

City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 2012-1

No. 7

AN ORDINANCE

Establishing a Compensation Plan for the Water Supply Board and Repealing Ordinance Chapter 2011-49, Approved November 22, 2011 as Amended.

Approved January 9, 2012

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	Grade/Rate As of July 1, 2011
Account Collector	25
Administrative Assistant, WSB	M10
Aide to Chief Engineer	M1
Application Operations Specialist	M9
Application Systems Integration Analyst	M11
Applications/Database Analyst	M8
Assistant Dispatcher	\$19,690 /hr *
Board Counsel	\$35,000 /yr
Budget and Planning Analyst	M5
Chairman - Water Supply Board	\$4,000 /yr
Chief Engineer/General Manager	\$169,600-\$179,928 /yr
Clerical Coordinator	23
Clerk 1	1
Collection Officer, WSB	26
Confidential Assistant/Training Administrator	M11
Controller	M16
Crew Leader	\$27,571 /hr *
DataBase Manager	M15
Dept. Switchboard Operator	11
Deputy Director of T & D	M22
Deputy General Manager, (Admin)	M32
Deputy General Manager, (Operations)	M32
Dig Safe Worker	\$21,375 /hr
Director - Commercial Services	M27
Director - Distribution	M27
Director - Engineering	M29
Director - Finance	M28
Director - MIS	M27
Director - Special Projects	M25
Director - Support Services	M27
Director - Water Quality	M26
Director - Water Supply	M28
Draftsman	12
Electrical Technician	\$31,675 /hr
Engineer	M15
Engineering Aide III	19
Engineering Project Coordinator	M9
Engineering Systems Analyst	M12
Environmental Resource Manager	M18
Equipment Mechanic	\$22,114 /hr
Equipment Operator	\$18,467 /hr
Forest Supervisor	M10
GIS Project Manager	M12

GIS System Specialist	32	
Heavy Equipment Operator	\$22.114 /hr	*
Heavy Equipment Operator, Senior	\$23.617 /hr	*
Inspector	19	
Instrumentation Technician	\$23.616 /hr	
Inventory/Material Handler	\$18.497 /hr	
Junior Chemist I	22	
Junior Chemist II	25	
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 - Intergovernmental Relations	M13	
Manager - Planning & Development	M18	
Manager - Plant Operations	M18	
Manager - Records	M16	
Manager - Safety & Risk	M14	
Manager - Security	M14	
Manager - Technical Services	M15	
Manager - Water Laboratory	M18	
Member - Water Supply Board	\$3,500 /yr	
Meter Reader I	\$17.462 /hr	
Meter Reader Technician	\$19.403 /hr	
Meter Shop Technician	\$20.397 /hr	
Network Administrator	M12	
Network Hardware Manager	M15	
Network Operations Analyst	M5	
Personnel Technician,Water	22	
Plumber	\$39.810 /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	\$22.680 /hr	
Senior Administrative Assistant	M11	
Senior Administrative Clerk, Water	18	
Senior Budget & Planning Analyst	M9	
Senior Draftsman-WSB	28	
Senior Equipment Mechanic	\$22.295 /hr	
Senior Forest Supervisor	M12	
Senior Manager of Budget and Regulatory	M18	
Senior Manager of Communications/Public Affairs	M21	
Senior Manager of Personnel	M22	
Senior Meter Reader Technician	\$20.524 /hr	
Senior Supervisor Commercial Services	M9	
Senior Supervisor Planning	M15	
Senior Switchboard Operator	\$888.88 /wk	
Senior Technician	24	
Senior Water Plant Mechanic	\$23.616 /hr	
Senior Water Treatment Operator	\$24.190 /hr	*
Senior Watershed Maintenance Operator	\$20.893 /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 Analyst	M13	
System Technical Specialist	22	
Utility Laborer	\$16.872 /hr	
Utility Maintenance Repairman	\$20.390 /hr	
Utility Maintenance Worker	\$16.872 /hr	
Utility Worker	\$19.690 /hr	*
Utility Worker in Training	\$16.872 /hr	
Utility Worker, Senior	\$20.902 /hr	*

Water Plant Mechanic	\$21.206 /hr	
Water Supply Board Clerk	11	
Water System Mechanic	\$22.888 /hr	*
Water System Mechanic II	\$23.410 /hr	*
Water System Mechanic III	\$25.490 /hr	*
Water Treatment Operator	\$17.487 /hr	
Water Treatment Operator Class I	\$18.945 /hr	
Water Treatment Operator Class I in Training	\$18.497 /hr	
Water Treatment Operator Class II	\$20.239 /hr	
Water Treatment Operator Class II in Training	\$19.734 /hr	
Water Treatment Operator Class III	\$22.629 /hr	*
Water Treatment Operator Class III in Training	\$22.126 /hr	
Watershed Grounds General Foreman	\$24.244 /hr	
Watershed Inspector	\$18.175 /hr	
Watershed Maintenance Operator	\$17.571 /hr	
Web Applications Developer	M18	

* 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.

