

CHAPTER 2023-33

No. 405 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE WATER SUPPLY BOARD AND REPEALING ORDINANCE CHAPTER 2022-56, NO. 369, EFFECTIVE NOVEMBER 10, 2022

Approved October 13, 2023

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, 2023
Account Collector	25
Administrative Assistant, WSB	M10
Advisory Professional Engineer	M22
Aide to Chief Engineer	\$57,689
Application Operations Specialist	M9
Application Systems Integration Analyst	M11
Applications/Database Analyst	M8
Assistant Dispatcher	\$24,708
Assistant Manager - Customer Service	M13
Assistant Manager - Facilities & Equipment	M16
Board Counsel	\$35,000
Budget and Planning Analyst	M5
Chairperson - Water Supply Board	\$4,000
Chief Engineer	\$160,813-\$195,468
Chief Financial Officer	M36
Chief Information/Security Officer	M36
Chief of Administration	M36
Chief of Operations	M36
Chief of Technical Services	M36
Clerical Coordinator	M36
Confidential Assistant	23
Controller	M9
Customer Service Regulatory Supervisor	M16
Cyber Program Coordinator	M12
Database Administrator	M5
DEI Officer	M20
Deputy General Manager, (Admin)	M15
Deputy General Manager, (Operations)	M40
Dig Safe Worker	M40
Director	\$26,822
Division Manager	M28
Division Supervisor	M20
Draftsperson	M5
Electrical Technician	12
Engineer	\$39,749
Engineering Aide	\$75,378
Engineering Project Coordinator	U19
Engineering Systems Analyst	M9
Engineering Systems Coordinator	M12
Environmental Resource Manager	M15
Equipment Operator	M18
Executive Assistant	\$23,174
Executive Engineer	M12
Flushing Technician	M45
Flushing Technician in Training	\$27,218
Foreperson - Senior Waterplant Mechanic	\$21,172
Forest Supervisor	\$34,002
General Manager	75,271
Governmental Aide	\$160,813-\$195,468
GIS Supervisor	M5
GIS System Specialist	M12
Heavy Equipment Operator	32
HR Generalist	\$29,034
ICS/SCADA Project Coordinator	M9

Information Security Administrator	M18
Information Security Analyst	M18
Information Security Manager	M12
Information Security Senior Manager	M20
Information Security Specialist	M24
Instrumentation Technician	M16
Inventory/Material Handler	\$30.920
Journeyman Plumber	\$23.211
Junior Chemist I	\$28.992 - \$39.748
Junior Chemist II	22
Junior Network Administrator	25
Junior Systems Administrator	M12
Junior Web Application Developer	M12
Lab Supervisor	M12
Land Management Specialist	M13
Manager	M12
Manager - Accounting	M15 - M21
Manager - Accounting & Payroll	M14
Manager - Capital Program	M18
Manager - Construction Services	M18
Manager - Customer Service	M18
Manager - Distribution,(Field Services)	M18
Manager - Distribution,(Planning)	M18
Manager - Engineering Customer Service	M16
Manager - Facilities and Equipment	M15
Manager - GIS	M18
Manager - Personnel	M18
Manager - Planning & Development	M15
Manager - Plant Operations	M18
Manager - Purchasing	M18
Manager - Records	M20
Manager - Safety & Compliance	M15
Manager - Security	M14
Manager - Technical Services	M18
Manager - Water Laboratory	M15
Manager - Water Quality	M18
Manager - Watershed Maintenance & Security	M15
Member - Water Supply Board	M15
Meter Reader I	\$3,500
Meter Reader Technician	\$21.913
Meter Shop Technician	\$24.347
Operations Supervisor	\$25.596
Network Administrator	M9
Network Hardware Manager	M20
Network Operations Analyst	M15
Personnel Assistant	29
Plumber	M5
Principal Engineer	\$49.956
Project Engineer	M17
Public Information Liaison	M15
Public Information Officer	M5
Purchasing Agent II, (WSB)	M15
Raingauge Keeper	24
Regulatory Service Supervisor	\$91.00
Sanitarian	M5
Scheduler/Dispatcher	22
Senior Administrative Assistant	\$28.460
Senior Administrative Assistant / Financial Analyst	\$77.529
Senior Administrative Clerk, Water	M11
Senior Budget & Planning Analyst	18
Senior Director	M9
Senior Director Administration	M32
Senior Director Operations	M30
Senior Draftsperson-WSB	M30
Senior Equipment Mechanic	28
Senior Forest Supervisor	\$29.387
Senior Manager	M12
Senior Manager of Budget and Regulatory	M24
Senior Meter Reader Technician	M18
Senior Plant Operator	\$25.756
Senior Supervisor Customer Service	\$36.564
Senior Supervisor Planning	M9
Senior Utility Maintenance Repairperson	M15
Senior Water Plant Mechanic	\$29.798
Senior Water Treatment Operator	\$30.920

