

Establishing a Compensation
Plan for the Water Supply Board and Repealing Ordinance Chapter
2003-64 Effective December 14, 2003 as Amended.

Section 1. The following Compensation Plan is hereby adopted as the official Compensation Plan for the Water Supply Board:

Position	Pay Grade or Rate
Account Collector	25
Administrative Aide	15
Administrative Assistant, WSB	M10
Aide to Chief Engineer	M1
Associate Engineer III	28
Associate Engineer IV	31
Applications/Database Analyst	M8
Board Counsel	\$35,000 /yr
Budget and Planning Analyst	M5
Chairman - Water Supply Board	\$3,000 /yr
Chief Engineer/General Manager	C42
Clerical Coordinator	23
Clerk 1	1
Collection Officer, WSB	26
Confidential Assistant to Chief Engineer	M8
Controller/Auditor	M20
DataBase Manager	M15
Dept. Switchboard Operator	11
Deputy Board Counsel	M19
Deputy General Manager, (Admin)	M32
Deputy General Manager, (Operations)	M32
Dig Safe Worker	\$19.366 /hr
Director - Commercial Services	M27
Director - Distribution	M27
Director - Engineering	M29
Director - Finance	M28
Director - Special Projects	M27
Director - Support Services	M27

Director - Water Supply	M28
Draftsman	12
Electrical Technician	\$28.697 /hr
Electronic Technician	\$18.764 /hr
Engineer	M12
Engineering Aide III	19
Engineering Project Coordinator	M5
Environmental Resource Manager	M18
Equipment Mechanic	\$20.035 /hr
Equipment Operator	\$16.731 /hr
Forest Supervisor	M10
GIS Project Manager	M12
Heavy Equipment Operator	\$20.035 /hr
Inspector	19
Instrumentation Technician	\$22.187 /hr
Junior Chemist I	14
Junior Chemist II	16
Lab Supervisor/Bacteriology - Water	M10
Lab Supervisor/Chemistry - Water	M10
Land Management Specialist	M11
Maintenance Man III	\$16.425

Manager - Accounting	M14
Manager - Budget	M13
Manager - Capital Program	M18
Manager - Commercial Services	M17
Manager - Construction Services	M15
Manager - Customer Service	M18
Manager - Distribution,(Field Services)	M18
Manager - Distribution,(Planning)	M16
Manager - Engineering Records	M12
Manager - Engineering Customer Service	M11
Manager - Facilities and Equipment	M16
Manager - GIS	M12
Manager - Information Systems	M18
Manager - Intergovernmental Relations	M13
Manager - Personnel	M13
Manager - Planning	M18
Manager - Plant Operations	M18
Manager - Regulatory	M17
Manager - Security & Risk	M14
Manager - Technical Services	M17
Manager - Training & Communications	M15
Manager - Water Laboratory	M18
Manager - Water Resources	M18
Material Handler	\$15.815 /hr
Member - Water Supply Board	\$2,400 /yr
Meter Reader I	\$15.820 /hr
Meter Reader II	\$15.499 /hr
Meter Reader Technician	\$16.608 /hr

Meter Shop Technician	\$17.509 /hr
Network Operations Analyst	M5
Personnel Technician, Water	22
Principal Engineer	M15
Processor-Claims & Risk	M8
Processor-Equipment	M7
Project Manager IFR/CIP	M12
Purchasing Agent II, (WSB)	24
Raingauge Keeper	\$91 /mon
Real Estate Specialist	M11
Regulatory Service Supervisor	M5
Regulatory Service Supervisor	M5
Sanitarian	14
SCADA-Electrical Supervisor	M12
Scheduler/Dispatcher	\$18.938 /hr
Secretary, WSB	13
Senior Administrative Clerk, Water	18
Senior Draftsman-WSB	28
Senior Administrative Assistant	M11
Senior Draftsman	19
Senior Equipment Mechanic	\$20.199 /hr
Senior Forest Supervisor	M12
Senior Manager of Information Systems	M21
Senior Manager of Personnel	M20
Senior Meter Reader Technician	\$17.623 /hr
Senior Supervisor Commercial Services	M9
Senior Switchboard Operator	\$805.301 /wk
Senior Technician	24
Senior Technician II (WSB)	25
Senior Water Plant Mechanic	\$21.397 /hr
Senior Water System Mechanic	\$18.971 /hr
Senior Watershed Mechanic	\$18.938 /hr
Staff Accountant	24
Supervisor - Accounting	M12
Supervisor - Billing, WSB	M9
Supervisor - Collections, WSB	M5
Supervisor - Commercial Services	M5
Supervisor - Facilities & Equipment	M12
Supervisor - GIS	M10
Supervisor - Metering, WSB	M9
Supervisor - Purchasing	M10
Supervisor - Security & Enforcement	M8
Supervisor - Water Maintenance Crew	M13
Supervisor - Water Plant Operations	M12
Switchboard Operator I	4
System Technical Specialist	22
Systems Analyst, WSB	M12
Utility Laborer	\$15.286 /hr
Utility Maintenance Worker	\$15.286 /hr
Utility Maintenance Repairman	\$18.473 /hr
Utility Worker	\$17.840 /hr
Water Plant Mechanic	\$19.212 /hr