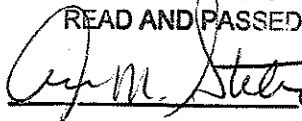
Section 2. The salary for each position is categorized as one (1) of seventy-six (76) "Pay Grades", each of which contains five(5) "Steps", or, the rate listed in Section 1 above. The "Pay Grades" and "Steps" are enumerated and set forth in Section 7(Grade 1-35) and Section 8 (Grades M1-M41).

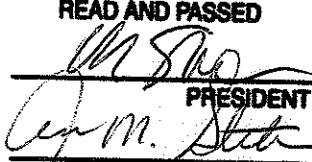

Section 3. The above paygrades and rates do not include additional compensation for employees who may be requested to work a non-standard work week, have met the CDL requirements as per the Bargaining Unit Agreement, or have obtained a RI Dept. of Health D-1 in Training Certificate.

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
DEC 01 2011
FIRST READING
READ AND PASSED
 CLERK

IN CITY
COUNCIL
JAN 05 2012
FINAL READING
READ AND PASSED
 PRESIDENT
 CLERK

I HEREBY APPROVE.


Mayor
Date: 1/9/12

FY 2011-2012

Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2011

Grade	Step 1st	Step 2nd	Step 3rd	Step 4th	Step 5th	ANNUAL SALARY RANGE		
1	507.02	511.55	516.11	525.10	531.89	26,364.97	-	27,658.44
2	518.34	525.10	529.62	538.71	545.45	26,953.90	-	28,363.42
3	532.01	536.44	540.93	550.25	556.81	27,664.32	-	28,953.90
4	545.45	549.99	554.52	561.29	570.25	28,363.42	-	29,652.99
5	556.81	561.29	567.42	574.88	581.63	28,953.90	-	30,244.99
6	570.25	574.88	579.41	588.47	595.23	29,652.99	-	30,951.84
7	581.63	588.47	592.96	599.76	606.52	30,244.99	-	31,539.22
8	595.20	599.76	604.26	613.31	620.12	30,950.29	-	32,246.18
9	606.53	615.60	624.61	633.63	644.96	31,539.74	-	33,537.68
10	620.12	626.90	635.95	647.25	658.54	32,246.18	-	34,243.98
11	631.41	640.58	649.50	660.81	672.10	32,833.43	-	34,949.26
12	644.96	654.01	663.07	672.10	683.61	33,537.68	-	35,547.94
13	658.55	665.31	674.38	683.61	698.15	34,244.66	-	36,303.70
14	672.10	683.61	698.15	711.18	724.75	34,949.26	-	37,686.96
15	683.61	698.15	709.09	724.75	736.96	35,547.94	-	38,321.69
16	698.15	701.30	724.74	736.96	752.44	36,303.70	-	39,126.86
17	711.18	724.75	736.28	752.42	765.41	36,981.17	-	39,801.25
18	724.75	736.96	752.44	765.41	780.89	37,686.96	-	40,606.36
19	736.96	752.42	773.19	780.89	796.51	38,321.69	-	41,418.75
20	752.44	765.41	780.89	796.51	810.05	39,126.86	-	42,122.48
21	765.41	783.55	801.71	818.32	843.01	39,801.25	-	43,836.71
22	780.89	799.05	815.62	843.01	868.31	40,606.36	-	45,152.08
23	796.51	812.69	833.59	850.58	878.06	41,418.75	-	45,659.16
24	812.69	827.23	855.80	871.64	893.80	42,259.93	-	46,477.69
25	822.46	852.61	887.59	906.46	931.84	42,768.04	-	48,455.55
26	848.55	868.38	890.69	925.59	947.74	44,124.54	-	49,282.32
27	862.12	884.30	925.59	941.49	966.87	44,830.33	-	50,277.43
28	878.06	909.78	928.74	950.93	985.82	45,659.16	-	51,262.75
29	893.80	931.84	966.87	1,001.65	1,036.66	46,477.69	-	53,906.25
30	931.84	969.89	1,001.52	1,036.66	1,071.45	48,455.55	-	55,715.26
31	947.74	985.82	1,017.55	1,052.44	1,093.72	49,282.32	-	56,873.35
32	985.82	1,017.55	1,052.44	1,087.40	1,125.46	51,262.57	-	58,524.01
33	1,017.63	1,052.43	1,091.56	1,125.46	1,160.26	52,916.81	-	60,333.53
34	1,048.47	1,093.72	1,125.46	1,160.26	1,195.27	54,520.41	-	62,153.86
35	1,086.84	1,125.46	1,160.26	1,191.88	1,230.06	56,515.75	-	63,962.87

