



552 Academy Avenue
Providence, RI 02908

401-521-6300

www.provwater.com

August 13, 2013

Mrs. Luly Massaro
Commission Clerk
RI Public Utilities Commission
89 Jefferson Boulevard
Warwick, RI 02888

RE: Dk 4406 Public Utilities Commission; Set 1

Dear Mrs. Massaro:

Enclosed is an original and seven copies of Providence Water's responses to the first set of data request from the Commission.

If you have any questions you can contact me at extension 7217.

Sincerely,


Mary L. Deignan-White
Senior Manager of Regulatory

cc: service list

The Hon. Angel Taveras
Mayor

Boyce Spinelli
General Manager

BOARD OF DIRECTORS

Brett P. Smiley
Chairman

Joseph D. Cataldi
Vice Chairman

Michael L. Pears
Ex-Officio

Michael A. Solomon
City Council President

Michael J. Correia
City Councilman

Andy M. Andujar
Member

Joan S. Badway
Member

Carissa R. Richard
Secretary

William E. O'Gara, Esq.
Legal Advisor

Member
Rhode Island Water Works Assn.
New England Water Works Assn.
American Water Works Assn.
Water Research Foundation

An EPA WaterSense Partner

Only Tap Water Delivers

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

1. A review of Providence Water's bill (Item 2.9(e)) shows monthly consumption levels. Please indicate whether these are actual reads.

Answer: The monthly consumption levels on Providence Water's bill are actual reads.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

2. Please provide a copy of any contracts between Providence Water and vendors related to the processing of online payments, including any payment fees.

Answer: Attached is a copy of the MCC Contract for on-line ACH payments directly from customers checking accounts. The Credit Card Rates are presently under the State Contract. Also attached is the contract with Century Bank our lockbox vendor.

PUC 1-2

AGREEMENT

THIS AGREEMENT made this 13th day of March, in the year two thousand eight, by and between METROPOLITAN COMMUNICATIONS, LLC, having a principal place of business at 150 Coolidge Road, Berlin, Massachusetts 01503, hereinafter called "MCC", and Providence Water care of Ricky Caruolo, Director of Commercial Services, with a usual place of business at 552 Academy Avenue, Providence Rhode Island 02908, hereinafter called the "Billor".

WHEREAS the Biller has requested to utilize MCC's service, eBill, for purposes of distributing and processing information for accepting online payments from Bill Payers. These online payments are for water utility payments.

WHEREAS in consideration of the mutual promises contained herein, the acceptance of Bill Payer terms and conditions, both parties agree as follows:

1. Information

- (A) All information given is from the best sources at present available to the Biller and MCC.
- (B) The Biller or Biller Vendor will transmit files containing bill information via web to MCC for processing, distributing and verification as requested by both parties.
- (C) In the event any file transmitted by the Biller or Biller Vendor does not contain Total Due field, MCC will calculate a total due based upon file data supplied. MCC is not liable for miscalculated total due amounts displayed to Bill Payers for purposes of paying bills online using eBill.
- (D) Payments will be made through MCC to accounts as Biller indicated either by Automated Clearing House "ACH".
- (E) MCC or the Biller may determine to include or eliminate available payment types, as it deems necessary upon thirty (30) days written notice to either party.

MCC has familiarized itself with best efforts with the nature and extent of the Work, locality, and with all federal, state and local laws, rules, ordinances, and regulations that in any manner may affect costs, progress, or performance of the work. MCC has made, or has caused to be made, examinations, investigations, and tests and studies of such reports and related data in addition to those referred to in the paragraph above as it deems necessary for the performance of the work at the Contract Price, and in accordance with the other Terms and Conditions of the Contract; and no additional examinations, tests, investigations, reports and similar data are or will be required by MCC for such purposes. The Biller has disclosed to MCC all orders and requirements known to the Biller of any public authority, rules or regulations particular to this Agreement.

2. Responsibility

Each party shall be responsible to the other for the acts and omissions of its employees, Subcontractors and its agents and employees, and other persons performing any of the Work under a contract with MCC.

3. Pricing NSAU

MCC shall perform the services at a cost to the Biller as described in Addendum I.

Bill Payer is solely responsible for all fees in connection with the online bill payment transaction or cancellation thereof.

Pricing is subject to change by agreement of both parties and given 30 day notice to Biller.
In the event a pricing agreement is not met, this Agreement is terminated.

4. Confidentiality and Use of Information

MCC will not disclose to any third party, for any purpose, any bill payer information it receives in connection with its performance of the services, except that MCC may use personal information provided by the bill payer to process transactions by such bill payer.

5. Billor Project Manager

There is a Biller project manager for this project who is the Director at Providence Water. Except as otherwise indicated herein, the Project Manager shall be a representative of the Biller and MCC shall direct all communications, questions and comments on the work and the performance thereof to the Project Manager.

6. Indemnification

The Biller shall hold harmless MCC from and against any and all claims, damages, losses and expenses, including attorney's fees, arising out of the performance of this Agreement when such claims, damages, losses and expenses are caused, in whole or in part, by the negligent acts, errors or omissions of the Biller or its employees, agents, subcontractors or representatives.

7. Notice

All notices required to be given hereunder shall be by email or writing and delivered to, or mailed first class to, the parties' respective addresses given. In the event that immediate notice is required, it may be given by telephone or facsimile, but shall, to the extent possible, be followed by notice in writing in the manner set forth above.

8. Termination

- A. Each party shall have the right to terminate this Agreement in the event of a failure of the other party to comply with the terms of the Agreement. Such termination shall be effective upon thirty (30) days notice to the party in default and the failure within that time of said party to cure its default.
- B. Each party shall have the right to terminate the Agreement without cause, upon thirty (30) days written notice, provided that applicable portions of this agreement shall remain in effect with respect to any entries initiated by MCC or the Biller prior to such termination.
- C. This Agreement shall commence upon the date first entered above and shall be self renewing on an annual basis of said commencement date unless earlier terminated as provided herein.

9. Affirmative Action/Equal Employment Opportunity

Both parties are to comply with all applicable State laws, Ordinances, Bylaws, and rules and regulations including prevailing wage requirements. Failure to comply with any such law, rule or regulation shall constitute grounds for the termination of the Agreement.

10. Miscellaneous

- A. Assignment:
MCC shall not assign or transfer any of its rights, duties or obligations under this Agreement without the written approval of the Biller.
- B. Waiver of Jury Trial

Both the Biller and MCC waive any claim or right to a trial by jury with respect to any dispute or claim arising under or in respect to this Agreement or to any Addendum. This Waiver applies to the interpretation, breach or enforcement of any provision of this Agreement or otherwise and whether arising in tort or contract. The Waiver of a jury trial set forth in this section shall survive termination of this agreement for any reason.

C. Compliance with Laws:

- (1) Both parties shall give all notices and comply with all federal, state and local laws, ordinances, rules, regulations and lawful orders of any public authority bearing on the performance of the work. The Biller represents that it has disclosed to MCC all orders and requirements known to the Biller of any public authority particular to this Agreement.
- (2) If either party observes that any of the Contract Documents are at variance with applicable laws, statutes, codes and regulations in any respect, it shall promptly notify the other party in writing, and any necessary changes shall be accomplished by appropriate modification.
- (3) If either party performs any work which it knows or should know is contrary to such laws, ordinances, rules and regulations, and without such notices to the other party, it shall assume full responsibility therefore and shall bear all costs attributable thereto.
- (4) In the performance of the work, both parties shall comply with all applicable federal, state and local laws and regulations including those relating to workplace and employee safety.

D. Advertising Campaigns

MCC has a third party administer various advertising campaigns on the MCC eBill website. MCC has no responsibility or liability for the practices, policies or security measures implemented by third party campaigns. Although MCC has control on the types of campaigns and is committed to providing appropriate viewing displays for every visitor to the website, MCC can not guarantee specific displays appearing. If a Biller is offering True Virtual Host, the Biller may Opt out of these campaigns for a annual service fee to MCC.

11. Automated Clearing House Payment Acceptance

Biller has requested to accept ACH payments for Bill Payers using MCC's service, eBill.

In consideration of the mutual promises contained herein, the Acceptance of ACH Payments is as follows:

1. Bill Payer payments will be made through MCC to accounts maintained at a Bank or other financial institutions by means of the Automated Clearing House (ACH).
2. MCC will notify the Biller when Bill Payer payments are available for posting.
3. MCC is not responsible for any Biller postings in error due to delayed notification from the ACH bank of an ACH payment failure or due to other unforeseen circumstances.
4. The Biller has an Agreement with their ACH bank to accept ACH payments and agrees to follow all regulations between all parties as it relates to ACH transfers.
5. The Biller certifies that an Origination Agreement exists between the Biller and their Originating Depository Financial Institution.

IN WITNESS WHEREOF, the parties hereinto have set their hands and seals, the Biller by its authorized representatives as of the day and year first above written.

METROPOLITAN
COMMUNICATIONS, LLC

PROVIDENCE WATER

By: Tammy Johnson
Tammy Johnson
Senior Vice President Operations

By: Ricky Caruolo 3/13/08
Ricky Caruolo
Director of Commercial Services

Addendum I

MCC Pricing *

MCC eBill Pricing - Providence Water

Setup fee:

True Virtual Host: \$500.00
eBill account setup: ~~\$500.00~~ (WAIVED)
Standard posting file: ~~\$500.00~~ (WAIVED)
Bill type setup fee: ~~\$250.00~~ (WAIVED)

Yearly Charges:

eBill fee: \$3000.00
Weekly file frequency fee: \$550.00

Monthly charges

Transaction fee:

ACH transaction fee passed on to the Bill Payer: \$0.35 per bill

*A cost may be charged for custom development work / hours. This cost will be discussed with the Biller prior to charges

Total Providence Water Charges:

Setup fee(s): \$500.00
Annual fee(s): \$3550.00

* All fees are non-refundable

Biller Acknowledges Pricing Models

Initial



Century Bank™

Century Bank Automated Clearing House Originations Agreement

Date: _____

This Agreement is made by and between Century Bank & Trust Company (hereinafter, the "Bank"), a Massachusetts trust company with its principal offices at Medford, Massachusetts and

PROVIDENCE WATER SUPPLY BOARD (hereinafter, the "Customer"),

a UTILITY with its principal executive offices at 552 ACAD EMY AVENUE
PROVIDENCE, RI in consideration of the mutual covenants contained herein and benefits derived herefrom.

1. Purpose and Scope of Agreement

- a. This Agreement governs the relationship between the Customer and the Bank with respect to transfers ("Entries") through the New England Automated Clearing House Association ("NEACH"), which are originated by the Bank at the instruction (hereinafter, "Instructions") of and/or for the benefit of the Customer.
- b. This Agreement is subject to the rules and guidelines (the "NACHA Rules") of the National Automated Clearing House Association ("NACHA") and the Operating Rules (so referred to herein) of NEACH as now in force and as amended or promulgated from time to time hereafter, all of which are incorporated herein by reference thereto. Terms, which are either in the NACHA Rules or defined in the Operating Rules, are so used herein. In the event of any inconsistency between any provision of either the NACHA Rules, the Operating Rules and this Agreement, then the applicable provision of the NACHA Rules or of the Operating Rules, as the case may be, shall govern. In the event of any inconsistencies between the NACHA Rules and the Operating Rules, the Operating Rules shall govern.
- c. In the event that the Bank becomes aware of any changes to any of the Operating Rules or the NACHA Rules, the Bank may, but shall not be obligated to, provide written notification to the Customer of such change, which notification shall be deemed to be an amendment to this Agreement incorporating the Rule change into this Agreement.

2. Establishment of Account

The Customer hereby designates Account Number _____ (the "Account") which the Customer maintains with the Bank as the account from which credits will be drawn and into which debits will be made on account of the Entries which are originated by the Bank pursuant to this Agreement.

**Century Bank
Automated Clearing House
Originations Agreement**

3. Customer's Designation of Authorized Personnel

- a. The Customer shall designate (on forms provided by the Bank or otherwise) one or more persons (hereinafter, "Authorized Persons") who are authorized to provide Instructions to the Bank on behalf of the Customer. (Exhibit 1, annexed hereto, is the Bank's present form to designate an Authorized Person.) A designation of an Authorized Person shall remain in full force and effect until the Bank receives written termination of such designation signed by an officer of the Customer.
- b. The Bank may rely on Instructions concerning Entries and other transactions with respect to the Account which the Bank reasonably believes in good faith to have been provided by an Authorized Person. The Bank shall not be obligated to act or to refrain from acting on Instructions by any person as to whom a written designation (on a form provided by the Bank) on behalf of the Customer was not submitted at least ten (10) days prior to the date on which such Instructions were given.

4. Preparation of Entries

- a. The Bank shall prepare Entries based on Instructions furnished to the Bank by an Authorized Person. Such Instructions shall be provided in ACH Format
- b. The Bank shall have no obligation to verify any Instructions furnished to the Bank by a Customer, nor to act on any Instructions:
 - i. which are not provided in such format and in accordance with the Bank's then effective deadlines for the receipt of Instructions. (Exhibit #2 being the deadlines which are presently in effect);
 - ii. at any time that the Customer is not in compliance with the terms of the within Agreement and all other agreements with, and instruments furnished by the Customer to, the Bank.
- c. At the Bank's option, and in the Bank's sole discretion in each instance, the Bank may act on Instructions provided by telephone, facsimile transmission, or otherwise not in strict compliance with the provisions and requirements of the Agreement, which instructions the Bank, in good faith, determines to have been made or given by or on behalf of the Customer by an Authorized Person.
- d. The Customer understands that new NACHA Rules effective September 18, 2009 require separate identification of all ACH payment transactions involving a Financial Agency located outside the territorial jurisdiction of the United States, referred to as International ACH Transactions ("IATs"). The Customer further understands that IATs will carry additional data requirements (including, but not limited to, name, physical address and account number of the Customer, name, physical address and account number of the Receiver, identification of the Receiver's financial institution, foreign correspondent bank's name, identification number and Bank Branch Country Code and reason for the payment) and Office of Foreign Assets Control ("OFAC") screening indicators. The Customer shall provide information and formatting as necessary for any IATs to ensure compliance with the NACHA Rules.

