88	1,036.09	47,552.77	-	53,876.57	
U26	943.48	965.53	990.34	1,029.14	1,053.77	49,061.03	-	54,795.84	
U27	958.57	983.23	1,029.14	1,046.82	1,075.04	49,845.78	-	55,902.28	
U28	976.29	1,011.56	1,032.64	1,057.32	1,096.11	50,767.33	-	56,997.84	
U29	993.80	1,036.09	1,075.04	1,113.71	1,152.64	51,677.44	-	59,937.08	
U30	1,036.09	1,078.40	1,113.57	1,152.64	1,191.32	53,876.57	-	61,948.47	
U31	1,053.77	1,096.11	1,131.39	1,170.18	1,216.08	54,795.84	-	63,236.13	
U32	1,096.11	1,131.39	1,170.18	1,209.05	1,251.37	56,997.63	-	65,071.45	
U33	1,131.48	1,170.17	1,213.68	1,251.37	1,290.07	58,836.94	-	67,083.42	
U34	1,165.77	1,216.08	1,251.37	1,290.07	1,328.99	60,619.95	-	69,107.40	
U35	1,208.43	1,251.37	1,290.07	1,325.22	1,367.67	62,838.52	-	71,118.80	

FY 2018-2019

Section 8. Grades listed below represent a schedule for advancement in rank for management personnel as of July 1, 2018. Step increases are contingent upon management review.

STEP GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE		
M1	42,052.71	44,155.36	46,363.13	48,681.27	51,115.33	42,052.71	-	51,115.33
M2	43,314.30	45,480.00	47,754.02	50,141.70	52,648.79	43,314.30	-	52,648.79
M3	44,613.73	46,844.40	49,186.64	51,645.96	54,228.26	44,613.73	-	54,228.26
M4	45,952.14	48,249.74	50,662.24	53,195.35	55,855.12	45,952.14	-	55,855.12
M5	47,330.68	49,697.22	52,182.09	54,791.20	57,530.77	47,330.68	-	57,530.77
M6	48,750.62	51,188.15	53,747.55	56,434.93	59,256.69	48,750.62	-	59,256.69
M7	50,213.13	52,723.81	55,359.98	58,127.98	61,034.38	50,213.13	-	61,034.38
M8	51,719.52	54,305.51	57,020.77	59,871.81	62,865.41	51,719.52	-	62,865.41
M9	53,271.11	55,934.66	58,731.42	61,667.96	64,751.37	53,271.11	-	64,751.37
M10	54,869.24	57,612.71	60,493.35	63,518.01	66,693.90	54,869.24	-	66,693.90
M11	56,515.33	59,341.09	62,308.15	65,423.57	68,694.73	56,515.33	-	68,694.73
M12	58,210.80	61,121.33	64,177.40	67,386.26	70,755.58	58,210.80	-	70,755.58
M13	59,957.12	62,954.97	66,102.72	69,407.84	72,878.25	59,957.12	-	72,878.25
M14	61,755.82	64,843.61	68,085.80	71,490.09	75,064.59	61,755.82	-	75,064.59
M15	63,608.49	66,788.91	70,128.37	73,634.81	77,316.53	63,608.49	-	77,316.53
M16	65,516.76	68,792.60	72,232.20	75,843.84	79,636.03	65,516.76	-	79,636.03
M17	67,482.25	70,856.38	74,399.18	78,119.16	82,025.11	67,482.25	-	82,025.11
M18	69,506.71	72,982.06	76,631.17	80,462.72	84,485.87	69,506.71	-	84,485.87
M19	71,591.92	75,171.53	78,930.10	82,876.60	87,020.43	71,591.92	-	87,020.43
M20	73,739.68	77,426.66	81,297.99	85,362.90	89,631.03	73,739.68	-	89,631.03
M21	75,951.87	79,749.46	83,736.94	87,923.78	92,319.97	75,951.87	-	92,319.97
M22	78,230.42	82,141.94	86,249.06	90,561.50	95,089.57	78,230.42	-	95,089.57
M23	80,577.35	84,606.21	88,836.51	93,278.35	97,942.27	80,577.35	-	97,942.27
M24	82,994.67	87,144.39	91,501.62	96,076.70	100,880.53	82,994.67	-	100,880.53
M25	85,484.51	89,758.72	94,246.68	98,959.00	103,906.94	85,484.51	-	103,906.94
M26	88,049.03	92,451.48	97,074.07	101,927.76	107,024.16	88,049.03	-	107,024.16
M27	90,690.50	95,225.03	99,986.29	104,985.60	110,234.87	90,690.50	-	110,234.87
M28	93,411.24	98,081.80	102,985.87	108,135.16	113,541.94	93,411.24	-	113,541.94
M29	96,213.58	101,024.24	106,075.45	111,379.21	116,948.18	96,213.58	-	116,948.18
M30	99,099.97	104,054.97	109,257.70	114,720.60	120,456.63	99,099.97	-	120,456.63
M31	102,072.97	107,176.62	112,535.44	118,162.22	124,070.33	102,072.97	-	124,070.33
M32	105,135.15	110,391.92	115,911.52	121,707.09	127,792.42	105,135.15	-	127,792.42
M33	108,289.21	113,703.68	119,388.85	125,358.31	131,626.21	108,289.21	-	131,626.21
M34	111,537.88	117,114.79	122,970.24	129,119.05	135,575.00	111,537.88	-	135,575.00
M35	114,884.03	120,628.23	126,659.64	132,992.62	139,642.25	114,884.03	-	139,642.25
M36	118,330.54	124,247.07	130,459.43	136,982.40	143,831.51	118,330.54	-	143,831.51
M37	121,880.46	127,974.48	134,373.21	141,091.87	148,146.45	121,880.46	-	148,146.45
M38	125,536.87	131,813.72	138,404.39	145,324.61	152,590.85	125,536.87	-	152,590.85
M39	129,302.98	135,768.13	142,556.52	149,684.36	157,168.58	129,302.98	-	157,168.58
M40	133,182.08	139,841.18	146,833.23	154,174.89	161,883.64	133,182.08	-	161,883.64
M41	137,177.54	144,036.41	151,238.24	158,800.14	166,740.15	137,177.54	-	166,740.15