

CHAPTER 2022-56

No. 369 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE WATER SUPPLY BOARD AND REPEALING ORDINANCE CHAPTER 2021-35, EFFECTIVE OCTOBER 29, 2021

Approved November 10, 2022

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, 2022
Account Collector	25
Administrative Assistant, WSB	M10
Advisory Professional Engineer	M22
Aide to Chief Engineer	\$56,145
Application Operations Specialist	M9
Application Systems Integration Analyst	M11
Applications/Database Analyst	M8
Assistant Dispatcher	\$24.047 /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	\$160,813-\$195,468 /yr
Chief Financial Officer	M36
Chief Information/Security Officer	M36
Chief of Operations	M36
Chief of Technical Services	M36
Clerical Coordinator	23
Confidential Assistant	M9
Controller	M16
Customer Service Regulatory Supervisor	M12
Cyber Program Coordinator	M5
Database Administrator	M20
Deputy General Manager, (Admin)	M40
Deputy General Manager, (Operations)	M40
Dig Safe Worker	\$26.104 /hr *
Director	M28
Division Manager	M20
Division Supervisor	M5
Draftsperson	12
Electrical Technician	\$38.685 /hr

Engineer	\$73,361	
Engineering Aide	U19	
Engineering Project Coordinator	M9	
Engineering Systems Analyst	M12	
Engineering Systems Coordinator	M15	
Environmental Resource Manager	M18	
Equipment Operator	\$22.554	/hr
Executive Assistant	M12	
Executive Engineer	M45	
Flushing Technician	\$26.490	/hr
Flushing Technician in Training	\$20.605	/hr
Forest Supervisor	73,257	
General Manager	\$160,813-\$195,468	/yr
Governmental Aide	M5	
GIS Supervisor	M12	
GIS System Specialist	32	
Heavy Equipment Operator	\$28.257	/hr *
HR Generalist	M9	
ICS/SCADA Project Coordinator	M18	
Information Security Administrator	M18	
Information Security Analyst	M12	
Information Security Manager	M20	
Information Security Senior Manager	M24	
Information Security Specialist	M16	
Instrumentation Technician	\$30.092	/hr
Inventory/Material Handler	\$22.590	/hr
Journeyman Plumber	\$28.216 - \$38.684	/hr
Junior Chemist I	22	
Junior Chemist II	25	
Junior Network Administrator	M12	
Junior Systems Administrator	M12	
Junior Web Application Developer	M12	
Lab Supervisor	M13	
Land Management Specialist	M12	
Manager	M15 - M21	
Manager - Accounting	M14	
Manager - Accounting & Payroll	M18	
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 - GIS	M18	
Manager - Personnel	M15	
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	M15	
Manager - Watershed Maintenance & Security	M15	
Member - Water Supply Board	\$3,500	/yr
Meter Reader I	\$21.327	/hr
Meter Reader Technician	\$23.696	/hr
Meter Shop Technician	\$24.911	/hr
Operations Supervisor	M9	
Network Administrator	M20	
Network Hardware Manager	M15	
Network Operations Analyst	29	
Personnel Assistant	M5	
Plumber	\$48.619	/hr
Principal Engineer	M17	
Project Engineer	M15	
Public Information Liaison	M5	
Public Information Officer	M15	
Purchasing Agent II, (WSB)	24	
Raingauge Keeper	\$91.00	/mon
Regulatory Service Supervisor	M5	
Sanitarian	22	
Scheduler/Dispatcher	\$27.699	/hr
Senior Administrative Assistant	\$75,454	
Senior Administrative Assistant / Financial Analyst	M11	
Senior Administrative Clerk, Water	18	
Senior Budget & Planning Analyst	M9	
Senior Director	M32	
Senior Director Administration	M30	
Senior Director Operations	M30	
Senior Draftsperson-WSB	28	
Senior Equipment Mechanic	\$28.60	/hr
Senior Forest Supervisor	M12	
Senior Manager	M24	
Senior Manager of Budget and Regulatory	M18	
Senior Meter Reader Technician	\$25.067	/hr
Senior Plant Operator	\$35.585	
Senior Supervisor Customer Service	M9	
Senior Supervisor Planning	M15	
Senior Water Plant Mechanic	\$30.092	/hr
Senior Water Treatment Operator	\$29.544	/hr
Senior Watershed Maintenance Operator	\$27.865	/hr
Staff Accountant	24	