**Century Bank
Automated Clearing House
Originations Agreement**

5. Transmittal of Entries

- a. With the exception of On-U's Entries (as to which, see Subsection (b), below), the Bank shall initiate all Entries through NEACH in accordance with the Operating Rules.
- b. Subject to the Bank's right to reject any On-U's Entry on any of the same bases as the Bank could reject any Entry received by the Bank, the Bank shall credit or debit (as appropriate) Entries which are to or from accounts maintained with the Bank (herein, "On-U's Entries").

6. Debits and Credits to the Account

- a.
 - i. No later than two (2) Business days (as defined herein) prior to any Effective Entry Date, and at all times until the completion of all credits on the Entries which are to be the subject of the exchange of funds on that Effective Entry Date, the Customer shall cause collected funds to be on deposit in the Account equal to the aggregate of those credit Entries as to which an exchange of funds has not then been completed.
 - ii. As used herein, "Business Day" refers to any weekday on which the Bank is open to the public, at its main office, to transact commercial banking business.
- b. The Bank shall credit to the Account all debit Entries which are transmitted by the Bank to NEACH, as well as all On-U's Entries which are honored by the Bank. Subject to any other obligation of the Customer to the Bank (including those included herein), the Customer may draw the amount thereof from the Account in accordance with the Bank's then effective schedule concerning the availability of such funds. (Exhibit #3, annexed hereto, is the Bank's present Schedule for the availability of funds transferred through NEACH).
- c. The Customer shall pay the Bank, on demand, and regardless of the reason therefore or the timeliness thereof, the amount of any debit Entry or On-U's Entry which is charged back, rejected, or otherwise returned to the Bank.

7. Corrections and Reversing Entries

- a. The Bank shall promptly advise the Customer of any rejection of any Entry by a Participating Depository Financial Institution, notice of which is actually received by the Bank.
- b. The Bank is not under any obligation to initiate reversing Entries but may do so from time to time at the request of, as an accommodation to, and at the sole risk and expense of the Customer.
- c. The correction of Instructions may be made by Authorized Persons in accordance with the Bank's then current procedures for doing so. (Exhibit #4, annexed herein, is the Bank's current correction procedures).

**Century Bank
Automated Clearing House
Originations Agreement**

8. Customer's Representations and Agreements

- a. i. The furnishing to the Bank of Instructions shall constitute, in each instance,
- a. A representation by the Customer that the Customer has received, from each person with respect to which an Entry is to be made, a duly executed authorization, in a commercially reasonable form and substance, from that person; and
- b. the making by the Customer of each and every representation which, under either the NACHA Rules or the Operating Rules then in effect, are to be made by a person in the status of the Customer to a person in the status of the Bank; and
- c. the making by the Customer of each and every representation which, under the Operating Rules then in effect, are made by the Customer to any third party with respect to the Entries which are the subject of those Instructions.
- d. With respect to IAT Entries, a representation that the Customer and the IAT is in compliance with applicable United States law, including, but not limited to, obligations under statutes and programs administered by OFAC and the U.S. Treasury Department's Financial Crimes Enforcement Network ("FinCen").
- ii. a. The Customer will furnish the Bank, immediately upon the Customer's receipt thereof and additional copies from time to time upon the Bank's request, with copies of any authorization of any person with respect to any Entry made or proposed to be made on Instructions.
- b. The Customer will cooperate with the Bank in connection with any Entry, Instruction, or other matter which may from time to time arise on account of the Bank's acting on behalf of the Customer pursuant to the within Agreement.
- c. i. The Customer shall indemnify, defend, and hold the Bank, and the Bank's officers, employees, and agents harmless of, to, and from, any loss, liability, claim, threat, or expense (including, without limitation, attorneys' reasonable fees and expenses) which result from:
- A. any breach by the Customer of any representation or covenant included herein;
- B. the debiting or crediting of any Entry;

**Century Bank
Automated Clearing House
Originations Agreement**

- C. the failure by the Customer to provide timely instructions;
 - D. loss caused directly or indirectly due to circumstances beyond the control of the Bank (such as Acts of God, work stoppage, riots, legal process, war or other conflict, and power or communication interruption);
 - E. claims of any third party, including NACHA or NEACH or any member of NACHA or NEACH or any third party customer of the Customer, with respect to any Entry which the Bank initiated based on Instructions, provided, however, the Customer shall not be obligated pursuant to this Subsection (c)(i) for any act or omission to act on the part of the Bank as to which a final judicial decision is entered, from which no appeal is available, that the Bank was grossly negligent or acted in bad faith.
- ii. In the event that any action is brought or threatened against the Bank as to which the Bank would be entitled to seek indemnification from the Customer pursuant to Subsection (c)(i), above, the Bank, at its option, may
- A. call on the Customer to defend such action or threat with counsel selected by the Customer and reasonably satisfactory to the Bank; or
 - B. defend such action or threat with counsel selected by the Bank. In either instance (A) or (B), all costs and expenses of counsel shall be borne by the Customer.
- iii. The Bank shall not be liable to the Customer hereunder other than for any act or omission to act as to which a final judicial decision is entered, from which no appeal is available, that the Bank was grossly negligent or acted in bad faith. In no instance shall the Bank be liable to the Customer on account of
- A. acts or omissions of NACHA or NEACH, any other financial institution, the Federal Reserve Bank of Boston, or any third party, or
 - B. loss caused directly or indirectly due to circumstances beyond the control of the Bank (such as acts of God, work stoppage, riots, legal process, war or other conflict, and power or communication interruption). In all events, the Bank's liability hereunder shall be limited to actual damages which are proven by the Customer; in no event shall the customer be entitled to special or consequential damages.

**Century Bank
Automated Clearing House
Originations Agreement**

- C. any failure to make an Entry for which the Bank did not receive Instructions in accordance with the terms of this Agreement.
 - D. any action or inaction, including any Entry made or not made, in good faith reliance on Instructions believed to have been given by an Authorized Person.
- b. The Customer shall pay, on demand, all costs and expenses (including, without limitation, attorneys' reasonable fees and expenses, whether or not suit is initiated against the Customer) which the Bank may incur in connection with, or which are directly or indirectly related to, the preparation, amendment, or enforcement of the within Agreement.
- c. The Customer shall pay to the Bank at the option of the Bank, on demand,
- i. interest at the highest rate then charged by the Bank to the Customer on any indebtedness of the Customer to the Bank (or if there is no such indebtedness, at a rate equal to the Bank's Prime Rate plus two percent (2%) per annum) on any amount not paid when due hereunder; and
 - ii. the Bank's then applicable fees and charges on account thereof.
- d. The Bank may, without prior notice or demand, charge any account which the Customer maintains with the Bank for any amount which the Customer may owe the Bank from time to time hereunder.
- e. The Customer shall not include any reference to the Bank in any advertising or publicity with respect to the subject matter of this Agreement.
- f.
- i. Except for any matter which is included on an Exhibit, annexed hereto (as to which, see Subsection (ii), below) or as is described in Section 1(h) as to amendments to the NACHA Rules or Operating Rules, no provision hereof may be altered, amended, or waived except by a written instrument signed by the party to be charged with such alteration, amendment, or waiver, and if such party be the Bank, by a duly authorized officer thereof. No course of dealings between the Customer and the Bank shall be deemed an amendment hereof unless such a written instrument is so signed.
 - ii. The Bank may alter, amend, or otherwise change any matter which is included on an Exhibit, annexed hereto (and any matter as so amended hereafter) upon not less than thirty (30) days notice given to the Customer.
- g. The Customer shall perform its Obligations under this Agreement in accordance with all applicable laws and regulations, including the sanctions laws administered by OFAC. The Customer further acknowledges that Entries may not be initiated that violate the laws of the United States and that all Entries involving IATs must be in compliance with the laws and payments systems of the receiving country. With respect to IAT Entries:
- i. the Customer bears the risk for foreign exchange conversion and will be allocated all resulting gains or losses.

**Century Bank
Automated Clearing House
Originations Agreement**

- ii. errors or duplicate Entries will be handled by the Bank according to the processes established by this Agreement including, but limited to, Section 7.
- h. In the event that the Customer has received Internet-Initiated Entries (WEB Entries) from third persons with respect to Entries to be made under this Agreement, the Customer represents and warrants that:
 - i. Such Web Entry has been obtained in a manner consistent with commonly accepted commercial practice;
 - ii. commercially reasonable method of authentication to verify the identity of the receiver have been employed;
 - iii. Commercially reasonable fraudulent detection systems have been employed;
 - iv. Commercially reasonable procedures have been used to verify routing numbers contained in such WEB Entries;
 - v. Upon initiation WEB Entries, Customer has established secure Internet sessions utilizing commercially reasonable security technology;
 - vi. Customer shall conduct annual audits to ensure that the WEB Entries it receives are protected by security practices and procedures that include, at a minimum adequate levels of (1) physical security to protect against theft, tampering, or damage, (2) personnel and access controls to protect against unauthorized access and use; and (3) network security to ensure secure capture, storage and distribution;
 - vii. Immediately upon request, the Customer will provide the Bank with a copy of the written authorization given by such third-party customer for such WEB Entry, and
 - viii. All Instructions for WEB Entries shall be submitted by the Customer to the Bank using the proper transaction code.
- i. In the event that the Customer has received Telephone-Initiated Entries from third persons with respect to Entries to be made under this Agreement, the Customer represents and warrants that the Customer has employed commercially reasonable procedures to verify: (i) the identity of the receiver; and (ii) the validity of the routing numbers.
- j. In the event that the Customer has received Accounts Receivables Entries ("ARC Entries") from third persons with respect to Entries to be made under this Agreement, the Customer represents and warrants that:
 - i. The amount of the entry, the routing number, the account number, and the check number are in accordance with the source document;
 - ii. A copy of the source document for each ARC Entry: 1) can be reproduced for later reference, whether by transmission, printing or another perceivable format; and 2) the copy shall indicate on its face that it is a copy and shall be retained by the Customer for at least three (3) years following the Customer's receipt of such ARC Entry. Checks drawn on business accounts that contain an Auxillary On-U's Field in the MICR line would not be eligible for conversion. To be converted to an ARC or POP Entry, the check will need to be for an amount not greater than \$25,000.

**Century Bank
Automated Clearing House
Originations Agreement**

- iii. The source document shall not be returned or presented such that any person shall be required to make payment in accordance with the source document and shall be destroyed within fourteen (14) days following the settlement date of the Entry.
- k. In the event that the Customer has received any authorizations in electronic form, the Customer represents and warrants that the electronic record of such authorization:
 - i. accurately reflects the information contained within the record; and
 - ii. can be reproduced for later reference, whether by transmission, printing or another perceivable format.
- l. Within ten (10) business days following the Bank's written request to the Customer:
 - i. the Customer shall provide the Bank with a balance sheet of the Customer as of the close of the period specified by the Bank in such notice and the related statements of income, cash flow, and shareholders' equity for such period; and
 - ii. the Customer shall provide the Bank with such information as may reasonably be requested for purposes of due diligence as to, and auditing on an ongoing basis, the Customer's capacity to perform its obligations under this Agreement, and its conformance with the Operating Rules and NACHA Rules.
- m. The Customer shall have an appropriate and binding agreement with any Third-Party Service Provider that will be utilized in connection with this Agreement. Any such Third-Party agreement must subject the Third Party Service Provider to audit by the Bank to the same extent that the Customer is subject to audit under this Agreement and the Operating Rules and NACHA Rules.
- n. Customer shall be fully responsible to its consumer customers for compliance with, and all alleged errors under, Regulation E.

9. Security Procedure

- a. The Customer and the Bank shall utilize user identifications, personal identification numbers and other commercially reasonable security methods to authenticate and verify its customers. The Customer acknowledges that the purpose of such security procedure is for verification of authenticity and not to detect an error in the transmission or content of an Entry. No security procedure for the detection of any such error has been agreed upon between the Customer and the Bank.
- b. The Customer is strictly responsible for establishing and maintaining the procedures to safeguard against unauthorized transmissions. The Customer warrants that no individual will be allowed to initiate transfers in the absence of proper supervision and safeguards, and agrees to take reasonable steps to maintain the confidentiality of the security procedures and any passwords, codes, security devices and related instructions provided by the Bank in connection with the security procedures described in Section 9(a) above. If the Customer believes or suspects that any such information or instructions have been known or accessed by unauthorized persons, the Customer agrees to notify the Bank immediately followed by written confirmation. The occurrence of unauthorized access will not affect any transfers made in good faith by the Bank prior to receipt of such notification and within a reasonable time period to prevent unauthorized transfers.

**Century Bank
Automated Clearing House
Originations Agreement**

- c. The Customer shall use appropriate encryption standards for Entries involving banking information that is transmitted or exchanged via an Unsecured Electronic Network.