Water Plant Operator I	\$825.033 /wk
Water Supply Board Clerk	11
Water System Mechanic	\$20.310 /hr
Water Treatment Operator	\$15.844 /hr
Water Treatment Operator Class I	\$17.164 /hr
Water Treatment Operator Class II	\$18.336 /hr
Water Treatment Operator Class III	\$19.513 /hr
Watershed Grounds General Foreman	\$20.822 /hr
Watershed Inspector	\$16.467 /hr
Watershed Mechanic	\$15.918 /hr

Section 2. The salary for each position is categorized as one (1) of seventy-seven (77) "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 8(Grade 1-35) and Section 9 (Grades M1-M41,C42).

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 or have met the CDL requirements as per the Bargaining Unit Agreement.

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 30 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. The provisions of this Ordinance shall not be construed as a ratification of any collective bargaining agreement.

Section 7. This Ordinance shall take effect upon its passage.

Establishing the Classes of Position, the
Maximum Number of Employees and the Number of Employees in Certain
Classes in the Water Supply Board and Repealing Ordinance Chapter
2003-65, Effective December 14, 2003 As Amended.

Section 1. The number of employees in the Providence Water Supply Board shall not exceed two hundred sixty five (265) at any one time. Within each of the following classifications, there shall be no more than:

- 1 Account Collector
- 0 Administrative Aide
- 11 Administrative Assistant, WSB
- 5 Aide to Chief Engineer
- 1 Applications/Database Analyst
- 1 Associate Engineer III
- 1 Associate Engineer IV
- 1 Board Counsel
- 1 Budget and Planning Analyst
- 1 Chairman - Water Supply Board
- 1 Chief Engineer/General Manager
- 3 Clerical Coordinator
- 6 Clerk 1
- 1 Collection Officer, WSB
- 2 Confidential Assistant to Chief Engineer
- 0 Controller/Auditor
- 1 Database Manager
- 1 Dept. Switchboard Operator
- 0 Deputy Board Counsel
- 1 Deputy General Manager, (Admin)

1 Deputy General Manager, (Operations)
5 Dig Safe Worker
1 Director - Commercial Services
1 Director - Distribution
1 Director - Engineering
1 Director - Finance
1 Director - Special Projects
1 Director - Support Services
1 Director - Water Supply
1 Draftsman
1 Electrical Technician
0 Electronic Technician
7 Engineer
1 Engineering Aide III
5 Engineering Project Coordinator
1 Environmental Resource Manager
1 Equipment Mechanic
1 Equipment Operator
1 Forest Supervisor
1 GIS Project Manager
4 Heavy Equipment Operator
1 Inspector
1 Instrumentation Technician
1 Junior Chemist I
1 Junior Chemist II
1 Lab Supervisor/Bacteriology - Water
1 Lab Supervisor/Chemistry - Water
1 Land Management Specialist
2 Maintenance Man III

1 Manager - Accounting
1 Manager - Budget
1 Manager - Capital Program
1 Manager - Commercial Services
1 Manager - Construction Services
1 Manager - Customer Service
1 Manager - Engineering Customer Service
1 Manager - Distribution, (Field Services)
1 Manager - Distribution, (Planning)
0 Manager - Engineering Records
1 Manager - Facilities and Equipment
0 Manager - GIS
0 Manager - Information Systems
1 Manager - Intergovernmental Relations
1 Manager - Personnel
0 Manager - Planning
2 Manager - Plant Operations
1 Manager - Regulatory