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Supervisor	M9 - M14	
Supervisor - Accounting	\$77,718	
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	\$74,017	
Supervisor - Water Quality	M12	
Supervisor - Water Supply	M13	
Supervisor - Watershed Maintenance	M9	
Supervisor - Watershed Maintenance & Security	M12	
Supervisor - Watershed Security	M9	
System Analyst	M13	
System Technical Specialist	22	
Systems Administrator	M18	
Technical Writer/Administrator	M5	
Training/Communications Coordinator	M9	
Utility Laborer	\$20.605 /hr	
Utility Maintenance Repairperson	\$26.653 /hr	
Utility Maintenance Worker	\$20.605 /hr	
Utility Worker	\$24.047 /hr	*
Utility Worker in Training	\$20.605 /hr	
Water Plant Mechanic	\$25.899 /hr	
Water Quality Coordinator	M9	
Water Supply Board Clerk	11	
Water System Mechanic	\$29.703 /hr	*
Water Treatment Operator	\$24.559 /hr	
Water Treatment Operator Class I	\$26.608 /hr	
Water Treatment Operator Class I in Training	\$25.978 /hr	
Water Treatment Operator Class II	\$28.425 /hr	
Water Treatment Operator Class II in Training	\$27.716 /hr	
Water Treatment Operator Class III	\$31.780 /hr	*
Water Treatment Operator Class III in Training	\$31.075 /hr	
Watershed Inspector	\$22.196 /hr	
Watershed Maintenance Operator	\$23.758 /hr	
Web Applications Developer	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 as of July 1, 2022.

IN CITY COUNCIL
OCT 20 2022
FIRST READING
READ AND PASSED

Tina L. Mastrosiani CLERK
ACTING

IN CITY COUNCIL
NOV 03 2022
FINAL READING
READ AND PASSED

John J. Iglizzi JOHN J. IGLIZZI, PRESIDENT
Tina L. Mastrosiani CLERK

I HEREBY APPROVE.

[Signature]

Mayor
Date: 11/10/22

FY 2022-2023

Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2022.

Grade	Step	Step	Step	Step	Step	ANNUAL SALARY RANGE		
	1st	2nd	3rd	4th	5th			
U1	619.27	624.81	630.39	641.35	649.67	32,202.26	-	33,782.61
U2	633.10	641.35	646.93	657.98	666.22	32,921.28	-	34,643.40
U3	649.80	655.21	660.69	672.07	680.09	33,789.54	-	35,364.55
U4	666.22	671.76	677.29	685.56	696.52	34,643.40	-	36,218.95
U5	680.09	685.56	693.05	702.16	710.41	35,364.55	-	36,941.16
U6	696.52	702.16	707.68	718.76	727.01	36,218.95	-	37,804.62
U7	710.41	718.76	724.24	732.56	740.81	36,941.16	-	38,522.04
U8	727.01	732.56	738.04	749.09	757.42	37,804.62	-	39,386.04
U9	740.81	751.91	762.90	773.92	787.75	38,522.04	-	40,963.18
U10	757.42	765.70	776.76	790.56	804.36	39,386.04	-	41,826.64
U11	771.21	782.40	793.32	807.12	820.90	40,102.92	-	42,686.90
U12	787.75	798.83	809.89	820.90	834.97	40,963.18	-	43,418.18
U13	804.37	812.61	823.69	834.97	852.72	41,827.18	-	44,341.34
U14	820.90	831.41	852.72	868.64	885.22	42,686.90	-	46,031.48
U15	834.97	852.72	866.09	885.22	900.12	43,418.18	-	46,806.46
U16	852.72	856.57	885.22	900.12	919.02	44,341.34	-	47,788.78
U17	868.64	885.22	899.30	919.02	934.88	45,169.09	-	48,613.86
U18	885.22	900.12	919.02	934.88	953.79	46,031.48	-	49,597.25
U19	900.12	919.02	944.38	953.79	972.87	46,806.46	-	50,589.16
U20	919.02	934.88	953.79	972.87	989.41	47,788.78	-	51,449.42
U21	934.88	957.02	979.21	999.51	1,029.66	48,613.86	-	53,542.52
U22	953.79	975.96	996.22	1,029.66	1,060.57	49,597.25	-	55,149.51
U23	972.87	992.62	1,018.15	1,038.90	1,072.47	50,589.16	-	55,768.32
U24	992.62	1,010.39	1,045.28	1,064.63	1,091.70	51,616.25	-	56,768.23
U25	1,004.56	1,041.38	1,084.11	1,107.16	1,138.15	52,237.20	-	59,183.79
U26	1,036.42	1,060.65	1,087.90	1,130.53	1,157.58	53,893.76	-	60,194.36
U27	1,053.00	1,080.09	1,130.53	1,149.95	1,180.95	54,756.16	-	61,409.60
U28	1,072.47	1,111.21	1,134.38	1,161.48	1,204.08	55,768.32	-	62,612.04
U29	1,091.70	1,138.15	1,180.95	1,223.42	1,266.19	56,768.23	-	65,842.02
U30	1,138.15	1,184.63	1,223.27	1,266.19	1,308.68	59,183.79	-	68,051.31
U31	1,157.58	1,204.08	1,242.85	1,285.47	1,335.88	60,194.36	-	69,465.89
U32	1,204.08	1,242.85	1,285.47	1,328.15	1,374.65	62,612.04	-	71,481.70
U33	1,242.94	1,285.46	1,333.24	1,374.65	1,417.15	64,632.65	-	73,692.05
U34	1,280.60	1,335.88	1,374.65	1,417.15	1,459.92	66,591.42	-	75,915.72
U35	1,327.48	1,374.65	1,417.15	1,455.78	1,502.40	69,028.83	-	78,125.01

FY 2022-2023

Section 8. Grades listed below represent a schedule for advancement in rank for management personnel as of July 1, 2022. Step increases are contingent upon management review.