Senior Watershed Maintenance Operator	\$30.357
Staff Accountant	\$28.631
Supervisor	24
Supervisor - Accounting	M9 - M14
Supervisor - Customer Service	\$79,855
Supervisor - Facilities & Equipment	M5
Supervisor - Finance	M12
Supervisor - Flushing	M12
Supervisor - Grounds Maintenance	M9
Supervisor - Personnel	M12
Supervisor - Purchasing	M10
Supervisor - Water Maintenance Crew	M11
Supervisor - Water Plant Operations	M13
Supervisor - Water Quality	\$76,053
Supervisor - Water Supply	M12
Supervisor - Watershed Maintenance	M13
Supervisor - Watershed Maintenance & Security	M9
Supervisor - Watershed Security	M12
System Analyst	M9
System Technical Specialist	M13
Systems Administrator	22
Technical Writer/Administrator	M18
Training/Communications Coordinator	M5
Utility Laborer	M9
Utility Maintenance Repairperson	\$21.172
Utility Maintenance Worker	\$27.386
Utility Worker	\$21.172
Utility Worker in Training	\$24.708
Water Plant Mechanic	\$21.172
Water Quality Coordinator	\$26.611
Water Supply Board Clerk	M9
Water System Mechanic	11
Water Treatment Operator	\$30.520
Water Treatment Operator Class I	\$25.234
Water Treatment Operator Class I in Training	\$27.340
Water Treatment Operator Class II	\$26.692
Water Treatment Operator Class II in Training	\$29.207
Water Treatment Operator Class III	\$28.478
Water Treatment Operator Class III in Training	\$32.654
Watershed Inspector	\$31.930
Watershed Maintenance Operator	\$22.806
Web Applications Developer	\$24.411
	M20

* 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 M5-M45).

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 Dept. of Health D-1 in Training Certificate.

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
SEP 21 2023
FIRST READING
READ AND PASSED
Jana L. Mastrosanni
CLERK

IN CITY COUNCIL
OCT 05 2023
FINAL READING
READ AND PASSED.
Rachel M. Miller
RACHEL M. MILLER, PRESIDENT
Jana L. Mastrosanni
CLERK

I HEREBY APPROVE.

Brett P. Smith,
Mayor

Date: 10/13/2023

FY 2023-2024

Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2023.