1 Manager - Technical Services
1 Manager - Security & Risk
0 Manager - Technical Services
1 Manager - Training & Communications
1 Manager - Water Laboratory
0 Manager - Water Resources
1 Material Handler
3 Member - Water Supply Board
6 Meter Reader I
0 Meter Reader II
11 Meter Reader Technician
0 Network Operations Analyst
1 Meter Shop Technician
1 Network Operations Analyst
1 Personnel Technician, Water
4 Principal Engineer
0 Processor- Claims & Risk
1 Processor- Equipment
0 Project Manager IFR/CIP
1 Purchasing Agent II, WSB
7 Raingauge Keeper
1 Real Estate Specialist
0 Regulatory Service Supervisor
1 Regulatory Service Supervisor
3 Sanitarian
0 SCADA - Electrical Supervisor
1 Scheduler/Dispatcher
0 Secretary, WSB
3 Senior Administrative Assistant
21 Senior Administrative Clerk, Water
0 Senior Draftsman
2 Senior Draftsman-WSB
3 Senior Equipment Mechanic
1 Senior Forest Supervisor
1 Senior Manager of Information Systems
1 Senior Manager of Personnel
6 Senior Meter Reader Technician
2 Senior Supervisor Commercial Services
1 Senior Switchboard Operator
1 Senior Technician
1 Senior Technician II (WSB)
7 Senior Water Plant Mechanic
0 Senior Water System Mechanic
3 Senior Watershed Mechanic
2 Staff Accountant
1 Supervisor - Accounting
1 Supervisor - Billing, WSB
2 Supervisor - Collections, WSB
3 Supervisor - Commercial Services
2 Supervisor - Facilities & Equipment
0 Supervisor - GIS
0 Supervisor - Purchasing

- 1 Supervisor - Metering, WSB
- 1 Supervisor - Security & Enforcement
- 6 Supervisor - Water Maintenance Crew
- 5 Supervisor - Water Plant Operations
- 1 Switchboard Operator I
- 1 System Technical Specialist
- 0 Systems Analyst, WSB
- 15 Utility Laborer
- 6 Utility Maintenance Worker
- 2 Utility Maintenance Repairman
- 20 Utility Worker
- 3 Water Plant Mechanic
- 1 Water Plant Operator I
- 9 Water Supply Board Clerk
- 12 Water System Mechanic
- 1 Water Treatment Operator
- 1 Water Treatment Operator Class I
- 0 Water Treatment Operator Class II
- 8 Water Treatment Operator Class III
- 1 Watershed Grounds General Foreman
- 8 Watershed Inspector
- 3 Watershed Mechanic

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Section 2. The total number of positions in the classifications of Clerk I, Clerical Coordinator, Senior Administrative Clerk, and WSB Clerk will not exceed 32 positions.

The total number of positions in the classifications Meter Reader I, Meter Reader Technician, Meter Shop Technician and Senior Meter Reader Technician will not exceed 20 positions.

The total number of positions in the classifications Aide to Chief Engineer, Administrative Assistant and Senior Administrative Assistant will not exceed 15 positions.

The total number of positions in the classifications Maintenance Man III, Utility Maintenance Repairman and Utility Maintenance Worker will not exceed 8 positions.

The total number of positions in the classifications Utility Laborer, Utility Worker and Water System Mechanic will not exceed 37 positions.

The total number of positions in the classifications Watershed Mechanic and Senior Watershed Mechanic will not exceed 6 positions.

The total number of positions in the classifications Water Plant Mechanic and Senior Water Plant Mechanic will not exceed 10 positions.

The total number of positions in the classifications Water Treatment Operator and Water Treatment Operator Class I, II, III. will not exceed 8 positions.

Section 3. This Ordinance shall take effect upon its passage.

UNION 2004-2005 Effective Sept 01, 2004.

Section 8. Grades consistent with salary adjustments in Bargaining Unit.

