

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		

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.

<p>IN CITY COUNCIL OCT 20 2022 FIRST READING READ AND PASSED</p> <p><i>Tina L. Mastrosiani</i> CLERK ACTING</p>	<p>IN CITY COUNCIL NOV 03 2022 FINAL READING READ AND PASSED</p> <p><i>John J. Iglizzi</i> PRESIDENT <i>Tina L. Mastrosiani</i> CLERK</p>
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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