FY 2011-2012

Section 8. Grades listed below represent a schedule for advancement in rank for management personnel as of July 1, 2011. Step increases are contingent upon management review.

STEP GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE		
M1	37,821.40	39,712.47	41,698.10	43,782.99	45,972.14	37,821.40	-	45,972.14
M2	38,956.04	40,903.83	42,949.05	45,096.48	47,351.31	38,956.04	-	47,351.31
M3	40,124.72	42,130.95	44,237.51	46,449.38	48,771.85	40,124.72	-	48,771.85
M4	41,328.46	43,394.88	45,564.64	47,842.87	50,235.02	41,328.46	-	50,235.02
M5	42,568.30	44,696.71	46,931.56	49,278.14	51,742.06	42,568.30	-	51,742.06
M6	43,845.36	46,037.63	48,339.51	50,756.49	53,294.32	43,845.36	-	53,294.32
M7	45,160.72	47,418.77	49,789.69	52,279.18	54,893.14	45,160.72	-	54,893.14
M8	46,515.54	48,841.32	51,283.38	53,847.55	56,539.93	46,515.54	-	56,539.93
M9	47,911.01	50,306.55	52,821.91	55,462.97	58,236.13	47,911.01	-	58,236.13
M10	49,348.33	51,815.76	54,406.55	57,126.87	59,983.21	49,348.33	-	59,983.21
M11	50,828.80	53,370.23	56,038.74	58,840.69	61,782.71	50,828.80	-	61,782.71
M12	52,353.67	54,971.34	57,719.91	60,605.90	63,636.20	52,353.67	-	63,636.20
M13	53,924.28	56,620.48	59,451.51	62,424.07	65,545.29	53,924.28	-	65,545.29
M14	55,541.99	58,319.09	61,235.05	64,296.80	67,511.64	55,541.99	-	67,511.64
M15	57,208.25	60,068.66	63,072.10	66,225.72	69,536.99	57,208.25	-	69,536.99
M16	58,924.50	61,870.73	64,964.25	68,212.48	71,623.11	58,924.50	-	71,623.11
M17	60,692.23	63,726.85	66,913.18	70,258.86	73,771.80	60,692.23	-	73,771.80
M18	62,512.99	65,638.65	68,920.59	72,366.61	75,984.96	62,512.99	-	75,984.96
M19	64,388.39	67,607.82	70,988.20	74,537.61	78,264.49	64,388.39	-	78,264.49
M20	66,320.04	69,636.04	73,117.84	76,773.74	80,612.42	66,320.04	-	80,612.42
M21	68,309.64	71,725.12	75,311.38	79,076.95	83,030.80	68,309.64	-	83,030.80
M22	70,358.93	73,876.87	77,570.74	81,449.27	85,521.72	70,358.93	-	85,521.72
M23	72,469.71	76,093.19	79,897.84	83,892.74	88,087.38	72,469.71	-	88,087.38
M24	74,643.80	78,375.98	82,294.78	86,409.53	90,729.99	74,643.80	-	90,729.99
M25	76,883.12	80,727.26	84,763.64	89,001.81	93,451.90	76,883.12	-	93,451.90
M26	79,189.60	83,149.08	87,306.54	91,671.86	96,255.46	79,189.60	-	96,255.46
M27	81,565.29	85,643.55	89,925.74	94,422.02	99,143.11	81,565.29	-	99,143.11
M28	84,012.26	88,212.87	92,623.50	97,254.68	102,117.42	84,012.26	-	102,117.42
M29	86,532.63	90,859.25	95,402.21	100,172.31	105,180.93	86,532.63	-	105,180.93
M30	89,128.60	93,585.03	98,264.26	103,177.49	108,336.37	89,128.60	-	108,336.37
M31	91,802.46	96,392.58	101,212.20	106,272.81	111,586.45	91,802.46	-	111,586.45
M32	94,556.53	99,284.36	104,248.58	109,461.00	114,934.03	94,556.53	-	114,934.03
M33	97,393.22	102,262.89	107,376.03	112,744.84	118,382.07	97,393.22	-	118,382.07
M34	100,315.01	105,330.78	110,597.06	116,127.18	121,933.54	100,315.01	-	121,933.54
M35	103,324.47	108,490.70	113,915.23	119,610.99	125,591.54	103,324.47	-	125,591.54
M36	106,424.20	111,745.41	117,332.69	123,199.32	129,359.28	106,424.20	-	129,359.28
M37	109,616.93	115,097.77	120,852.67	126,895.30	133,240.06	109,616.93	-	133,240.06
M38	112,905.44	118,550.71	124,478.23	130,702.15	137,237.26	112,905.44	-	137,237.26
M39	116,292.60	122,107.23	128,212.58	134,623.22	141,354.38	116,292.60	-	141,354.38
M40	119,781.38	125,770.45	132,058.97	138,661.92	145,595.01	119,781.38	-	145,595.01
M41	123,374.82	129,543.56	136,020.75	142,821.77	149,962.87	123,374.82	-	149,962.87