STEP
GRADE

	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE	
1	\$459.36	\$463.46	\$467.56	\$475.75	\$481.89	\$23,886.64 -	\$25,058.36
2	\$469.60	\$475.75	\$479.83	\$488.03	\$494.19	\$24,419.19 -	\$25,698.05
3	\$481.89	\$486.00	\$490.08	\$498.25	\$504.42	\$25,058.36 -	\$26,230.08
4	\$494.19	\$498.25	\$502.38	\$508.53	\$516.74	\$25,698.05 -	\$26,870.30
5	\$504.42	\$508.53	\$514.10	\$520.84	\$526.96	\$26,230.08 -	\$27,401.79
6	\$516.74	\$520.84	\$524.93	\$533.14	\$539.25	\$26,870.30 -	\$28,040.96
7	\$526.96	\$533.14	\$537.20	\$543.38	\$549.51	\$27,401.79 -	\$28,574.56
8	\$539.25	\$543.37	\$547.47	\$555.65	\$561.82	\$28,040.96 -	\$29,214.79
9	\$549.51	\$557.71	\$565.89	\$574.09	\$584.35	\$28,574.56 -	\$30,385.97
10	\$561.82	\$567.95	\$576.14	\$586.41	\$596.64	\$29,214.79 -	\$31,025.14
11	\$572.05	\$580.33	\$588.44	\$598.68	\$608.94	\$29,746.81 -	\$31,664.83
12	\$584.35	\$592.53	\$600.74	\$608.94	\$619.35	\$30,385.97 -	\$32,206.36
13	\$596.64	\$602.77	\$610.98	\$619.35	\$632.46	\$31,025.14 -	\$32,887.75
14	\$608.94	\$619.35	\$632.52	\$644.30	\$656.61	\$31,664.83 -	\$34,143.91
15	\$619.35	\$632.52	\$642.42	\$656.61	\$667.68	\$32,206.36 -	\$34,719.21
16	\$632.52	\$643.45	\$656.61	\$667.68	\$681.70	\$32,890.91 -	\$35,448.63
17	\$644.30	\$656.61	\$667.68	\$681.70	\$693.47	\$33,503.69 -	\$36,060.35
18	\$656.61	\$667.68	\$681.70	\$693.47	\$707.49	\$34,143.91 -	\$36,789.24
19	\$667.68	\$681.70	\$693.47	\$707.49	\$721.61	\$34,719.21 -	\$37,523.94
20	\$681.70	\$693.47	\$707.49	\$721.61	\$733.91	\$35,448.63 -	\$38,163.11
21	\$693.17	\$709.89	\$726.31	\$741.37	\$763.77	\$36,045.05 -	\$39,715.89
22	\$707.49	\$723.92	\$738.92	\$757.99	\$781.08	\$36,789.24 -	\$40,616.32
23	\$721.61	\$736.29	\$755.22	\$770.62	\$795.52	\$37,523.94 -	\$41,366.85
24	\$734.97	\$749.48	\$775.32	\$789.69	\$809.80	\$38,218.53 -	\$42,109.47
25	\$745.13	\$772.45	\$804.15	\$821.25	\$844.22	\$38,746.85 -	\$43,899.24
26	\$768.77	\$786.74	\$806.96	\$838.58	\$858.66	\$39,976.10 -	\$44,650.30
27	\$781.08	\$801.17	\$832.79	\$852.99	\$875.98	\$40,616.32 -	\$45,550.72
28	\$795.52	\$824.25	\$841.42	\$861.54	\$893.15	\$41,366.85 -	\$46,443.76
29	\$809.80	\$844.22	\$875.98	\$907.48	\$939.19	\$42,109.47 -	\$48,837.86
30	\$844.22	\$878.72	\$907.50	\$939.20	\$970.74	\$43,899.24 -	\$50,478.26
31	\$858.66	\$893.15	\$921.90	\$953.50	\$990.90	\$44,650.30 -	\$51,527.00
32	\$893.15	\$921.90	\$953.50	\$985.14	\$1,019.68	\$46,443.76 -	\$53,023.32
33	\$921.90	\$953.50	\$988.90	\$1,019.68	\$1,051.17	\$47,939.02 -	\$54,661.08
34	\$953.50	\$990.90	\$1,019.68	\$1,051.17	\$1,082.90	\$49,582.06 -	\$56,310.98
35	\$984.67	\$1,019.68	\$1,051.17	\$1,082.90	\$1,114.38	\$51,202.93 -	\$57,947.69

Section 9. Grades listed below represent a schedule for advancement in rank for management personnel. Step increases are contingent upon management review.