10. Compliance With Security Procedure

- a. If an Entry (or a request for cancellation or amendment of an Entry) received by the Bank purports to have been transmitted or authorized by the Bank, it will be deemed effective as the Customer's Entry (or request) and the Customer shall be obligated to pay the Bank the amount of such Entry even though the Entry (or request) was not authorized by the Customer, provided the Bank accepted the Entry in good faith and acted in compliance with the security procedure referred to in Section 9(a) above with respect to such Entry. If signature comparison is to be used as part of that security procedure, the Bank shall be deemed to have complied with that part of such procedure if it compares the signature accompanying a file of Entries (or request for cancellation or amendment of an Entry) received with the signature of an Authorized Person of the Customer and, on the basis of such comparison, believes the signature accompanying such file to be that of such authorized representative.
- b. If an Entry (or request for cancellation or amendment of an Entry) received by the Bank was transmitted or authorized by the Customer, the Customer shall pay the Bank the amount of the Entry, whether or not the Bank complied with the security procedure referred to in Section 9(a) above with respect to that Entry and whether or not that Entry was erroneous in any respect or that error would have been detected if the Bank had complied with such procedure.

11. Notices and Communications

The names, addresses, telephone, and fax numbers for those Bank and Customer personnel who will have responsibility for the day to day administration of the matters which are contemplated by the within Agreement are listed on Exhibit #1, annexed hereto.

12. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of The Commonwealth of Massachusetts without regard to its conflict of laws rules. The Customer and the Bank hereby submit to the jurisdiction of the Superior Courts for Middlesex, Suffolk and Essex Counties, Massachusetts, and, if different, for that county in which the main office of the Bank is located, for any case or controversy which may arise out of the relationship contemplated hereby.

13. Fees

The Customer shall pay the Bank a monthly fee based on the Bank's schedule of fees for the Bank's services performed pursuant to this Agreement.

14. Terms of Agreement

- a. This Agreement may be terminated at any time upon not less than thirty (30) days prior to written notice by one party given the other, provided, however, the Bank may suspend or terminate the Agreement at any time upon written notice to the Customer upon and following any breach by the Customer of any provision hereof, or of the Operating Rules or NACHA Rules.

**Century Bank
Automated Clearing House
Originations Agreement**

- b. No termination of this Agreement shall affect any Instruction received, or Entry made, or other transaction initiated prior to such termination.
- c. No termination of this Agreement shall affect or terminate the Customer's representations, covenants, and indemnifications included herein, each of which shall remain in full force and effect notwithstanding such termination.
- d. The Customer may not assign this Agreement or any of the rights and duties hereunder.

Century Bank and Trust Company
(The "Bank")

By: _____
Name: John W. Judd
Title: _____

PROVIDENCE WATER SUPPLY BOARD
(The "Customer")

By: _____
Name: Becky Conzales
Title: Director

Century Bank
Automated Clearing House
Originations Agreement

Exhibit #1
Authorized Personnel / Contact Information

Company Name _____
Company ID# _____

A. Authorized Personnel. The following is a list of those Company Firm/branches authorized to provide instructions of data to the Bank for Automated Clearing House and provide instructions on _____

Not required at

Name and Title
(please print or type)

Phone

Signature

Address

Name and Title
(please print or type)

Phone

Signature

Address

Name and Title
(please print or type)

Phone

Signature

Address

Name and Title
(please print or type)

Phone

Signature

E-mail Address

Date

Authorized Signature, Title

B. Bank's Contact Information
Century Bank & Trust Company, Inc.
400 Mystic Avenue
Medford, MA 02155

Technical Help Line
Phone: (781) 393-4020,
1-(866)-8CENTURY
Fax: (781) 393-4075
Monday - Friday, 8:30 a.m. - 5:00 p.m.
e-mail: operations@century-bank.com

**Century Bank
Automated Clearing House
Originations Agreement**

Exhibit #2

Deadline for Receiving ACH Instructions 4(b)(f)

In order for the Bank to ensure timely processing of your instructions and data, the following deadlines have been established.

- A. **Pre-Notification Data:** Due to operating regulations of the Automated Clearing House Association, Century Bank recommends a prenotification for each new transaction twelve (12) calendar days before the first live dollar transaction date. A zero dollar prenotification verifies the accuracy of the data provided to the company.
- B. **Debit and/or Credit Transactions:** Century Bank requires that all transmissions containing live dollar transactions be delivered by 4:00 p.m. eastern time, two (2) business days prior to the effective entry date.
- C. **Reversal Data:** Century Bank requires receipt of Reversal Data no later than five (5) business days after the effective entry date of the original transaction(s) being reversed.

**Century Bank
Automated Clearing House
Originations Agreement**

**Exhibit #3
Schedule of Funds Availability 6(b)**

1. Originating Credits

The Bank shall hold the amount of all credit Entries, originated by Customer, from the Customer's Account upon receipt of the data file. The hold will continue until the actual debit is posted. Funds will be withdrawn from the Account on the effective entry date of the debit designated on the data file.

2. Originating Debits

The Bank shall credit the amount of all debit Entries, originated by Customer, to the Customer's Account at the opening of business on the effective entry date designated on the data file, provided that the originating entries data is received in accordance with the Bank's deadline for receiving ACH Instructions, Exhibit #2.

3. Suspensions

Processing of an Entry, particularly an IAT, may need to be suspended by the Bank or another Participating Depository Financial Institution for greater scrutiny or screening for compliance with law and requirements of OFAC and/or FinCen. Such action may delay the timing of availability or settlement.

**Century Bank
Automated Clearing House
Originations Agreement**

**Exhibit #4
Correction Procedures, 7(c)**

A. Correction Information:

It remains the Customer's responsibility to act on and correct data rejected by the Receiving Depository Financial Institution (RDFI). Failing to correct data which has been rejected by the RDFI prior to resubmitting the same entry, may result in a violation of the NACHA Rules. This includes Prenotifications and Notifications of Change. The Bank is responsible to notify the Customer upon the receipt of such information by the RDFI.

B. Definitions:

Individual: Deleting any one item in a batch. This may be necessary, for example, if an employee is terminated after entries have been submitted to the Bank.

Batch: Deletion of any batch on a file that contains multiple originating companies. Generally these files are received from a service bureau and deletions would be necessary if a batch was entered on the file in error or in dispute.

File: Deletion of the entire data file received from a company or service bureau. This would be necessary if duplicate or erroneous files were submitted

C. Correction Procedures when information has not yet been forwarded to the Federal Reserve Bank of Boston by Century Bank:

1. Customer/Payroll vendor must call Century Bank's ACH operations by 3:00 p.m. at least two business days prior to effective date with their deletion requests.
2. Deletions of up to five (5) individual items will be accommodated, provided a written authorization is received by the Bank on the same day. Deletions of more than five (5) individual items or an entire company's data must be accomplished by reversing entries initiated by the customer/vendor.
3. The Bank shall not have any responsibility of the accuracy of the amount of any entry furnished by the customer, nor shall the Bank be under any duty to furnish advice of entries, statements of earnings, or any other statements to the participants concerned, except as otherwise provided by applicable law. By the act of delivering entries to the Bank, the customer shall warrant to the Bank that the customer has full right and authority to use the funds represented by those entries and to debit and credit the participant's account.

D. Correction Procedures when information has been forwarded to the Federal Reserve Bank of Boston by Century Bank:

1. Customer/Payroll vendor must call Century Bank's ACH operations immediately upon learning of correcting entries, as listed in Exhibit #1.
2. The Bank will make every attempt to recover entries from the RDFI. However, the RDFI may refuse to return those entries and settlement for correcting entries will only take place upon the Bank's receipt of the returned items.

PROVIDENCE WATER LOCK BOX SERVICES

Deposit Account Services	Century Bank	Citizens Bank	BankRI	Webster
		Monthly Charges		
Account Maintenance	8.00	9.00	20.00	8.00
Deposits Remote	20.00	14.00	40.00	10.00
Deposits RLBX	43.50	39.15	20.00	26.10
Deposits Wired MICC	0.00	1.00	300.00	0.00
Items Deposited	740.00	1,295.00	2,775.00	1,110.00
Multiple Maker	0.00	0.00	0.00	
FDIC Insurance	Cost	Cost	0.00	0.00
RLBX Maintenance Fee	50.00	60.00	280.00	50.00
RLBX Checks	0.00	1,006.86	4,448.00	1,006.86
RLBX Payments	1,611.00	1,253.00		2,148.00
RLBX Encode Only	0.00	0.00		313.61
RLBX Transmission	100.00	0.00	360.00	50.00
RLBX Data Entry Keystrokes	1,257.52	28.58	85.74	114.32
RLBX MICR Lookup	0.00	0.00		0.00
RLBX Wire Repetitive Services	50.00	30.00	115.00	25.00
Sweep to Investment	0.00	50.00	125.00	75.00
Analysis Maintenance Fee	0.00	0.00		
Over the Counter Trans Scanned	0.00	0.00		
Acct Activity Phone Request	0.00	0.00		
Overdrafts	0.00	varies	1.92	
Return Check Fee	50.00	20.00	100.00	40.00
Scanned Check Fee	0.00	24.51	81.68	24.51
Carrier Service (1 Round Trip)	0.00	300.00	1,200.00	
Interest Bearing Acct	0.00	0.00		8.00
Remote Scan Fee	0.00	0.00	50.00	
CD of Check & Bill Images	20.00	20.00	75.00	35.00
Access to Acct via Internet	0.00	0.00	29.95	100.00
Total	\$3,950.02	\$4,151.10	\$10,107.29	\$5,144.40

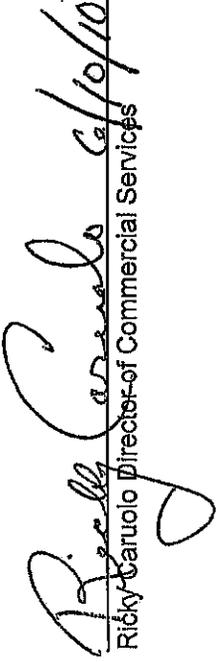
Items Bid but Not Included in the RFP

Deposit Account Services	Century Bank	Citizens Bank	BankRI	Webster
		Monthly Charges		
Remote Capture Fee	50.00	No Bid	No Bid	No Bid
Remote Capture ACH Item Fee	109.80	No Bid	No Bid	No Bid
Return Check Re-Deposited	18.00	No Bid	No Bid	No Bid
ACH File Maintenance Fee	25.00	No Bid	280.00	No Bid
ACH Transmission Fee	307.50	No Bid	175.00	No Bid
ACH Origination CR/DB	34.60	No Bid	No Bid	No Bid
ACH Credit Trans Receiving	0.00	No Bid	No Bid	No Bid
ACH returned Item	98.00	No Bid	No Bid	No Bid
ACH Notification Fee	3.00	No Bid	No Bid	No Bid
Multiple Document	No Bid	No Bid	190.00	No Bid
Check Only	No Bid	No Bid	156.00	No Bid
RLBX Web Inquiry	100.00	No Bid	No Bid	No Bid
Unprocessable Returns	6.90	No Bid	No Bid	No Bid
ARC Redeposited	26.00	No Bid	No Bid	No Bid
Total	\$778.80	\$0.00	\$801.00	\$0.00

** Citizens Bank bid would be an estimated \$400 more a month to provide daily courier service from Citizen Bank to Providence Water with the Daily Lock Box Paperwork. Their bid, of \$20.00 per day for Courier Service, was from Citizen bank to the PO Box back to Citizens Bank. The additional fee is based on the Citizen Bank Courier Fee.

**Providence Water requested additional rates from Citizens Bank through e-mails and phone calls without success

Providence Water recommends awarding the Lockbox Services to the low bidder Century Bank, in an amount not to exceed \$60,000.00 per year for three years


Ricky Caruolo Director of Commercial Services

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

3. Has Providence Water researched whether it would be possible to participate in the State of Rhode Island contract for credit card processing as Pawtucket Water Supply Board recently did? If so, what were Providence Water's conclusions?

Answer: Providence Water currently participates in the State Contract regarding Credit Cards.

Providence Water is also currently looking into a new vendor that would accept both ACH and Credit Card Payments regardless of whether Providence Water absorbs the fee or continues to pass the fee on to our customers. This particular vendor would work in partnership with our current lock box vendor, would e-mail bills to our customers, would provide up to 18 months of bill history, would send customers reminder notices that their bill is available on-line, would update customer accounts nightly, and would make sure that all personal information is protected in accordance with the rules established by the Federal Government for Banks.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

4. Please provide a comparison of the costs associated with the increased costs related to the processing of monthly check payments versus various forms of online payments (including where the credit card fees are passed on to customers and where they might be included in rates).

Answer: The fees for processing payments of checks, credit card payments, and ACH payments will remain constant. The overall costs will increase as we go from processing quarterly to monthly bills due to the increase in volume.

Providence Water is presently speaking with several vendors on the cost should Providence Water choose to absorb the convenience fees . At present we do not have exact pricing.

Providence Water Docket 4406

**Data Requests of the
Public Utilities Commission
Set 1**

Comm. 1-5 What are the benefits/impacts to customers if monthly billing is implemented? Is there a service charge or additional cost to customers?

Response: As noted in my direct testimony, the implementation of monthly billing will cost more and will therefore cause a very small increase in customers' water bills. However, there are many benefits to increasing billing frequency. For the utility, monthly billing will provide more detailed data with respect to customer demand characteristics which can be used to develop rates that are more fair and equitable. Additionally, the more detailed data resulting from monthly billing can be used to help Providence Water provide better service to its customers through better planning.

From a customer's perspective, monthly billing provides customers with a better understanding of their demand patterns so that they can be more proactive in their efforts to manage their demand. This understanding of demand patterns is crucial if customers are expected to respond to conservation rates. Additionally, monthly billing results in smaller bills which makes the bills seem more affordable and may result in fewer delinquent bills

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

6. How would Providence Water transition to monthly billing? Does Providence Water plan to communicate this change to customers in advance of customers' receipt of the first bill beyond the legal notices required for this filing?