Providence Water Supply Board
FY 2010 vs. FY 2012
Changes to Classification and Compensation Ordinances

Classification Ordinance:

Add	1	Assistant Dispatcher
Add	1	Engineering Aide III
Add	2	Engineering Project Coordinator
Add	1	Manager – Engineering Customer Service
Add	2	Senior Equipment Mechanic
Add	1	Systems Analyst
Delete	1	Account Collector
Delete	1	Aide to Chief Engineer
Delete	1	Associate Engineer III
Delete	1	Associate Engineer IV
Delete	1	Clerk I
Delete	2	Confidential Assistant to Chief Engineer
Delete	1	Land Management Specialist
Delete	1	Manager – Accounting
Delete	1	Manager – Personnel
Delete	1	Manager of Regulatory
Delete	1	Manager – Training and Communications
Delete	1	Material Handler
Delete	1	Senior Manager of Information Systems
Delete	0	Supervisor of Security and Enforcement
Delete	1	Utility Worker
Delete	1	Utility Maintenance Worker
Delete	1	Water Plant Operator I
Delete	4	Watershed Inspector

Compensation Ordinance:

Add	Assistant Dispatcher \$19.69/hr
Change	Deputy Director of T&D from M26 to M22
Change	Director of Special Projects from M27 to M25
Change	Manager of Planning & Development from M17 to M18
Adjust	Utility Worker in Training to \$16.872/hr
Adjust	Scheduler/Dispatcher to \$22.68

Highlights of Providence Water's Budget for Fiscal Year 2011-2012

Overall

- ☐ Operating and Restricted budgets are balanced.
- ☐ Revenues are based on rates approved by the PUC.
- ☐ Providence Water residential rates are still among the lowest in the State.
- ☐ Enterprise Fund with no impact on City Finances.

Revenues

- ☐ FY 2012 revenues are set based on rates approved by the PUC. No rate increase is needed. Revenues are projected to increase approximately \$1.9 million or 3% over FY 2011.
- ☐ Miscellaneous revenues are based on 3 year average.

Restricted Transfers

- ☐ Restricted funds have been established by the PUC, the tax agreement or legislature and are based on amounts approved in Docket 4061.
- ☐ Restricted funds increased \$.2 million or less than 1% over FY 2011.

Expenses

- ☐ Salary expense includes funding for 263 positions. Also, a 1% contractual decrease was deducted from the salaries line item as a result of the amended union contract.
- ☐ Fringe Benefits are projected to increase approximately \$460,000 or 7% over FY 2011. Fringe Benefits are based on actual rates for fiscal year 2011 with an estimated increase of 11% for health insurance and a small increase in union trust benefits.
- ☐ Retirement Contribution is based on the actuarial amount provided from the Buck report. This amount actually decreased \$33,499 from FY 2011.
- ☐ Services are expected to increase \$.8 million or 13% this was the result of increases in heat, electricity, repairs to streets as well as private contractor fees.
- ☐ Materials increased \$.15 million or 9%. This was a result of increases in hydrant parts, gate valves and motor fuel.
- ☐ Property taxes are based on FY 2011 actual bills with an estimated statutory limit of 4.5%. The exceptions are the Towns of Scituate and Glocester, which are based on the the tax treaty with each Town. Because of these treaties, is treaty total Property Tax expense is projected to decrease \$91,720 from FY 2011.