Grade	Step	Step	Step	Step	Step	ANNUAL SALARY RANGE		
	1st	2nd	3rd	4th	5th			
U1	636.30	641.99	647.72	658.99	667.53	33,087.82	-	34,711.63
U2	650.51	658.99	664.72	676.07	684.54	33,826.61	-	35,596.09
U3	667.67	673.23	678.86	690.55	698.79	34,718.75	-	36,337.08
U4	684.54	690.24	695.91	704.41	715.67	35,596.09	-	37,214.97
U5	698.79	704.41	712.11	721.47	729.94	36,337.08	-	37,957.05
U6	715.67	721.47	727.14	738.53	747.00	37,214.97	-	38,844.25
U7	729.94	738.53	744.16	752.70	761.18	37,957.05	-	39,581.40
U8	747.00	752.70	758.34	769.69	778.25	38,844.25	-	40,469.15
U9	761.18	772.59	783.88	795.20	809.42	39,581.40	-	42,089.67
U10	778.25	786.75	798.12	812.30	826.48	40,469.15	-	42,976.87
U11	792.42	803.92	815.14	829.31	843.48	41,205.75	-	43,860.79
U12	809.42	820.80	832.17	843.48	857.93	42,089.67	-	44,612.18
U13	826.49	834.96	846.34	857.93	876.17	42,977.42	-	45,560.72
U14	843.48	854.27	876.17	892.52	909.56	43,860.79	-	47,297.34
U15	857.93	876.17	889.91	909.56	924.88	44,612.18	-	48,093.64
U16	876.17	880.13	909.56	924.88	944.29	45,560.72	-	49,102.97
U17	892.52	909.56	924.04	944.29	960.59	46,411.23	-	49,950.75
U18	909.56	924.88	944.29	960.59	980.02	47,297.34	-	50,961.17
U19	924.88	944.29	970.35	980.02	999.62	48,093.64	-	51,980.36
U20	944.29	960.59	980.02	999.62	1,016.62	49,102.97	-	52,864.28
U21	960.59	983.34	1,006.14	1,026.99	1,057.98	49,950.75	-	55,014.93
U22	980.02	1,002.80	1,023.61	1,057.98	1,089.73	50,961.17	-	56,666.12
U23	999.62	1,019.92	1,046.15	1,067.47	1,101.96	51,980.36	-	57,301.95
U24	1,019.92	1,038.18	1,074.03	1,093.90	1,121.72	53,035.70	-	58,329.36
U25	1,032.19	1,070.02	1,113.92	1,137.61	1,169.45	53,673.72	-	60,811.34
U26	1,064.92	1,089.82	1,117.82	1,161.62	1,189.42	55,375.84	-	61,849.70
U27	1,081.96	1,109.80	1,161.62	1,181.57	1,213.43	56,261.95	-	63,098.36
U28	1,101.96	1,141.77	1,165.57	1,193.42	1,237.19	57,301.95	-	64,333.87
U29	1,121.72	1,169.45	1,213.43	1,257.06	1,301.01	58,329.36	-	67,652.68
U30	1,169.45	1,217.21	1,256.91	1,301.01	1,344.67	60,811.34	-	69,922.72
U31	1,189.42	1,237.19	1,277.03	1,320.82	1,372.62	61,849.70	-	71,376.20
U32	1,237.19	1,277.03	1,320.82	1,364.68	1,412.45	64,333.87	-	73,447.44
U33	1,277.12	1,320.81	1,369.90	1,412.45	1,456.13	66,410.04	-	75,718.58
U34	1,315.82	1,372.62	1,412.45	1,456.13	1,500.07	68,422.69	-	78,003.41
U35	1,363.98	1,412.45	1,456.13	1,495.81	1,543.72	70,927.12	-	80,273.45

FY 2023-2024

Section 8. Grades listed below represent a schedule for advancement in rank for management personnel as of July 1, 2023. Step increases are contingent upon management review.