STEP GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE		
M5	51,988.13	54,587.54	57,316.93	60,182.78	63,191.93	51,988.13	-	63,191.93
M6	53,547.79	56,225.18	59,036.43	61,988.26	65,087.69	53,547.79	-	65,087.69
M7	55,154.22	57,911.95	60,807.53	63,847.90	67,040.30	55,154.22	-	67,040.30
M8	56,808.85	59,649.29	62,631.75	65,763.34	69,051.51	56,808.85	-	69,051.51
M9	58,513.11	61,438.76	64,510.73	67,736.23	71,123.05	58,513.11	-	71,123.05
M10	60,268.50	63,281.93	66,446.03	69,768.33	73,256.74	60,268.50	-	73,256.74
M11	62,076.57	65,180.39	68,439.41	71,861.40	75,454.44	62,076.57	-	75,454.44
M12	63,938.87	67,135.80	70,492.60	74,017.23	77,718.09	63,938.87	-	77,718.09
M13	65,857.04	69,149.89	72,607.38	76,237.73	80,049.64	65,857.04	-	80,049.64
M14	67,832.74	71,224.37	74,785.60	78,524.88	82,451.12	67,832.74	-	82,451.12
M15	69,867.71	73,361.10	77,029.16	80,880.64	84,924.66	69,867.71	-	84,924.66
M16	71,963.76	75,561.95	79,340.02	83,307.05	87,472.40	71,963.76	-	87,472.40
M17	74,122.66	77,828.81	81,720.23	85,806.26	90,096.57	74,122.66	-	90,096.57
M18	76,346.33	80,163.66	84,171.86	88,380.43	92,799.48	76,346.33	-	92,799.48
M19	78,636.73	82,568.58	86,697.00	91,031.84	95,583.44	78,636.73	-	95,583.44
M20	80,995.83	85,045.62	89,297.90	93,762.80	98,450.93	80,995.83	-	98,450.93
M21	83,425.70	87,596.99	91,976.84	96,575.68	101,404.47	83,425.70	-	101,404.47
M22	85,928.48	90,224.89	94,736.17	99,472.96	104,446.60	85,928.48	-	104,446.60
M23	88,506.34	92,931.66	97,578.23	102,457.15	107,580.01	88,506.34	-	107,580.01
M24	91,161.54	95,719.60	100,505.59	105,530.87	110,807.40	91,161.54	-	110,807.40
M25	93,896.38	98,591.19	103,520.77	108,696.79	114,131.63	93,896.38	-	114,131.63
M26	96,713.26	101,548.92	106,626.38	111,957.69	117,555.59	96,713.26	-	117,555.59
M27	99,614.66	104,595.39	109,825.17	115,316.43	121,082.24	99,614.66	-	121,082.24
M28	102,603.12	107,733.27	113,119.91	118,775.91	124,714.72	102,603.12	-	124,714.72
M29	105,681.21	110,965.25	116,513.52	122,339.18	128,456.15	105,681.21	-	128,456.15
M30	108,851.64	114,294.21	120,008.91	126,009.38	132,309.84	108,851.64	-	132,309.84
M31	112,117.18	117,723.04	123,609.19	129,789.65	136,279.13	112,117.18	-	136,279.13
M32	115,480.70	121,254.74	127,317.48	133,683.35	140,367.49	115,480.70	-	140,367.49
M33	118,945.11	124,892.38	131,136.99	137,693.85	144,578.53	118,945.11	-	144,578.53
M34	122,513.46	128,639.16	135,070.79	141,824.67	148,915.89	122,513.46	-	148,915.89
M35	126,188.88	132,498.33	139,123.24	146,079.40	153,383.37	126,188.88	-	153,383.37
M36	129,974.53	136,473.27	143,296.93	150,461.78	157,984.86	129,974.53	-	157,984.86
M37	133,873.77	140,567.47	147,595.84	154,975.63	162,724.40	133,873.77	-	162,724.40
M38	137,889.99	144,784.49	152,023.70	159,624.89	167,606.15	137,889.99	-	167,606.15
M39	142,026.69	149,128.02	156,584.41	164,413.64	172,634.33	142,026.69	-	172,634.33
M40	146,287.50	153,601.87	161,281.96	169,346.05	177,813.36	146,287.50	-	177,813.36
M41	150,676.12	158,209.93	166,120.43	174,426.44	183,147.76	150,676.12	-	183,147.76
M42	155,196.40	162,956.23	171,104.04	179,659.24	188,642.20	155,196.40	-	188,642.20
M43	159,852.30	167,844.91	176,237.16	185,049.01	194,301.47	159,852.30	-	194,301.47
M44	164,647.87	172,880.26	181,524.27	190,600.48	200,130.51	164,647.87	-	200,130.51
M45	169,587.30	178,066.67	186,970.00	196,318.50	206,134.43	169,587.30	-	206,134.43
R1	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	1,092.00	-	1,092.00