

CHAPTER 2024-59

No. 411 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE  
WATER SUPPLY BOARD AND REPEALING ORDINANCE CHAPTER  
2023-33, NO. 405, EFFECTIVE OCTOBER 13, 2023

Approved October 24, 2024

*Be it ordained by the City of Providence:*

Establishing a Compensation Plan for the Water Supply Board and Repealing Ordinance Chapter  
2023-33 Effective October 13, 2023.

Section 1.  
Official Compensation Plan for the Water Supply Board:

Position	Grade/Rate As of July 1, 2024
Account Collector	25
Administrative Assistant, WSB	M10
Advisory Professional Engineer	M22
Aide to Chief Engineer	\$59,420
Application Operations Specialist	M9
Application Systems Integration Analyst	M11
Applications/Database Analyst	M8
Assistant Dispatcher	\$25.449
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	M42
Chief Financial Officer	M36
Chief Information/Security Officer	M36
Chief of Administration	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
DEI Officer	M15
Deputy General Manager, (Admin)	M40
Deputy General Manager, (Operations)	M40
Dig Safe Worker	\$27.627
Director	M28
Division Manager	M20
Division Supervisor	M5
Draftsperson	12
Electrical Technician	\$40.941
Engineer	\$77,640
Engineering Aide	U19
Engineering Project Coordinator	M9
Engineering Systems Analyst	M12
Engineering Systems Coordinator	M15
Environmental Resource Manager	M18
Equipment Operator	\$23.869
Executive Assistant	M12
Executive Engineer	M45
Flushing Technician	\$28.035
Flushing Technician in Training	\$21.807
Foreperson - Senior Waterplant Mechanic	\$35.022
Forest Supervisor	\$77,529
General Manager	\$200,000-\$275,000
Governmental Aide	M5

GIS Supervisor	M12
GIS System Specialist	32
Heavy Equipment Operator	\$29.905
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
Information Security Technician	M9
Instrumentation Technician	\$31.847
Inventory/Material Handler	\$23.907
Journeyman Plumber	29.862-40.940
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
Meter Reader I	\$22.570
Meter Reader Technician	\$25.078
Meter Shop Technician	\$26.364
Network Administrator	M20
Network Hardware Manager	M15
Network Operations Analyst	29
Operations Supervisor	M9
Personnel Assistant	M5
Plumber	\$51.455
Principal Engineer	M17
Project Engineer	M15
Public Information Liaison	M5
Public Information Officer	M15
Purchasing Agent II, (WSB)	24
Raingauge Keeper	\$91.00
Regulatory Service Supervisor	M5
Sanitarian	22.00
Scheduler/Dispatcher	\$29.314
Senior Administrative Assistant	\$79,855
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	\$30.268
Senior Forest Supervisor	M12
Senior Manager	M24
Senior Manager of Budget and Regulatory	M18
Senior Meter Reader Technician	\$26.529

Senior Plant Operator	\$37.660
Senior Supervisor Customer Service	M9
Senior Supervisor Planning	M15
Senior Utility Maintenance Repairperson	30.69
Senior Water Plant Mechanic	\$31.847
Senior Water Treatment Operator	\$31.267
Senior Watershed Maintenance Operator	\$29.490
Staff Accountant	24
Supervisor	M9 - M14
Supervisor - Accounting	\$82,251
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	\$78,334
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	\$21.807
Utility Maintenance Repairperson	\$28.208
Utility Maintenance Worker	\$21.807
Utility Worker	\$25.449
Utility Worker in Training	\$21.807
Water Plant Mechanic	\$27.409
Water Quality Coordinator	M9
Water Supply Board Clerk	11
Water System Mechanic	\$31.435
Water Treatment Operator	\$25.991
Water Treatment Operator Class I	\$28.160
Water Treatment Operator Class I in Training	\$27.493
Water Treatment Operator Class II	\$30.083
Water Treatment Operator Class II in Training	\$29.333
Water Treatment Operator Class III	\$33.634
Water Treatment Operator Class III in Training	\$32.887
Watershed Inspector	\$23.491
Watershed Maintenance Operator	\$25.144
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" for Union Classifications and eight (8) "Steps" for Non-Union/Non-Bargaining Classifications, 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.

IN CITY COUNCIL  
OCT 03 2023  
FIRST READING  
READ AND PASSED

*Jina L. Mastrosianni*  
CLERK

IN CITY  
COUNCIL  
OCT 17 2024  
FINAL READING  
READ AND PASSED

*Rachel M. Miller*  
RACHEL M. MILLER, PRESIDENT  
*Jina L. Mastrosianni*  
CLERK

I HEREBY APPROVE.

*Brett P. Smith*  
Mayor

Date: *10/24/24*

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.

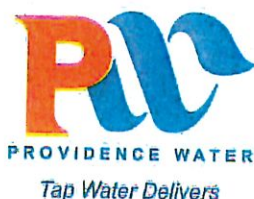
**FY 2024-2025**

Section 7. Grades consistent with salary adjustments in Bargaining Unit as of July 1, 2024.