Answer: Providence Water plans to implement monthly billing sometime in January 2014.

Our Commercial Services department is working with our printer and our MIS department to develop a final plan.

Providence Water plans to notify customers via inserts in their billing statements, notices on their water bills, a separate mailing, phone calls and the pre-recorded message people hear when they call Providence Water.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

7. Will the bills equate to twelve (12) equal monthly payments? Please provide a sample billing.

Answer: No. Providence Water's bills are consumption based. They will vary each month based on each customer's usage. Providence Water's bills will not change. As shown on a sample bill, the usage period will reflect an approximate 30 day period and the Service Charge will also reflect the fewer number of days, see attached.



PO BOX 1456
PROVIDENCE, RI 02901-1456

Bill Date	7/2/2013
Account Number	419
Payment Due Date	Upon Receipt
Service Location	11 A ST
Total Amount Due	\$ 54.75

41902600070213000000005475000054750000007 Amount Enclosed \$

ROBERT P
11 A ST
CRANSTON RI 02920-4101

Make Check / Money Order payable
PROVIDENCE WATER. INCLUDE ACCOUNT
NUMBER ON CHECK / MONEY ORDER.

To pay by ACH, go to www.provwater.com. To pay by credit card, either go to www.provwater.com or call 1-866-833-2560.
PLEASE RETURN TOP PORTION OF THIS PAGE, RETAIN BOTTOM AND FOLLOWING PAGE FOR YOUR RECORDS.

Service	Account Number	419
	Service Type	Residential
	Water Rate	\$ 2.488
	Meter Number	17498856B
	Meter Size	3/4"
	Service Location	11 A ST CRANSTON RI 02920
	Bill To	ROBERT P 11 A ST CRANSTON RI 02920
Billing Questions	(401) 521-5070	
Emergency Service	(401) 521-6300	
Business Hours	Monday - Friday 8:30 AM - 4:30 PM	
Summer Hours	Monday - Friday 8:30 AM - 4:00 PM	
Website	www.provwater.com	
Conversions	1 CF (cu. ft.) = 7.48 Gallons 1 HCF = 100 CF = 748 Gallons	

Bill Summary

Bill Date	7/2/2013
Usage Period	4/1/2013 - 06/27/2013
Previous Bill	\$ 52.24
Payment Received	\$ 52.24
Balance	\$ 0.00

Current Charges

Consumption Charge	HCF	Rate
	14.44	\$ 2.488
Service Charge(s)	Days	Daily Rate
	87	\$ 0.2163
RI Water Fund Charge	HCF	Rate
Elderly Exemption	14.44	\$ 0.21842
	14.44	\$ 0.21842

Total Current Charges \$ 54.75
Total Due \$ 54.75

Interest of 1% per month will be charged on payments received 30 days after the billing date.



PO BOX 1456
PROVIDENCE, RI 02901-1456

Account Number 419026
Bill To ROBERT [REDACTED]
11 A ST
CRANSTON RI 02920
Service Location 11 A ST

Current Consumption

#Days	Read Date	Read Type	Meter Read	HCF
	04/01/2013	Actual	52977	
28	04/29/2013	Actual	53403	4.26
35	06/03/2013	Actual	53974	5.71
24	06/27/2013	Actual	54421	4.47
Total HCF:				14.44

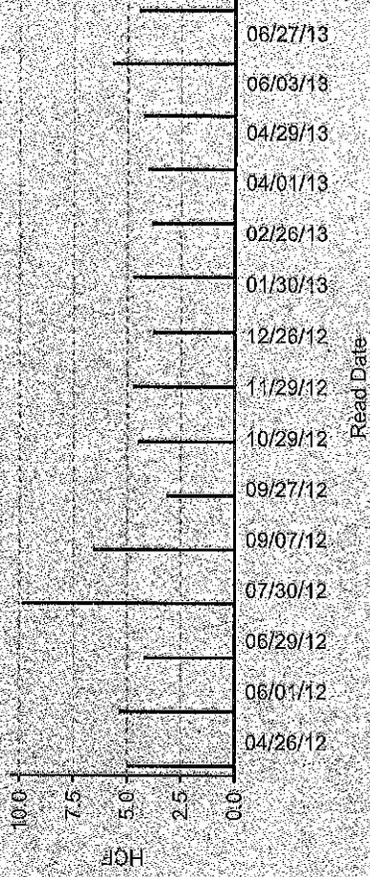
This page has Billing and History Detail ONLY.
For TOTAL DUE, please see Total Amount Due on FIRST PAGE of Billing Statement.

NOTICE: On March 29, 2013, Providence Water filed with the RI Public Utilities Commission an application to revise its rates to collect an additional \$14.6 million in revenue per year, and included a request to implement monthly billing. The proposed impact on a residential customer bill with an annual consumption of 100 HCF will be an increase of \$6.06 per month, or 22.7%. For Providence residents, the Fire Protection Service Charge will also increase by \$0.17 per month. No rate change will take effect until the Commission has conducted a full investigation and hearing on the proposal. The Commission will schedule a future public hearing.

**IMPORTANT INFORMATION:
LEAD IN DRINKING WATER**

Providence Water has found high levels of lead in drinking water in some homes. Lead can cause serious health problems. Ensure lead-free water by flushing a cold water faucet for 3 minutes if your water has not been used for several hours. You will use about 3 gallons of water and the cost will be about a penny. Save the flushed water for watering plants or for cleaning. 3-minute flushing is not necessary if you have used toilets, washing machines or bathtubs first. However, for drinking or cooking, always flush from the faucet for at least 30 seconds.

Historical Usage Trend



# Days	Read Date	Actual Usage	
		Read	Gals/Day
31	04/26/12	47485	3747
36	06/01/12	48022	4016
28	06/29/12	48446	3171
31	07/30/12	49434	7390
39	09/07/12	50092	4921
20	09/27/12	50409	2371
32	10/29/12	50858	3358
31	11/29/12	51332	3545
27	12/26/12	51712	2842
35	01/30/13	52185	3538
27	02/26/13	52571	2887
34	04/01/13	52977	3036
28	04/29/13	53403	3186
35	06/03/13	53974	4271
24	06/27/13	54421	3343

1 HCF = 100 CF = 748 gallons
The recommended usage is 65 gallons per person per day. Divide the gallons per day by the number of people in your household to determine your daily, per person usage.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

8. Please explain how Providence Water currently assesses late charge penalties and how this process will be changed if Providence Water converts to monthly billings.

Answer: Providence Water's bills are due upon receipt. Late charges are not assessed until thirty days after the bill date. Providence Water presently charges customers one percent (1%) interest per month (compounded) on the overdue balance, as shown on the Tariff sheets.

There will be no change in how Providence Water calculates a late charge.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

9. What billing software is Providence Water currently using and has Providence Water determined its capability of conversion from quarterly to monthly billing? What does this entail?

Answer: Providence Water's billing software is called Customer Star.

Providence Water has been in discussion with our MIS Department, and outside consultant Adaptive Minds, on any upgrades needed to our current billing system. Some of the items being addressed are the need for a computer dedicated solely to calculating bills, purchasing a server dedicated solely to supporting Customer Star, and testing. Providence Water has been obtaining and down loading monthly reads since 2008 with no issues to date.

Providence Water Docket 4406

**Data Requests of the Commission
Set 1 (Issued July 22, 2013)**

Comm 1-10 Please update Providence Water's response to Division Data Request 1-33 to include the costs after 6/13.

Answer: Please see attached.

Providence Water- AMR/Meter Replacement Projected Expenses

1. Large Meter Testing (annually)
Large Meters- 199
Cost \$500 per test (*Current price with existing contract that expires on 6/16)
Additional cost- new installations (10)
 Repairs- 10% fail during testing per year
 Data logging/ rightsizing \$800.00 per
 Testing of hydrant meters and backflow 3"
Total- \$ 200, 000.00

 2. Itron Maintenance (annually 4% increase)
Service Agreements for reading equipment - \$15, 000
Leak Detection software \$ 10, 000
Total \$ 25, 000.00

 3. Service Link- (annually 4% increase)
Warranty on Modems- \$900.00
Warranty on Handheld units- \$2,999.00
Software maintenance- \$ 19,760.00
Total- \$23,659.00

 4. Purchase of new reading equipment (monthly billing)
Mobile Collector (MC-3-CF) and hardware
Total- \$35,265.00

 5. Large meter purchases-
Stocking of twenty meters of different sizes
New installations
New umes(Unitized Measuring Element- the measuring unit inside the meter that calibrates the amount of water passing through the meter. Can be replaced in the field after a testing)
Total- \$75,000

 6. Small Meter Purchases- (*Minor increase in meter pricing, will not affect overall budget)
Based on our fifteen year replacement program we will be replacing approximately 12, 000 meters over the next two years. We will be targeting all Neptune retro-fitted meters, all first generation ERT that were installed at the beginning of the AMR program, all meters 15 years or older, as well as new services. 73%- 5/8" 14%- 3/4" 9%- 1" 1.5"- 2% 2"- 2%
- Total- \$334, 000.00

7. ERT Purchases-

Will be ordering ERTs for all small meters as well as ERTs for large meters.

Total- \$534,000

8. Emergency Plumbing-

Work that is done during non-business hours, that requires additional equipment that Providence Water does not possess.

Total- \$20,000

9. Miscellaneous-

Mounts for handhelds, shipping of ERTs, and wireless fees associated with Service Link should Telogis fail and additional support is needed.

Total-\$6,000.00

Total Cost- \$1,252,924.00

Less \$52,924.00- (existing meter inventory from meters purchased through ARRA Funds)

Total Cost- \$1,200,000.00

*Possible increase with pricing for meters and testing due to new RFP (Request for Proposal) coming out for the next fiscal year. Also, need to factor the new no lead brass requirements for meters and materials.

Prepared by M. Ceseretti

Updated 8/9/13

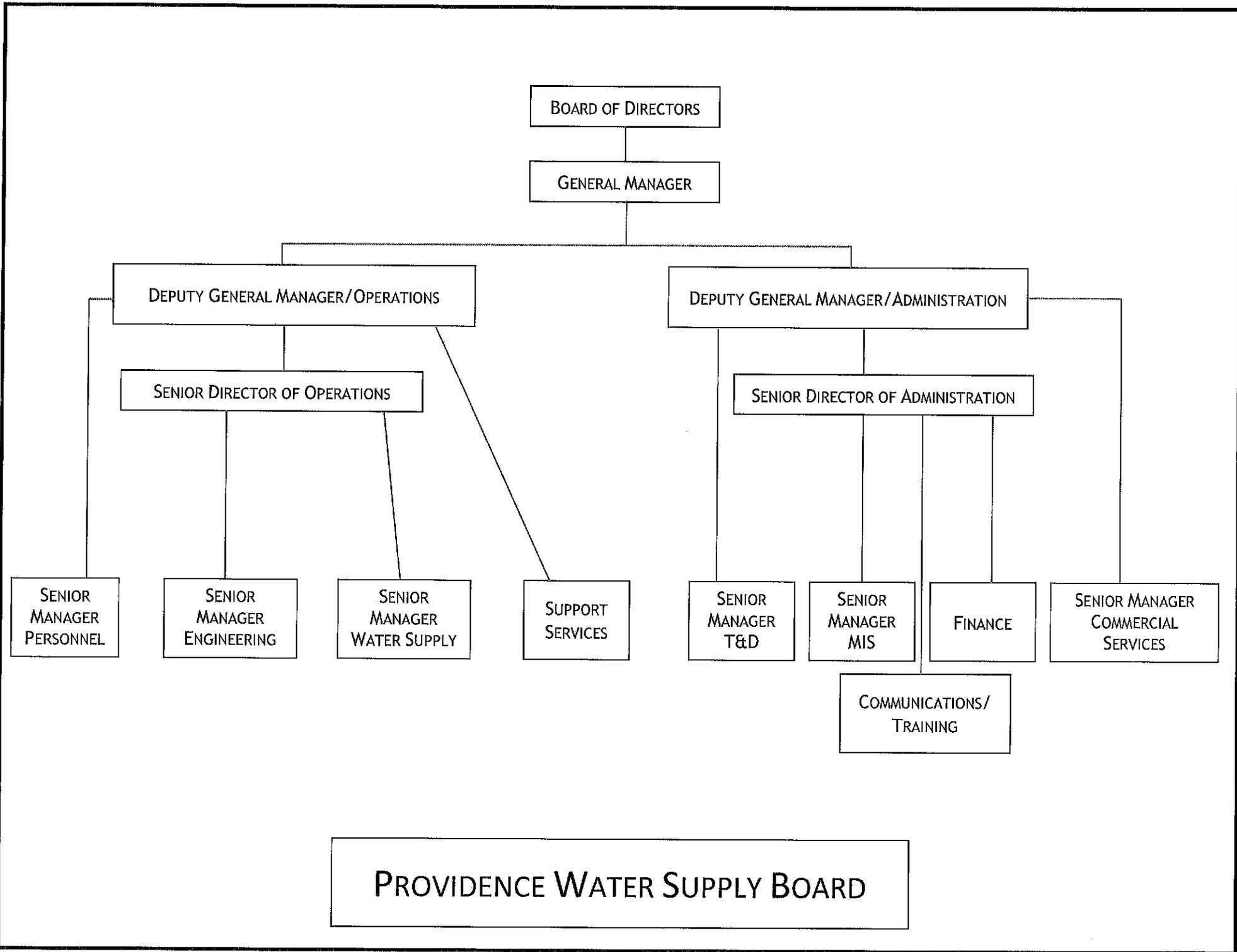
Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

Comm 1-11. Please provide Providence Water's current organizational chart. Also, provide a list of employees, titles, union affiliation, base salary, longevity and incentives, start dates and step increase dates.