STEP GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE		
M5	53,417.81	56,088.69	58,893.14	61,837.80	64,929.70	53,417.81	-	64,929.70
M6	55,020.36	57,771.37	60,659.93	63,692.94	66,877.60	55,020.36	-	66,877.60
M7	56,670.96	59,504.53	62,479.73	65,603.72	68,883.91	56,670.96	-	68,883.91
M8	58,371.09	61,289.65	64,354.12	67,571.83	70,950.43	58,371.09	-	70,950.43
M9	60,122.22	63,128.32	66,284.78	69,598.98	73,078.93	60,122.22	-	73,078.93
M10	61,925.88	65,022.19	68,273.30	71,686.96	75,271.30	61,925.88	-	75,271.30
M11	63,783.68	66,972.85	70,321.50	73,837.59	77,529.44	63,783.68	-	77,529.44
M12	65,697.19	68,982.04	72,431.15	76,052.70	79,855.34	65,697.19	-	79,855.34
M13	67,668.11	71,051.51	74,604.09	78,334.26	82,251.01	67,668.11	-	82,251.01
M14	69,698.14	73,183.04	76,842.20	80,684.31	84,718.53	69,698.14	-	84,718.53
M15	71,789.07	75,378.53	79,147.46	83,104.86	87,260.08	71,789.07	-	87,260.08
M16	73,942.76	77,639.90	81,521.87	85,597.99	89,877.89	73,942.76	-	89,877.89
M17	76,161.04	79,969.10	83,967.54	88,165.94	92,574.23	76,161.04	-	92,574.23
M18	78,445.86	82,368.16	86,486.58	90,810.90	95,351.46	78,445.86	-	95,351.46
M19	80,799.24	84,839.22	89,081.17	93,535.22	98,211.99	80,799.24	-	98,211.99
M20	83,223.22	87,384.38	91,753.60	96,341.28	101,158.33	83,223.22	-	101,158.33
M21	85,719.91	90,005.90	94,506.21	99,231.51	104,193.09	85,719.91	-	104,193.09
M22	88,291.51	92,706.08	97,341.41	102,208.47	107,318.88	88,291.51	-	107,318.88
M23	90,940.27	95,487.28	100,261.63	105,274.72	110,538.46	90,940.27	-	110,538.46
M24	93,668.48	98,351.89	103,269.49	108,432.97	113,854.60	93,668.48	-	113,854.60
M25	96,478.54	101,302.45	106,367.59	111,685.95	117,270.25	96,478.54	-	117,270.25
M26	99,372.87	104,341.52	109,558.60	115,036.53	120,788.37	99,372.87	-	120,788.37
M27	102,354.06	107,471.77	112,845.36	118,487.63	124,412.00	102,354.06	-	124,412.00
M28	105,424.70	110,695.94	116,230.71	122,042.25	128,144.38	105,424.70	-	128,144.38
M29	108,587.45	114,016.80	119,717.64	125,703.51	131,988.69	108,587.45	-	131,988.69
M30	111,845.06	117,437.31	123,309.15	129,474.63	135,948.36	111,845.06	-	135,948.36
M31	115,200.41	120,960.42	127,008.44	133,358.87	140,026.81	115,200.41	-	140,026.81
M32	118,656.41	124,589.24	130,818.71	137,359.64	144,227.60	118,656.41	-	144,227.60
M33	122,216.10	128,326.92	134,743.26	141,480.43	148,554.44	122,216.10	-	148,554.44
M34	125,882.58	132,176.74	138,785.24	145,724.84	153,011.08	125,882.58	-	153,011.08
M35	129,659.08	136,142.03	142,949.13	150,096.58	157,601.42	129,659.08	-	157,601.42
M36	133,548.83	140,226.28	147,237.60	154,599.48	162,329.44	133,548.83	-	162,329.44
M37	137,555.30	144,433.07	151,654.73	159,237.46	167,199.33	137,555.30	-	167,199.33
M38	141,681.96	148,766.06	156,204.35	164,014.57	172,215.31	141,681.96	-	172,215.31
M39	145,932.43	153,229.05	160,890.48	168,935.02	177,381.77	145,932.43	-	177,381.77
M40	150,310.40	157,825.92	165,717.22	174,003.07	182,703.23	150,310.40	-	182,703.23
M41	154,819.71	162,560.70	170,688.74	179,223.16	188,184.33	154,819.71	-	188,184.33
M42	159,464.30	167,437.52	175,809.40	184,599.87	193,829.86	159,464.30	-	193,829.86
M43	164,248.24	172,460.64	181,083.68	190,137.86	199,644.76	164,248.24	-	199,644.76
M44	169,175.68	177,634.46	186,516.19	195,841.99	205,634.10	169,175.68	-	205,634.10
M45	174,250.95	182,963.50	192,111.67	201,717.26	211,803.12	174,250.95	-	211,803.12
R1	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	-	1,092.00