Grade	Step 1st	Step 2nd	Step 3rd	Step 4th	Step 5th	ANNUAL SALARY RANGE		
U1	655.39	661.25	667.15	678.76	687.56	34,080.46	-	35,752.98
U2	670.03	678.76	684.66	696.35	705.08	34,841.41	-	36,663.98
U3	687.70	693.43	699.23	711.27	719.75	35,760.31	-	37,427.19
U4	705.08	710.95	716.79	725.55	737.14	36,663.98	-	38,331.42
U5	719.75	725.55	733.48	743.11	751.84	37,427.19	-	39,095.76
U6	737.14	743.11	748.96	760.68	769.41	38,331.42	-	40,009.58
U7	751.84	760.68	766.49	775.28	784.02	39,095.76	-	40,768.84
U8	769.41	775.28	781.09	792.78	801.60	40,009.58	-	41,683.23
U9	784.02	795.76	807.39	819.05	833.70	40,768.84	-	43,352.36
U10	801.60	810.35	822.06	836.67	851.27	41,683.23	-	44,266.18
U11	816.19	828.04	839.59	854.19	868.78	42,441.92	-	45,176.62
U12	833.70	845.43	857.13	868.78	883.66	43,352.36	-	45,950.55
U13	851.28	860.01	871.73	883.66	902.45	44,266.74	-	46,927.54
U14	868.78	879.90	902.45	919.30	936.85	45,176.62	-	48,716.27
U15	883.66	902.45	916.61	936.85	952.62	45,950.55	-	49,536.45
U16	902.45	906.53	936.85	952.62	972.62	46,927.54	-	50,576.06
U17	919.30	936.85	951.76	972.62	989.41	47,803.57	-	51,449.27
U18	936.85	952.62	972.62	989.41	1,009.42	48,716.27	-	52,490.01
U19	952.62	972.62	999.46	1,009.42	1,029.61	49,536.45	-	53,539.77
U20	972.62	989.41	1,009.42	1,029.61	1,047.12	50,576.06	-	54,450.21
U21	989.41	1,012.84	1,036.33	1,057.80	1,089.72	51,449.27	-	56,665.38
U22	1,009.42	1,032.89	1,054.32	1,089.72	1,122.43	52,490.01	-	58,366.11
U23	1,029.61	1,050.51	1,077.54	1,099.49	1,135.02	53,539.77	-	59,021.01
U24	1,050.51	1,069.32	1,106.25	1,126.72	1,155.37	54,626.77	-	60,079.24
U25	1,063.15	1,102.12	1,147.34	1,171.74	1,204.53	55,283.93	-	62,635.68
U26	1,096.87	1,122.51	1,151.36	1,196.47	1,225.10	57,037.12	-	63,705.19
U27	1,114.42	1,143.09	1,196.47	1,217.02	1,249.83	57,949.81	-	64,991.31
U28	1,135.02	1,176.02	1,200.54	1,229.22	1,274.31	59,021.01	-	66,263.89
U29	1,155.37	1,204.53	1,249.83	1,294.78	1,340.04	60,079.24	-	69,682.26
U30	1,204.53	1,253.73	1,294.61	1,340.04	1,385.01	62,635.68	-	72,020.40
U31	1,225.10	1,274.31	1,315.34	1,360.45	1,413.80	63,705.19	-	73,517.49
U32	1,274.31	1,315.34	1,360.45	1,405.62	1,454.82	66,263.89	-	75,650.87
U33	1,315.43	1,360.44	1,411.00	1,454.82	1,499.81	68,402.35	-	77,990.14
U34	1,355.30	1,413.80	1,454.82	1,499.81	1,545.07	70,475.37	-	80,343.51
U35	1,404.90	1,454.82	1,499.81	1,540.68	1,590.03	73,054.94	-	82,681.65







June 28, 2024

Tina Mastroianni  
City Clerk  
City Hall  
Providence, RI 02903

The Hon. Brett P. Smiley  
Mayor

Ricky Caruolo  
General Manager

RE: Providence Water's Budget Ordinances for Fiscal Year 2024-2025

#### BOARD OF DIRECTORS

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Vice Chairperson

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Council President Pro Tempore

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Sara Silveria  
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Dr. Alma M. Guerrero Bready  
Member

Raphael O. Okelola  
Member

Carissa R. Richard  
Secretary

William E. O'Gara, Esq.  
Legal Advisor

Dear Ms. Mastroianni:

On June 12, 2024, members of the Providence Water Supply Board unanimously approved our Fiscal Budget ending June 30, 2025. These budget ordinances are being co-sponsored by our Board Members Council President Pro Tempore Juan M. Pichardo and Councilperson Oscar O. Vargas. If possible, please place these on the City Council agenda docket for their next scheduled meeting.

Attached please find the Word versions of the ordinances. If you have any further questions or need any additional information, please contact me at 401-521-6300, ext. 7238.

Respectfully,

Providence Water Supply Board

Cheryl McCreight

Director of Finance

Enclosures

cc:

J. Pichardo  
O. Vargas  
S. Silveria  
R. Caruolo  
G. Giasson  
D.P. Tikoian  
K. Mello  
J. DiPina  
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File

#### MEMBER

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New England Water Works Assn.  
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