Answer: Attached is a copy of PW's current organizational chart. Also attached is a worksheet that is used for budget purposes, by employee for this response and Comm 1-21, 1-22, & 1-30, which indicates the following:

- a- employee name
- b- position/title
- c- union affiliation
- d- current salary
- e- longevity (1-30)
- f- estimated union step increase (1-30)
- g- estimated non-union step increase (1-30)
- h- other – includes shift differential, CDL stipend, Certification stipend, On-call pay stipend
- i- employee hire date
- j- employee grade (if applicable) (1-22)
- k- employee step (if below maximum) (1-22)
- l- total salary estimated (1-30)
- m- dental coverage type, family or individual (1-21)
- n- dental cost (1-21)
- o- healthcare coverage type, family or individual(1-21)
- p- healthcare company cost (1-21)
- q- healthcare co-pays employee (1-21)
- r- healthcare company cost (1-21)



a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
Employee Name	Position	Union Affiliation	Current Salary	Longevity	Union/ Step \$	Mgmt/ Step \$	Other	Hire Date	Grade /Rate	Step	Salary FTE 6/30/2014	Dental Benefits	Company Cost Dental	Health Care Benefits	Company Health cost	Employee Co-Pay	Total Company cost Health & Dental
CALISE, D.	ACCOUNT COLLECTOR	Union	49,805	3,992	U25	7/5/89	53,296	Family	1,358.50	Family - Union	12,380.68	2,164.78	13,739.18	1,358.50	n/a	-	13,739.18
ANDRADE, G.	ADMINISTRATIVE ASSISTANT, WSB	Non Union	61,760	1,799	M10	5/2/05	63,579	Family	1,358.50	n/a	-	-	1,358.50	-	-	-	1,358.50
PURAND, L.	ADMINISTRATIVE ASSISTANT, WSB	Non Bargaining	61,784	3,599	M10	10/31/94	65,383	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92	1,358.50	-	-	13,010.92
PETRACCAD, D.	ADMINISTRATIVE ASSISTANT, WSB	Non Union	56,039	3,808	M10	7/9/90	62,849	Family	1,358.50	Declined	1,500.00	-	1,500.00	-	-	-	1,500.00
GOMES, T.	AIDE TO CHIEF ENGINEER	Non Union	45,096	1,313	M1	5/15/06	48,665	Individual	1,358.50	Individual - Management	5,491.20	1,372.80	2,858.50	1,358.50	-	-	2,858.50
ROMANO, D.	AIDE TO CHIEF ENGINEER	Non Bargaining	47,352	2,758	M1	1/3/194	50,110	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92	1,358.50	1,372.80	5,919.68	13,010.92
LUGO, F.	APPLICATIONS OPERATIONS SPECIAL	Non Union	49,349	-	M9	9/18/11	51,817	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	1,372.80	5,919.68	15,010.58
TONGE	APPLICATIONS SYSTEMS INTEGRATION	Non Union	60,607	3,531	M11	1/3/97	67,168	Individual	1,358.50	Individual - Management	5,491.20	1,372.80	5,919.68	1,358.50	1,372.80	5,919.68	15,010.58
TESSALIA, R.	ASSISTANT DISPATCHER	Non Union	60,607	3,531	M11	1/3/97	67,168	Individual	1,358.50	Individual - Management	5,491.20	1,372.80	5,919.68	1,358.50	1,372.80	5,919.68	15,010.58
O'GARA, W.	BOARD COUNSEL	N/A	35,000	-	n/a	2/17/11	42,184	Individual	1,358.50	Individual - Union	4,941.82	872.04	5,370.30	1,358.50	872.04	-	5,370.30
SMILEY, B.	CHAIRMAN - WSB	N/A	4,000	-	n/a	2/21/11	4,000	n/a	-	-	-	-	-	-	-	-	-
RICHARDS, F.	CLERICAL COORDINATOR	Union	43,528	2,536	U23	6/27/94	46,083	Individual	1,358.50	Individual - Union	4,941.82	872.04	5,370.30	1,358.50	-	-	5,370.30
STEPHENSON, S.	CLERICAL COORDINATOR	Union	43,528	2,113	U23	7/27/98	46,760	Family	1,358.50	Family - Union	12,380.68	2,164.78	13,739.18	1,358.50	1,372.80	5,919.68	13,739.18
PARFUME, D.	CLERICAL COORDINATOR	Union	42,661	1,243	U23	12/26/01	44,770	Family	1,358.50	Family - Union	12,380.68	2,164.78	13,739.18	1,358.50	1,372.80	5,919.68	13,739.18
NOCCERA, C.	COMMUNICATIONS COORDINATOR	Non Union	45,348	2,467	M9	1/2/12	51,815	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	1,372.80	5,919.68	15,010.58
RODRIGUEZ, G.	CONFIDENTIAL ASST	Non Union	55,463	3,231	M8	7/7/97	61,467	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	1,372.80	5,919.68	15,010.58
PIMENTAL, R.	CONFIDENTIAL ASST LTD	Non Union	50,307	-	M8	8/22/11	52,622	Declined	500.00	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
KUTLI, I.	CONTROLLER	Non Union	73,772	4,297	M16	1/12/96	78,070	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
VACANT	DATABASE MANAGER	Non Union	64,388	-	M18	6/30/13	64,388	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
VACANT	DEPT SWITCHBOARD OPERATOR	Union	33,818	-	U11	6/30/14	33,818	Family	1,358.50	Family - Union	12,380.68	2,164.78	13,739.18	1,358.50	-	-	13,739.18
SPREMUILLI, J.	DEPUTY GEN MGR (Operations)	Non Union	112,745	7,662	M32	11/7/88	126,044	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
CAROLLO, R.	DEPUTY GEN MGR (Admin)	Non Bargaining	112,745	7,662	M32	11/3/92	126,044	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92	1,358.50	-	-	13,010.92
CHAFFEE, S.	DIG-SAFE WORKER	Union	45,794	3,112	U22	4/29/91	48,906	Individual	1,358.50	Individual - Union	4,941.82	872.04	5,370.30	1,358.50	-	-	5,370.30
FREEMAN, V.	DIG-SAFE WORKER	Union	45,794	3,112	U22	6/18/90	48,906	Family	1,358.50	Family - Union	12,380.68	2,164.78	13,739.18	1,358.50	-	-	13,739.18
HARRIS, T.	DIG-SAFE WORKER	Union	45,794	1,334	U22	11/10/03	47,128	Family	1,358.50	Family - Union	12,380.68	2,164.78	13,739.18	1,358.50	-	-	13,739.18
NEWTON, P.	DIG-SAFE WORKER	Union	45,794	3,112	U22	6/19/89	48,906	Family	1,358.50	Family - Union	12,380.68	2,164.78	13,739.18	1,358.50	-	-	13,739.18
SANTAGATA, P.	DIG-SAFE WORKER	Union	49,794	3,112	U22	7/27/92	52,016	Family	1,358.50	Family - Union	12,380.68	2,164.78	13,739.18	1,358.50	-	-	13,739.18
ARAUJO, A.	DIVISION MANAGER	Non Bargaining	79,077	5,374	M20	4/16/85	88,405	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92	1,358.50	-	-	13,010.92
GROSSY, F.	DIVISION MANAGER	Non Union	79,077	5,374	M20	9/24/80	88,405	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92	1,358.50	-	-	13,010.92
GIANNAROCOCO, S.	ELECTRICAL TECHNICIAN	Union	67,661	3,953	U32	12/22/87	71,814	Individual	1,358.50	Individual - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
ARRUDA, J.	ENGINEER	Non Union	71,623	4,172	M15	1/6/97	75,795	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
DURAND, D.	ENGINEER	Non Union	64,665	2,086	M15	12/30/04	73,709	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
FONTAINE, L.	ENGINEER	Non Union	64,665	2,086	M15	9/21/09	69,213	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
MEADER, J.	ENGINEER	Non Union	61,871	-	M15	08/24/09	60,692	Individual	1,358.50	Individual - Management	5,491.20	1,372.80	5,919.68	1,358.50	-	-	5,919.68
VACANT	ENGINEER	Non Union	60,692	-	M15	6/30/13	60,692	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
FERRI, S.	ENGINEER AIDE II	Union	39,472	-	U19	5/2/11	40,300	Individual	1,358.50	Individual - Union	4,941.82	872.04	5,370.30	1,358.50	-	-	5,370.30
GREENE, R.	ENGINEER AIDE III	Union	33,549	-	U19	7/30/12	34,349	Individual	1,358.50	Individual - Union	4,941.82	872.04	5,370.30	1,358.50	-	-	5,370.30
HERNANDEZ, J. LTD	ENGINEER AIDE III	Union	33,549	-	U19	3/11/13	34,352	Individual	1,358.50	Individual - Union	4,941.82	872.04	5,370.30	1,358.50	-	-	5,370.30
HINDLEY, J.	ENGINEER PROJ COORD	Non Union	49,348	-	M9	6/27/11	51,815	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
LAWRIE, L.	ENGINEER PROJ COORD	Non Union	49,348	-	M9	10/30/05	51,815	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
LEPAGE, B.	ENGINEER PROJ COORD	Non Union	49,348	-	M9	8/14/12	51,815	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
SHAW, S.	ENGINEER PROJ COORD	Non Union	59,984	1,747	M9	10/10/05	61,731	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
CARVAL E.	ENGINEER PROJ COORD	Non Union	59,984	4,077	M9	4/3/89	64,061	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
DINOLE, M.	ENGINEER PROJ COORD	Non Union	49,348	-	M9	4/23/12	51,743	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58
MCDUGALL, P.	ENGINEER PROJ COORD	Non Union	54,407	-	M9	6/30/08	57,127	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58	1,358.50	-	-	15,010.58