Personnel

- ☐ There is no change in the number of maximum positions of 265 for FY2012.

PROVIDENCE WATER SUPPLY BOARD						
Operating Budget Prior Fiscal Years vs. FY 2012						
REVENUE		FY 2010	FY 2011	Net	FY 2012	
		Budget	Budget	Change	Proposed	% CHANGE
Water Revenue:						
Service Charge		7174382	\$ 7,965,764	\$ -	\$ 7,965,764	0.00%
Hydrants		\$ 1,853,920	2,063,805	0	2,063,805	0.00%
Wholesale consumption		16,402,040	15,805,703	0	15,805,703	0.00%
Retail consumption		33,343,957	32,640,443	0	32,640,443	0.00%
Consumption adjustment		0	0	1,427,421	1,427,421	
Total Water Revenue		58,774,299	58,475,715	1,427,421	59,903,136	2.44%
Miscellaneous:						
Misc Revenue		672,530	896,450	5,887	902,337	0.66%
Misc State Revenue		220,748	190,531	16,208	206,739	8.51%
Total Operating Revenues		59,667,577	59,562,695	1,449,517	61,012,212	2.43%
Interest on Delinquent Accts						
Mains & Services		406,953	412,587	25,642	438,229	6.22%
		631,018	468,101	155,099	623,200	33.13%
Water Quality Protection Fund						
State Surcharge \$.0133		2,512,893	2,106,313	182,666	2,288,979	8.67%
		1,823,573	1,573,947	133,896	1,707,843	8.51%
Total Revenue		65,042,013	\$ 64,123,643	\$ 1,946,820	\$ 66,070,463	3.04%
Transfer from IFR (Labor Reimb.)						
Transfer from IFR (Material Reimb.)		980,128	998,154	-110,000	888,154	-11.02%
Transfer from Property Tax Refund		106,447	109,640	-50,000	59,640	-45.60%
Transfer from Revenue Reserve		375,000	0	0	0	0.00%
Transfer to Capital			1,113,852	0	1,113,852	0.00%
Transfer to Infrastructure Replacement		-2,450,000	-2,450,000	0	-2,450,000	0.00%
Deferred IFR Transfer		-14,950,000	-16,000,000	0	-16,000,000	0.00%
Transfer to Equipment		0	-1,113,852	278,463	-835,389	
Transfer to Insurance		-600,000	-600,000	0	-600,000	0.00%
Transfer to AMR/Meter Replacement		-2,555,903	-1,777,062	0	-1,777,062	0.00%
Transfer to Chemical/Sludge Fund		-1,000,000	-1,000,000	0	-1,000,000	0.00%
Transfer to Western Cranston		-3,003,599	-2,458,942	0	-2,458,942	0.00%
Transfer to Revenue Reserve		-62,069	-62,069	0	-62,069	0.00%
Transfer to Water Quality Protection		-1,418,792	-1,113,852	0	-1,113,852	0.00%
Transfer to State Resources Board		-2,512,893	-2,106,313	-182,666	-2,288,979	8.67%
Total Transfers		-1,823,573	-1,573,947	-133,896	-1,707,843	8.51%
		-28,915,254	\$ (28,034,391)	\$ (198,099)	\$ (28,232,490)	0.71%
OPERATING EXPENSES:						
Salaries						
Fringe benefits		13,376,174	13,256,454	494,883	13,751,337	3.73%
City Retirement		5,642,468	5,925,870	463,256	6,389,126	7.82%
Services		2,788,304	2,589,285	-33,499	2,555,786	-1.29%
Materials		6,415,064	6,371,464	821,207	7,192,671	12.89%
Special Items		1,468,467	1,614,764	150,500	1,765,264	9.32%
Equipment		30,000	21,000	0	21,000	0.00%
Property Taxes		1,000	3,000	47,100	50,100	1570.00%
Other Unemployment		6,387,772	6,183,241	-91,720	6,091,521	-1.48%
TOTAL OPERATING EXPENSES		16,489	16,489	3,511	20,000	21.29%
		36,125,739	\$ 36,086,568	\$ 1,855,237	\$ 37,836,805	5.14%
REVENUE BILLED - EXPENSES						
		1,021	\$ 2,684		\$ 1,168	