STEP GRADE	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>ANNUAL SALARY RANGE</u>	
M1	33,923.36	35,619.53	37,400.50	39,270.52	41,234.05	33,923.36 -	41,234.05
M2	34,941.06	36,688.11	38,522.52	40,448.64	42,471.07	34,941.06 -	42,471.07
M3	35,989.29	37,788.75	39,678.19	41,662.10	43,745.20	35,989.29 -	43,745.20
M4	37,068.97	38,922.42	40,868.54	42,911.97	45,057.57	37,068.97 -	45,057.57
M5	38,181.03	40,090.08	42,094.59	44,199.32	46,409.29	38,181.03 -	46,409.29
M6	39,326.47	41,292.79	43,357.43	45,525.30	47,801.57	39,326.47 -	47,801.57
M7	40,506.26	42,531.58	44,658.15	46,891.06	49,235.61	40,506.26 -	49,235.61
M8	41,721.45	43,807.52	45,997.89	48,297.79	50,712.68	41,721.45 -	50,712.68
M9	42,973.09	45,121.74	47,377.84	49,746.72	52,234.06	42,973.09 -	52,234.06
M10	44,262.28	46,475.40	48,799.17	51,239.13	53,801.08	44,262.28 -	53,801.08
M11	45,590.16	47,869.66	50,263.15	52,776.31	55,415.11	45,590.16 -	55,415.11
M12	46,957.86	49,305.75	51,771.04	54,359.59	57,077.57	46,957.86 -	57,077.57
M13	48,366.60	50,784.93	53,324.17	55,990.37	58,789.90	48,366.60 -	58,789.90
M14	49,817.59	52,308.47	54,923.89	57,670.09	60,553.59	49,817.59 -	60,553.59
M15	51,312.12	53,877.72	56,571.61	59,400.20	62,370.20	51,312.12 -	62,370.20
M16	52,851.49	55,494.06	58,268.75	61,182.20	64,241.31	52,851.49 -	64,241.31
M17	54,437.03	57,158.88	60,016.82	63,017.67	66,168.55	54,437.03 -	66,168.55
M18	56,070.13	58,873.64	61,817.33	64,908.19	68,153.61	56,070.13 -	68,153.61
M19	57,752.24	60,639.86	63,671.84	66,855.44	70,198.21	57,752.24 -	70,198.21
M20	59,484.81	62,459.05	65,582.00	68,861.10	72,304.15	59,484.81 -	72,304.15
M21	61,269.35	64,332.82	67,549.46	70,926.93	74,473.28	61,269.35 -	74,473.28
M22	63,107.43	66,262.80	69,575.95	73,054.75	76,707.48	63,107.43 -	76,707.48
M23	65,000.66	68,250.69	71,663.22	75,246.39	79,008.71	65,000.66 -	79,008.71
M24	66,950.68	70,298.21	73,813.12	77,503.78	81,378.96	66,950.68 -	81,378.96
M25	68,959.20	72,407.16	76,027.52	79,828.89	83,820.33	68,959.20 -	83,820.33
M26	71,027.97	74,579.37	78,308.34	82,223.76	86,334.95	71,027.97 -	86,334.95
M27	73,158.81	76,816.75	80,657.59	84,690.47	88,924.99	73,158.81 -	88,924.99
M28	75,353.58	79,121.26	83,077.31	87,231.18	91,592.75	75,353.58 -	91,592.75
M29	77,614.19	81,494.89	85,569.64	89,848.11	94,340.52	77,614.19 -	94,340.52
M30	79,942.61	83,939.74	88,136.72	92,543.56	97,170.74	79,942.61 -	97,170.74
M31	82,340.89	86,457.93	90,780.83	95,319.87	100,085.86	82,340.89 -	100,085.86
M32	84,811.12	89,051.67	93,504.26	98,179.47	103,088.43	84,811.12 -	103,088.43
M33	87,355.45	91,723.22	96,309.38	101,124.85	106,181.09	87,355.45 -	106,181.09
M34	89,976.11	94,474.92	99,198.66	104,158.60	109,366.52	89,976.11 -	109,366.52
M35	92,675.40	97,309.17	102,174.62	107,283.35	112,647.52	92,675.40 -	112,647.52
M36	95,455.65	100,228.44	105,239.86	110,501.85	116,026.94	95,455.65 -	116,026.94
M37	98,319.32	103,235.29	108,397.06	113,816.91	119,507.75	98,319.32 -	119,507.75
M38	101,268.90	106,332.35	111,648.96	117,231.41	123,092.99	101,268.90 -	123,092.99
M39	104,306.97	109,522.32	114,998.43	120,748.36	126,785.78	104,306.97 -	126,785.78
M40	107,436.18	112,807.99	118,448.39	124,370.81	130,589.35	107,436.18 -	130,589.35
M41	110,659.27	116,192.23	122,001.84	128,101.93	134,507.03	110,659.27 -	134,507.03
C42	114,630.87	120,362.43	126,380.54	132,699.57	139,334.55	114,630.87 -	139,334.55