Providence Water

a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
Employee Name	Position	Union Affiliation	Current Salary	Longevity	Union/Step \$	Mgmt/Step \$	Other	Hire Date	Grade /Rate	Step	Salary FYE 6/30/2014	Dental Benefits	Company Cost Dental	Health Care Benefits	Company Health cost	Employee Co-Pay	Total Company cost Health & Dental
O'CONNOR, S	ENGINEER PROJ COORD	Non Union	54,407	-	-	-	2,720	8/17/09	M9	3	57,127	428,48	Individual - Management	Individual - Management	5,491.20	1,372.80	5,919.68
VACANT	ENGINEER PROJ COORD	Non Union	49,348	-	-	-	-	6/30/13	M9	-	49,348	Family	Family - Management	Individual - Management	428,48	3,413.02	15,010.58
LAGRECA, V.	ENGINEERING SYSTEMS ANALYST	Non Union	65,547	4,553	4,553	-	-	8/19/91	M12	-	70,001	Individual	Individual - Management	5,491.20	1,372.80	5,919.68	
BILOPETTI, R.	ENVIRONMENTAL RESOURCE MANAG	Non Union	78,244	5,318	5,318	-	-	12/29/86	M18	-	83,561	Family	Family - Management	Individual - Management	428,48	3,413.02	15,010.58
EGAN, O.	EQUIP MECHANIC /FLUSHING TECHNI	Union	46,469	1,353	1,353	-	-	6/6/05	M18	-	47,822	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
MOURACHIAN, E.	EQUIP MECHANIC /FLUSHING TECHNI	Union	46,469	-	-	-	-	07/13/09	M18	-	46,469	Individual	Individual - Union	Family - Union	12,380.68	2,184.78	13,739.18
Vacant	EQUIP MECHANIC /FLUSHING TECHNI	Union	46,469	-	-	-	-	6/30/13	M18	-	46,469	Family	Family - Union	Individual - Union	12,380.68	2,184.78	13,739.18
Vacant	EQUIP MECHANIC /FLUSHING TECHNI	Union	46,469	-	-	-	-	6/30/13	M18	-	46,469	Family	Family - Union	Individual - Union	12,380.68	2,184.78	13,739.18
RIELEY, C.	FOREST SUPERVISOR	Non Union	58,840	11,176	11,176	2,942	-	4/28/08	M10	4	61,783	Individual	Individual - Management	Individual - Union	4,941.82	872.04	5,370.30
SPINELLI, B.	GENERAL MANAGER	Non Union	159,650	-	-	-	-	6/1/93	M10	-	170,826	Individual	Individual - Management	Individual - Union	4,941.82	872.04	5,370.30
JORDAN, K.	GIS SPECIALIST/ WSB	Union	60,280	1,756	1,756	-	-	12/19/05	U32	-	62,036	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
PENNINE, J.	HEAVY EQUIP OPER	Union	47,377	2,760	2,760	-	-	2/5/96	M18	-	50,137	Family	Family - Union	Family - Union	11,943.88	2,621.84	13,302.38
PIMENTAL, J.	HEAVY EQUIP OPER	Union	47,377	3,220	3,220	-	-	8/7/90	M18	-	50,597	Family	Family - Union	Family - Union	12,380.68	2,184.78	13,739.18
GERULLO, F.	HEAVY EQUIP OPER	Union	47,377	2,300	2,300	-	-	7/13/98	M18	-	49,677	Family	Family - Union	Family - Union	12,380.68	2,184.78	13,739.18
SBACCHIS, J.	HEAVY EQUIP OPER	Union	47,377	3,438	3,438	-	-	8/5/96	M18	-	50,137	Family	Family - Union	Family - Union	12,380.68	2,184.78	13,739.18
ALTMAN, S.	INSTRUMENTATION TECHNICIAN	Union	50,595	2,693	2,693	-	-	6/23/91	M18	-	54,033	Family	Family - Union	Family - Union	11,943.88	2,621.84	13,302.38
MERCURIO, V. JR.	INVENTOR/MATERIAL HANDLER	Union	39,628	2,693	2,693	-	-	3/6/89	M18	-	42,321	Family	Family - Union	Family - Union	11,943.88	2,621.84	13,302.38
PETERS, Y.	JUNIOR CHEMIST I	Union	38,617	-	-	800	-	6/26/12	U22	2	39,317	Individual	Individual - Union	Individual - Union	4,941.82	872.04	5,370.30
GROSSY, N.	JUNIOR CHEMIST II	Union	49,907	1,938	1,938	-	-	6/30/01	U25	-	51,845	Individual	Individual - Union	Individual - Union	4,941.82	872.04	5,370.30
VOLLUCCI, K.	LAB SUPERVISOR/CHEMISTRY - WAT	Non Union	67,511	4,588	4,588	-	-	7/28/86	M13	-	72,099	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
NICKERSON, D.	MANAGER TRAINING & COMMUNICAT	Non Union	78,265	4,598	4,598	-	-	7/24/95	M18	-	82,824	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
SANTAMBIELLO, S.	MANAGER-CAPITAL PROGRAM	Non Union	78,262	5,119	5,119	-	-	11/12/79	M18	-	83,581	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
PION, A.	MANAGER-CONSTR SERVICES	Non Union	67,608	4,995	4,995	3,380	-	5/8/87	M18	2	75,683	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
HEALY, F.	MANAGER-DISTRIBUTION/FIELD	Non Union	78,265	4,559	4,559	-	-	9/29/97	M18	-	82,824	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
PALAZZO, R.	MANAGER-DISTRIBUTION/FIELD	Non Union	78,265	5,119	5,119	-	-	4/26/76	M18	-	89,408	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
DINOBILE, K.	MANAGER-DISTRIBUTION/PLANNING	Non Union	78,262	4,297	4,297	-	-	11/20/95	M16	-	83,993	Family	Family - Non Bargaining	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
MCLAUGHLIN, P.	MANAGER-ENGINEERING CUST SERV	Non Union	71,823	4,172	4,172	5,824	-	11/11/96	M15	-	75,795	Family	Family - Non Bargaining	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
RICHARD, C.	MANAGER-INTERGOVERNMENTAL	Non Union	73,772	4,297	4,297	-	-	8/26/96	M16	-	78,070	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
FALLOZZI, P.	MANAGER-PLANNING & DEVELOPME	Non Union	67,608	-	-	3,282	-	7/17/06	M18	2	70,890	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
PAGE, D.	MANAGER-PLANT OPS	Non Union	70,988	4,824	4,824	4,853	-	12/19/88	M18	3	84,216	Family	Family - Non Bargaining	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
KAISER, K.	MANAGER-SAFETY & RISK	Non Union	69,536	3,712	3,712	3,380	-	2/17/97	M16	2	70,819	Family	Family - Non Bargaining	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
ROBERTS, R.	MANAGER-SECURITY	Non Union	69,537	2,025	2,025	-	-	1/15/00	M14	-	72,237	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
SOLITRO, G.	MANAGER-WATER LABORATORY	Non Union	78,262	5,319	5,319	-	-	9/10/84	M18	-	83,581	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
ANDUJAR, A.	MEMBER - WSB	N/A	3,500	-	-	-	-	2/2/11	n/a	-	3,500	n/a	n/a	n/a	-	-	15,010.58
BADWAY, J.	MEMBER - WSB	N/A	3,500	-	-	-	-	5/16/03	n/a	-	3,500	n/a	n/a	n/a	-	-	15,010.58
CATALDI, J.	MEMBER - WSB	N/A	3,500	-	-	-	-	11/8/94	n/a	-	3,500	n/a	n/a	n/a	-	-	15,010.58
CESERETTI, M. LTD.	METER MANAGER - COMMERCIAL SER	Non Union	64,665	3,784	3,784	3,248	-	1/2/96	M15	3	71,997	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
OLEMENTS, B LTD.	METER READER I	Non Union	37,411	2,179	2,179	-	-	12/7/93	M15	-	39,590	Family	Family - Management	Family - Management	13,652.08	3,413.02	15,010.58
MARANDOLA, D.	METER READER I	Union	36,317	-	-	-	-	6/30/11	M18	-	36,317	Family	Family - Union	Family - Union	12,380.68	2,184.78	13,739.18
THOREN, R. LTD.	METER READER I	Union	37,411	2,542	2,542	-	-	7/20/87	M18	-	39,953	Family	Family - Union	Family - Union	12,380.68	2,184.78	13,739.18
Vacant	METER READER I	Union	37,411	-	-	-	-	6/30/13	M18	-	37,411	Family	Family - Union	Family - Union	12,380.68	2,184.78	13,739.18
BADESSA, P.	METER READER TECHNICIAN	Union	41,669	-	-	-	-	12/23/96	M18	-	43,990	Individual	Individual - Union	Individual - Union	4,941.82	872.04	5,370.30
CAMBIO, N.	METER READER TECHNICIAN	Union	41,669	1,614	1,614	-	-	5/25/06	M18	-	43,183	Family	Family - Union	Family - Union	12,380.68	2,184.78	13,739.18

Providence Water

a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
Employee Name	Position	Union Affiliation	Current Salary	Longevity	Union/ Step \$	Mgmt/ Step \$	Other	Hire Date	Grade /Rate	Step	Salary FYE 6/30/2014	Dental Benefits	Company Cost Dental	Health Care Benefits	Company Health cost	Employee Co-Pay	Total Company cost Health & Dental
CETIS, L	METER READER TECHNICIAN	Union	41,569	-	-	-	5/21/11	19,985	41,569	Individual	41,569	428.48	Individual - Union	4,941.82	872.04	5,370.30	
DESROSIERS, J	METER READER TECHNICIAN	Union	41,569	1,614	19,985	6/5/00	43,163	19,985	43,163	Family	1,358.50	12,380.68	Family - Union	2,184.78	13,739.18		
LATTORÉ, A	METER READER TECHNICIAN	Union	41,569	2,825	19,985	2/18/92	44,394	19,985	44,394	Family	1,358.50	12,380.68	Family - Union	2,184.78	13,739.18		
MANTEGA, C	METER READER TECHNICIAN	Union	41,569	1,211	19,985	8/28/01	42,780	19,985	42,780	Family	1,358.50	12,380.68	Family - Union	2,184.78	13,739.18		
MICOLLA	METER READER TECHNICIAN	Union	41,569	2,421	19,985	12/22/97	43,990	19,985	43,990	Individual	428.48	12,380.68	Individual - Union	4,941.82	872.04	5,370.30	
MORENO, L	METER READER TECHNICIAN	Union	41,569	-	19,985	8/6/07	41,569	19,985	41,569	Family	1,358.50	12,380.68	Family - Union	2,184.78	13,739.18		
TEMPLAY, T	METER READER TECHNICIAN	Union	41,569	2,018	19,985	7/20/98	43,587	19,985	43,587	Individual	428.48	12,380.68	Individual - Union	4,941.82	872.04	5,370.30	
DICLO, F	METER READER TECHNICIAN	Union	41,569	1,211	19,985	7/21/03	42,780	19,985	42,780	Family	1,358.50	12,380.68	Family - Union	2,184.78	13,739.18		
KELLY, T - Tr	METER READER TECHNICIAN	Union	41,569	2,825	19,985	10/31/88	44,394	19,985	44,394	Individual	428.48	12,380.68	Individual - Union	4,941.82	872.04	5,370.30	
RICHARD, W	METER SHOP TECHNICIAN	Union	43,699	1,273	21,009	12/9/02	44,971	1,358.50	44,971	Family	1,358.50	12,380.68	Family - Union	2,184.78	13,739.18		
BRENNAN, C	NETWORK HARDWARE MANAGER	Non Union	3,974	3,411	6/15/98	41,004	75,598	Family	75,598	Family	1,358.50	13,652.08	Family - Management	3,413.02	15,010.68		
DEGMAN, R	PLUMBER	Union	85,289	2,484	6/1/05	87,773	1,358.50	Family	1,358.50	Family - Management	11,943.88	2,621.84	13,302.38	15,010.68			
GAMBELL, R	PRINCIPAL ENGINEER	Non Union	75,985	2,213	7/28/03	78,198	428.48	Individual	428.48	Individual - Management	5,491.20	1,372.80	5,919.68	13,302.38			
LABOSSIERE, C	PRINCIPAL ENGINEER	Non Union	75,985	2,951	12/6/99	78,936	1,358.50	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.68	15,010.68			
MARINO, G	PRINCIPAL ENGINEER	Non Union	75,985	4,428	10/24/94	80,411	1,358.50	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.68	15,010.68			
RAZZA, R	PRINCIPAL ENGINEER	Non Union	75,985	2,951	12/8/98	78,936	1,358.50	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.68	15,010.68			
RIPSTEIN, N	PRINCIPAL ENGINEER	Non Union	75,985	2,213	1/22/01	49,733	1,358.50	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.68	15,010.68			
OLIVER, C	PURCHASING AGENT II, WATER	Union	47,874	1,859	7/22/01	49,733	1,092	n/a	1,092	n/a	1,358.50	12,380.68	Family - Union	2,184.78	13,739.18		
ALTEEN, C	RANGE KEEPERS	N/A	1,092	-	3/13/06	1,092	n/a	n/a	1,092	n/a	-	-	-	-	-		
HARVEY, M	RANGE KEEPERS	N/A	1,092	-	6/30/05	1,092	n/a	n/a	1,092	n/a	-	-	-	-	-		
OLIVER, J	RANGE KEEPERS	N/A	1,092	-	6/30/05	1,092	n/a	n/a	1,092	n/a	-	-	-	-	-		
SALISBURY, L	RANGE KEEPERS	N/A	1,092	-	6/30/05	1,092	n/a	n/a	1,092	n/a	-	-	-	-	-		
WALSH, J	RANGE KEEPERS	N/A	1,092	-	7/1/07	1,092	n/a	n/a	1,092	n/a	-	-	-	-	-		
BROSCO, J	REAL ESTATE ADMINISTRATOR	Non Union	65,545	4,454	5/20/91	69,999	428.48	Individual	428.48	Individual - Management	5,491.20	1,372.80	6,919.68	13,739.18			
SANTARIAN	SANTARIAN	Union	46,175	2,990	7/14/97	49,196	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
PEREZ, J	SANTARIAN	Union	46,175	1,345	11/10/03	47,853	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
SANTARIAN	SANTARIAN	Union	46,175	3,138	10/30/89	49,645	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
REILLY, B	SCHEDULE/DISPATCHER	Union	57,384	-	03/26/11	44,184	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
DERISSEAU, L	SENIOR ADMINISTRATIVE ASSISTANT	Non Union	43,720	-	4/6/10	60,606	428.48	Individual	428.48	Individual - Management	5,491.20	1,372.80	5,919.68	13,739.18			
LOURENCO, R	SENIOR ADMINISTRATIVE ASSISTANT	Non Bargaining	63,636	3,707	6/15/98	67,343	1,358.50	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92	15,010.68			
MATHESON, P.	SENIOR ADMINISTRATIVE ASSISTANT	Non Union	63,638	4,225	10/26/92	67,963	1,358.50	Family	1,358.50	Family - Management	13,652.08	3,413.02	16,011.68	16,011.68			
MAPOLITANO, P.	SENIOR ADMINISTRATIVE ASSISTANT	Non Union	63,638	4,325	9/16/91	67,963	1,358.50	Family	1,358.50	Family - Management	13,652.08	3,413.02	16,011.68	16,011.68			
ANGELI, E	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	2,030	9/8/98	43,855	428.48	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30	15,010.68			
AQUILANTE, B	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	2,436	6/15/98	44,261	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
BADESSA, A	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	1,824	10/11/00	43,449	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
BARBATO, C.	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	2,436	11/22/93	44,261	428.48	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30	13,739.18			
COELHO, L	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	1,218	11/10/03	43,044	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
COLLINS, L Working	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	1,218	9/11/02	43,043	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
DAVIS, M	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	2,436	12/27/97	44,261	428.48	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30	13,739.18			
DELBONIS, G	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	2,436	6/15/98	44,261	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
DINOBLE, A	SENIOR ADMINISTRATIVE CLERK, WA	Union	38,817	-	5/4/09	39,646	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
DUFFY, S	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	2,030	10/5/98	43,855	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
GOLOTO, S	SENIOR ADMINISTRATIVE CLERK, WA	Union	34,643	-	6/4/12	35,121	1,358.50	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18	13,739.18			
GUGLIEMETTI, M	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	2,436	12/26/94	44,261	428.48	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30	13,739.18			

a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
Employee Name	Position	Union Affiliation	Current Salary	Longevity	Union/Step \$	Mgmt/Step \$	Other	Hire Date	Rate/Grade	Step	Salary FYE 6/30/2014	Dental Benefits	Company Cost Dental	Health Care Benefits	Company Health cost	Employee Co-Pay	Total Company cost Health & Dental
MARFEO, C	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,826	1,218				1/7/02	U18		43,044	43,044	428.48	Individual - Union	12,380.68	2,184.78	13,739.18
NARDUCCI, V	SENIOR ADMINISTRATIVE CLERK, WA	Union	39,472	1,150				10/3/05	U18	2	41,451	43,080	428.48	Individual - Union	4,941.82	872.04	13,739.18
FRISTAWA, P	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,255	1,255				9/6/02	U18		43,080	43,080	428.48	Individual - Union	4,941.82	872.04	13,739.18
TESSAGLIA, J	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,284	1,218				3/8/05	U18		43,043	43,043	428.48	Individual - Union	4,941.82	872.04	13,739.18
TESSAGLIA, S	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,826	1,218				2/13/84	U18		43,044	43,044	428.48	Individual - Union	4,941.82	872.04	13,739.18
TUDINO, O	SENIOR ADMINISTRATIVE CLERK, WA	Union	41,824	2,842				3/13/84	U18		44,667	44,667	428.48	Individual - Union	4,941.82	872.04	13,739.18
TURNER, L	SENIOR ADMINISTRATIVE CLERK, WA	Union	39,472	1,150				5/29/06	U18	2	41,451	41,451	428.48	Individual - Union	4,941.82	872.04	13,739.18
OTTAVIANO, L	SENIOR ADMINISTRATIVE CLERK, WA	Union	38,819	654				5/2/11	U18	1	39,473	39,473	428.48	Individual - Union	4,941.82	872.04	13,739.18
SYLVIA, M.	SENIOR ADMINISTRATIVE CLERK, WA	Union	38,819	654				6/2/10	U18	1	39,473	39,473	428.48	Individual - Union	4,941.82	872.04	13,739.18
MIGNANELLI, A	SENIOR BUDGET PLANNING ANALYST	Non Bargaining	59,964	2,912				3/7/87	M30		119,397	119,397	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
BONDAREVSKIS, J	SENIOR DIRECTOR - ADMINISTRATION	Non Union	111,586	7,811				6/30/13	M30	4	111,585	111,585	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
MELONE, M-LTD	SENIOR DRAFTSMAN - WSB	Union	47,029	-		1,699		6/30/11	U28	1	48,728	48,728	428.48	Individual - Union	4,941.82	872.04	5,370.30
DION, C	SENIOR EQUIP MECHANIC	Union	47,765	-				07/13/09	22,964		47,764	47,764	428.48	Individual - Union	12,380.68	2,184.78	13,739.18
MARGIARO, M	SENIOR EQUIP MECHANIC	Union	47,765	-				6/4/12	22,964		47,765	47,765	428.48	Individual - Union	12,380.68	2,184.78	13,739.18
PELLERINO, F	SENIOR EQUIP MECHANIC	Union	47,765	-				6/16/03	22,964		49,156	49,156	428.48	Individual - Union	12,380.68	2,184.78	13,739.18
ROCCHIO, A-LTD	SENIOR EQUIP MECHANIC	Union	46,372	-				5/2/11	22,964		46,372	46,372	428.48	Individual - Union	12,380.68	2,184.78	13,739.18
STAFFORD, C	SENIOR EQUIP MECHANIC	Union	47,765	-				11/15/10	22,964		49,225	49,225	428.48	Individual - Union	12,380.68	2,184.78	13,739.18
MACWILLIAMS, R	SENIOR FOREST SUPERVISOR	Non Union	68,545	4,454		4,853		5/21/90	M12		74,662	74,662	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
COLMAN, S	SENIOR MANAGER	Non Union	80,727	-		4,036		6/30/08	M24	2	84,764	84,764	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
HARJAN, M.	SENIOR MANAGER	Non Bargaining	80,727	5,486		5,824		6/26/79	M24	2	96,074	96,074	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
LEPAGE, P	SENIOR MANAGER	Non Union	84,764	5,761		4,238		3/2/82	M24	3	94,763	94,763	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
SOHIGIAN, N	SENIOR MANAGER	Non Union	84,764	4,938		4,238		7/24/85	M24	3	93,939	93,939	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
DEIGANN-WHITREEM	SENIOR MANAGER OF BUDGET/REGU	Non Bargaining	78,266	5,319				4/23/90	M18		83,585	83,585	1,358.50	Family - Non Bargaining	4,651.14	1,162.72	6,009.64
ROBERTS, L	SENIOR MANAGER OF PERSONNEL	Non Union	88,087	5,131				8/1/94	M22		93,219	93,219	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
SOTTO, S.	SENIOR MANAGER - WATER SUPPLY	Non Union	80,728	6,466		4,036		6/15/82	M24	2	90,250	90,250	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
BUCCI, A	SENIOR METER READER TECHNICIAN	Union	43,971	2,988				8/7/90	21,14		46,959	46,959	428.48	Individual - Union	1,500.00	-	2,858.50
SILVESTER, N.	SENIOR METER READER TECHNICIAN	Union	43,971	2,988				9/4/88	21,14		46,959	46,959	428.48	Individual - Union	1,500.00	-	2,858.50
COLAR, R	SENIOR SUPERVISOR COMMERCIAL	Non Bargaining	59,985	3,494				1/3/94	M9		63,479	63,479	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
D'ORIO, CONCA, G.	SENIOR SUPERVISOR COMMERCIAL	Non Bargaining	63,936	4,455				7/22/91	M11		68,091	68,091	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
MURPHY, J	SENIOR SUPERVISOR COMMERCIAL	Non Union	69,984	2,912				5/17/99	M9		62,896	62,896	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
GIRoux, R.	SENIOR WATER PLANT MECH	Union	50,597	3,439				9/8/87	24,324		54,036	54,036	428.48	Individual - Union	4,767.36	1,046.50	5,196.84
LUZ, G	SENIOR WATER PLANT MECH	Union	50,597	3,439				5/20/91	24,324		54,036	54,036	428.48	Individual - Union	4,767.36	1,046.50	5,196.84
MARTINO, J	SENIOR WATER PLANT MECH	Union	50,597	3,439				6/1/93	24,324		55,596	55,596	428.48	Individual - Union	4,767.36	1,046.50	5,196.84
MASSERY, S-TR/W.S	SENIOR WATER PLANT MECH	Union	50,597	3,439				7/22/91	24,324		54,036	54,036	428.48	Individual - Union	4,767.36	1,046.50	5,196.84
SHARRON, J	SENIOR WATER PLANT MECH	Union	50,597	3,439				7/20/87	24,324		54,036	54,036	428.48	Individual - Union	4,767.36	1,046.50	5,196.84
VITALE, D	SENIOR WATER PLANT MECH	Union	50,597	2,456				11/30/98	24,324		53,053	53,053	428.48	Individual - Union	4,767.36	1,046.50	5,196.84
BUCCI, DIANO - LTD	SENIOR WATERPLANT MAINT OPERAT	Union	43,475	-				7/13/09	21,52		43,475	43,475	n/a	n/a	-	-	-
POINTBANT, R	SENIOR WATERPLANT MAINT OPERAT	Union	44,761	-				07/13/09	21,52		44,761	44,761	428.48	Individual - Union	12,380.68	2,184.78	13,739.18
CATONI, R.	STAFF ACCOUNTANT	Union	47,875	2,789				6/30/13	U24		44,762	44,762	428.48	Individual - Union	12,380.68	2,184.78	13,739.18
BLINCHON, L.	SUPERVISOR ACCOUNTING (DC)	Non Bargaining	65,544	3,818				11/15/93	M12		69,362	69,362	1,358.50	Family - Management	1,500.00	-	2,858.50
FERNANDEZ, I.	SUPERVISOR ACCOUNTING (DC)	Non Union	65,546	3,818				1/15/96	M12		69,364	69,364	1,358.50	Family - Management	1,500.00	-	2,858.50
PAQUIN, B	SUPERVISOR ACCOUNTING (DC)	Non Union	65,546	3,818				1/13/97	M12		69,364	69,364	1,358.50	Family - Management	1,500.00	-	2,858.50
BRENNAN, C JR.	SUPERVISOR COMMERCIAL SERVICE	Non Union	48,941	1,408				10/31/05	M5	3	52,166	52,166	428.48	Individual - Management	5,491.20	1,372.80	5,919.68

a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
Employee Name	Position	Union Affiliation	Current Salary	Longevity	Union/Step \$	Mgmt/Step \$	Other	Hire Date	Grade /Rate	Step	Salary FYE 6/30/2014	Dental Benefits	Company Cost Dental	Health Care Benefits	Company Health cost	Employee Co-Pay	Total Company cost Health & Dental
FERNANDES, A	SUPV FACILITIES & EQUIPMENT	Non Union	65,545	3,818			4,160	5/11/98	M12		73,523	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
LOMBARDO, F	SUPV FACILITIES & EQUIPMENT	Non Union	65,545	4,454			2/12/90	M12			69,999	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
O'BRIEN, D	SUPV FACILITIES & EQUIPMENT	Non Union	53,925	-			3/5/07	M12	1		60,781	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
CAPALDI, F	SUPV WTR MAINT CREW	Non Bargaining	61,235	4,162			6/12/89	M13	3		74,282	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
COCCELLI, P	SUPV WTR MAINT CREW	Non Bargaining	67,513	4,588			6/25/90	M13			77,926	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
MCLAUGHLIN, J	SUPV WTR MAINT CREW	Non Bargaining	68,319	3,963			12/28/90	M13	2		64,305	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
DEASCENTIS, H	SUPV WTR PLANT OPS	Non Bargaining	56,621	-			8/3/09	M12	2		65,195	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
GANNON, M	SUPV WTR PLANT OPS	Non Bargaining	56,620	3,848			12/28/90	M12	2		68,153	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
PANDOLZI, A	SUPV WTR PLANT OPS	Non Bargaining	65,645	4,454			11/11/76	M12			69,999	Family	1,358.50	Family - Non Bargaining	11,652.42	2,913.04	13,010.92
SIMONE, M	SUPV WTR PLANT OPS	Non Union	56,820	-			6/21/10	M12	2		64,305	Family	1,358.50	Family - Management	13,652.08	3,413.02	15,010.58
TAYLOR, J	SYSTEMS ANALYST	Non Union	61,235	1,784		3,062	10/24/11	U22	2		39,404	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
BROWN, R	UTILITY LABORER	Non Union	36,147	1,404			4/4/05	M13	3		66,080	Individual	428.48	Individual - Management	5,491.20	1,372.80	6,919.68
DUARTE, J	UTILITY LABORER	Non Union	36,147	1,404			4/3/00	M13	3		37,550	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
Vacant	UTILITY LABORER - CDL	Union	36,147	-			6/30/13	17,378			37,187	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
PETRUCOLI, D	UTILITY MAINT REPAIRMAN	Union	43,684	2,545			5/4/98	21,002			46,228	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
STRONBERG, J	UTILITY MAINT REPAIRMAN	Union	43,684	-			6/30/08	21,002			43,684	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
BIANCO, A	UTILITY MAINT WORKER	Union	36,146	-			1/10/00	17,378			38,758	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
LIMA, J	UTILITY MAINT WORKER	Union	36,146	1,404			1/7/02	17,378			39,110	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
MARTE, R	UTILITY MAINT WORKER	Union	36,147	1,053			6/14/04	17,378			37,199	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
MEONI, P	UTILITY MAINT WORKER	Union	36,147	-			1/3/11	17,378			36,147	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
RODRIGUEZ, J	UTILITY MAINT WORKER	Union	36,147	-			7/13/09	17,378			37,707	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
ALVARO, C	UTILITY WORKER	Union	42,184	-			5/21/11	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
BROCCOLIK, R	UTILITY WORKER	Union	42,184	1,229		3,640	12/9/02	20,281			47,053	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
DELGIZZO, R	UTILITY WORKER	Union	42,184	-			5/21/11	20,281			42,184	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
FAOLI, J	UTILITY WORKER	Union	42,184	-			12/13/10	20,281			42,184	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
HOPKINS, D	UTILITY WORKER	Union	42,184	1,229		3,640	7/14/03	20,281			47,053	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
JOHNSON, A	UTILITY WORKER	Union	42,184	-			5/8/11	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
JONES, C	UTILITY WORKER	Union	42,184	-			1/6/09	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
KASHMANIAN, G	UTILITY WORKER	Union	42,184	2,667			3/6/99	20,281			45,051	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
LANGELLA, A	UTILITY WORKER	Union	42,184	1,638		3,640	6/12/00	20,281			47,462	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
MAINTANIS, J	UTILITY WORKER	Union	42,184	-			5/21/11	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
PAGNOZZI, M	UTILITY WORKER	Union	42,184	-			1/24/11	20,281			42,184	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
SMITH, T	UTILITY WORKER	Union	42,184	-			12/20/10	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
THRASHER, J	UTILITY WORKER	Union	42,184	-			12/13/10	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
UTILITY WORKER	UTILITY WORKER	Union	42,184	-			6/30/13	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
VACANT	UTILITY WORKER	Union	42,184	-			06/30/13	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
WATTS, C	UTILITY WORKER	Union	42,184	-			12/20/10	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
TAYLOR, D	UTILITY WORKER	Union	35,856	-			8/30/12	20,281			35,856	Individual	428.48	n/a	-	-	428.48
VITALE, J	UTILITY WORKER - D-1 Certification	Union	35,856	-			9/10/12	20,281			42,184	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
SCARCELLA, G	UTILITY WORKER - CDL	Union	35,856	-			9/10/12	20,281		1,040	36,896	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
Vacant	UTILITY WORKER IN TRAINING	Union	36,147	-			6/30/13	17,378			36,147	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
VACANT	UTILITY WORKER IN TRAINING	Union	37,218	-			6/30/13	17,378			37,218	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
MOURA, J	UTILITY WORKER IN TRAINING - CDL	Union	35,855	-			1/7/13	17,378			36,855	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
VACANT	UTILITY WORKER IN TRAINING - CDL	Union	36,147	-			6/30/13	17,378			37,187	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18

Providence Water

a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
Employee Name	Position	Union Affiliation	Current Salary	Longevity	Union/Step \$	Mgmt/Step \$	Other	Hire Date	Grade /Rate	Step	Salary FYE 6/30/2014	Dental Benefits	Company Cost Dental	Health Care Benefits	Company Health cost	Employee Co-Pay	Total Company cost Health & Dental
TETREAULT, J	WATER PLANT MECH	Union	45,432	-	-	-	2/207	21,842	U11	1	45,432	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
CARLO, A	WATER PLANT MECH	Union	38,617	-	-	-	8/20/12	18,566	U11	1	39,417	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
CATALDI, A-LTD	WATER SUPPLY BOARD CLERK	Union	27,613	-	-	-	1/28/13	U11	1	1	28,413	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
PANDOLZI, A	WATER SUPPLY BOARD CLERK	Union	28,748	-	-	-	8/7/12	U11	1	1	29,548	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
CAPALDI, C	WATER SUPPLY BOARD CLERK	Union	28,748	2,026	-	-	10/15/96	U11	3	1	37,419	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
Vacant	WATER SUPPLY BOARD CLERK	Union	25,350	-	-	-	8/7/12	U11	1	1	29,446	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
COSTA, S-Working LT	WATER SUPPLY BOARD CLERK-BILN	Union	25,964	-	-	-	7/8/13	U6	1	1	26,764	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
TAVERA, J	WATER SUPPLY BOARD CLERK-BILN	Union	29,362	-	-	-	8/8/12	U12	1	1	30,162	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
ANDRADE, K	WATER SYSTEM MECHANIC	Union	49,035	3,332	-	-	2/1/86	23,575	Family	1	52,368	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
CARPENTER, R	WATER SYSTEM MECHANIC	Union	49,035	-	-	-	7/13/06	23,575	Family	1	56,008	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
DORIO, W	WATER SYSTEM MECHANIC	Union	49,035	3,332	-	-	4/17/89	23,575	Family	1	49,035	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
GOODWIN, J	WATER SYSTEM MECHANIC	Union	49,035	1,428	-	-	9/3/02	23,575	Family	1	54,103	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
MARFEO, E	WATER SYSTEM MECHANIC	Union	49,035	1,904	-	-	4/3/00	23,575	Family	1	50,940	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
MEDeiros, P	WATER SYSTEM MECHANIC	Union	49,035	1,904	-	-	3/6/00	23,575	Family	1	50,940	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
SHERRY, P	WATER SYSTEM MECHANIC	Union	49,035	1,904	-	-	12/15/98	23,575	Family	1	51,416	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
SMYTH, S	WATER SYSTEM MECHANIC	Union	49,035	1,804	-	-	12/30/99	23,575	Family	1	54,580	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
STEVSON, B.	WATER SYSTEM MECHANIC	Union	49,035	3,332	-	-	6/29/92	23,575	Family	1	52,368	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
WARE, A	WATER SYSTEM MECHANIC	Union	49,035	2,856	-	-	1/2/96	23,575	Family	1	51,892	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
MARZULLO, J	WATER TREATMENT OPERATOR	Union	36,225	-	-	-	7/2/12	17,416	Family	1	40,665	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
LINDSTROM, D	WATER TREATMENT OPERATOR CLA	Union	48,480	-	-	-	10/31/11	20.8	Family	1	52,120	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
MACHADO, J	WATER TREATMENT OPERATOR CLA	Union	42,312	-	-	-	07/2/12	20,196	Family	1	46,752	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
PAOLINO, E	WATER TREATMENT OPERATOR CLA	Union	48,482	1,412	-	-	07/2/12	20,196	Family	1	46,752	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
Vacant	WATER TREATMENT OPERATOR CLA	Union	48,480	-	-	-	5/19/03	23,308	Family	1	51,974	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
WALSH, T	WATER TREATMENT OPERATOR CLA	Union	48,480	-	-	-	6/30/13	23,308	Family	1	52,120	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
WASHINGTON, C	WATER TREATMENT OPERATOR CLA	Union	48,480	-	-	-	9/8/87	23,308	Family	1	53,655	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
GARAMANTE, J	WATER TREATMENT OPERATOR CLA	Union	47,403	-	-	-	6/30/08	23,308	Family	1	52,120	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
ELLIOTT, K	WATER TREATMENT OPERATOR CLA	Union	47,403	-	-	-	4/17/11	22.79	Individual	1	49,483	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
PANDOLZI, D.	WATERSHED GROUNDS GENERAL FC	Union	61,941	3,930	-	-	3/21/77	24,971	Family	1	47,403	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
FOURNIER, E	WATERSHED INSPECTOR	Union	33,996	-	-	-	12/31/12	18,720	Individual	1	36,496	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
Vacant	WATERSHED INSPECTOR	Union	36,938	-	-	-	12/31/12	18,720	Individual	1	36,496	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
BARBOSA, J	WATERSHED INSPECTOR	Union	38,938	1,890	-	-	11/30/98	18,720	Family	1	43,428	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
DICARLO, R	WATERSHED INSPECTOR - CDL	Union	38,938	1,134	-	-	12/30/02	18,720	Family	1	43,712	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
HERNANDEZ, E	WATERSHED INSPECTOR LTD	Union	37,644	1,134	-	-	05/05/04	18,720	Individual	1	40,722	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
CALCANO, R	WATERSHED MAINT OPERATOR	Union	37,644	-	-	-	12/2/08	18,098	Individual	1	37,644	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
CAPELLAN, R	WATERSHED MAINT OPERATOR	Union	32,637	-	-	-	01/09/12	18,098	Family	1	32,637	Family	1,358.50	Family - Union	12,380.68	2,184.78	13,739.18
GARCIA, P	WATERSHED MAINT OPERATOR	Union	37,644	1,096	-	-	4/11/05	18,098	Individual	1	38,741	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
GBAA, V	WATERSHED MAINT OPERATOR	Union	37,644	-	-	-	5/21/09	18,098	Individual	1	37,644	Individual	428.48	Individual - Union	4,941.82	872.04	5,370.30
VACANT	WEB APPLICATIONS DEVELOPER	Non Union	64,388	-	-	-	6/30/13	M18	Family	1	64,388	Family	1,358.50	Family - Management	4,941.82	872.04	6,300.32

Please note that union employees hired between 7/1/11 - 6/30/14 are at a lower rate per Article VI, Section 1(B).

Providence Water Docket 4406

**Data Requests of the
Commission
Set 1**

Comm 1-12. Please provide a copy of all current union contracts for employees at Providence Water.

Answer: Please see attached current union contract effective through June 30, 2015.



Comm
1-12



AGREEMENT

between

CITY OF

PROVIDENCE, RHODE ISLAND

and

RHODE ISLAND LABORERS' DISTRICT COUNCIL

on behalf of

PUBLIC EMPLOYEES' LOCAL UNION 1033

of the

LABORERS' INTERNATIONAL UNION

OF NORTH AMERICA, AFL-CIO

Effective: July 1, 2011 to June 30, 2015

TABLE OF CONTENTS

ARTICLE		PAGE
	AGREEMENT	1
	PREAMBLE	1
I	UNION RECOGNITION	2
II	UNION SECURITY AND DUES DEDUCTION	3
III	NON - DISCRIMINATION	6
IV	HOURS OF WORK AND OVERTIME	6
V	MANAGEMENT RIGHTS	11
VI	SALARIES AND HOURLY RATE SCHEDULE	12
VII	LONGEVITY	13
VIII	SHIFT DIFFERENTIALS	14
IX	SENIORITY AND PROMOTION	15
X	FILLING OF VACANCIES	18
XI	HOLIDAYS	20
XII	VACATION LEAVE	21
XIII	SICK LEAVE/PERSONAL DAYS	22
XIV	LEAVE OF ABSENCE	24
XV	BEREAVEMENT LEAVE	24
XVI	JURY LEAVE	25
XVII	SPECIAL TIME OFF	25
XVIII	HEALTH AND WELFARE	26
XIX	DENTAL BENEFITS	35
XX	UNION BENEFIT TRUST FUNDS	36
XXI	GRIEVANCE AND ARBITRATION PROCEDURE	39
XXII	NO STRIKE/NO LOCKOUT	40
XXIII	PROTECTIVE CLOTHING, BULLETIN BOARDS, SAFETY, AUTOMOBILE ALLOWANCE AND COMPENSATION	41
XXIV	APPRENTICESHIP PROGRAM	43
XXV	CHANGES OR AMENDMENTS	43
XXVI	SEVERABILITY	43
XXVII	DURATION OF AGREEMENT	44
APPENDIX A	EMERGENCY SICK LEAVE BANK	
EXHIBIT A	PAC PARTICIPATION FORM	

AGREEMENT

THIS AGREEMENT is made and entered into as of the 1st day of July, 2011, by and between the CITY OF PROVIDENCE, RHODE ISLAND, (hereinafter referred to as the "Employer"), and the RHODE ISLAND LABORERS' DISTRICT COUNCIL acting for and on behalf of PUBLIC EMPLOYEES' LOCAL UNION 1033, PROVIDENCE, RHODE ISLAND, of the Laborers' International Union of North America, AFL-CIO, (hereinafter referred to as the "Union").

PREAMBLE

This Agreement is entered into to facilitate the adjustment of grievances and disputes between the Employer and employees, to provide, insofar as possible, for the continuous employment of labor and to establish necessary procedures for the amicable adjustment of all disputes which may arise between the Employer and the Union.

The Employer and the Union encourage the highest possible degree of practical, friendly, cooperative relationships between their respective representatives at all levels. The officials of the Employer and the Union realize that this goal depends primarily on cooperative attitudes between people in their respective organizations and at all levels of responsibility, and that proper attitudes must be based on full understanding of and regard for respective rights and responsibilities of both the Employer and the Union. To further this goal, the parties shall jointly sponsor quarterly meetings of their respective Representatives.

All references to employees in this Agreement designate both sexes and wherever the male gender is used it shall be construed to include male and female employees.

ARTICLE I

UNION RECOGNITION

Section 1. The Employer hereby recognizes and acknowledges that the Union is the exclusive representative of, and this Agreement shall apply to, all employees of the Employer who are included within the current definition of "municipal employee" set forth in RIGL 28-9.4-2, excluding elected officials, administrative employees, board and commission members, certified teachers, policemen, firefighters, supervisors (as defined pursuant to RIGL 28-9.4-2), confidential secretaries (as defined by the parties), attorneys, members of the Mayor's staff, temporary employees, and seasonal employees.

Section 2(a)(1). The term "temporary employee" shall mean an individual employed for a limited period, or an individual employed as a replacement for an employee or employees on authorized leave for the duration of said leave, provided that a "temporary employee" may not be employed to replace an employee on Workers' Compensation for a period beyond one (1) year. Temporary employees shall be paid at least the lowest contract rate of pay established by this Agreement, but shall be entitled to no other benefits under this Agreement, except those specifically stated herein. Unless otherwise agreed to and consistent with the language of this Agreement, temporary employees shall be utilized only in entry level positions.

Section 2 (a) (2). TEMPORARY EMPLOYEES - The parties agree that temporary employees are not entitled to any rights under the Collective Bargaining Agreement until they are hired as permanent employees. Unless the parties agree otherwise in regards to a specific position and subsequent to posting pursuant to Article X, any position that represents the lowest grade level in a department that the Employer determines to fill shall be offered to temporary employees in the order of their seniority as temporary employees, in their respective seniority group (Blue Collar or White Collar). Upon hire as permanent employees the probationary period prescribed by the Collective Bargaining Agreement shall begin. Upon completion of the

probationary period, permanent employee seniority shall apply retroactively to the employee's date of hire as a permanent employee. The Employer also agrees that the number of temporary employees shall not exceed sixty (60) temporary employees unless otherwise agreed to by the parties.

Section 2(a) (3). Apprentice employees are municipal employees and shall receive all the benefits set forth herein including a minimum probationary period of six (6) months. Apprentice employees shall enjoy the wage rate and other such conditions as established by the Apprentice Council which shall include continued employment and progression based on successful completion of said probationary period. Apprentice employees may exceed six (6) months' probation as determined by continued progressive criteria established by the Apprentice Council.

Section 2(b). Seasonal employees are employees employed during the months of June through September who are assigned to perform only recreational duties and do not perform bargaining unit work of any nature whatsoever.

In no event shall the use of any seasonal employee displace or otherwise affect a member of the bargaining unit.

ARTICLE II

UNION SECURITY AND DUES DEDUCTION

Section 1. All present employees who are members of the Union on the effective date of this Agreement shall remain members in good standing by the payment of their regular monthly dues as a condition of continued employment. All present employees who are not members of the Union, all employees who are hired hereafter in the classifications covered by this Agreement, and all Temporary Employees shall become and remain members in good standing by the payment of the required initiation fee and regular monthly dues on the 31st day following the execution of this Agreement or the date of their employment, whichever is later, and shall thereafter maintain such good dues standing for the term of this Agreement.

Section 2. Upon receipt of written notice from the Union, the Employer shall discharge any Employee who fails to become or is not a member of the Union on the prescribed day, provided membership was available under the same terms and conditions as generally applicable to other members. Further, all employees who fail to maintain their Union membership in good dues standing shall be summarily discharged by the Employer. The Union agrees to indemnify, defend and hold the Employer harmless from any claim arising from any such discharge.

Section 3. "Membership in good standing" as referred to herein means solely the tender of payment of normal dues and the standard initiation fee.

Section 4. The Employer agrees not to enter into any agreement or contract with members of the bargaining unit, individually or collectively, nor negotiate or bargain with them, unless it is through the duly authorized representative of the Union, and any such agreement entered into shall be null and void.

Section 5. The Employer agrees to deduct membership dues in an amount designated in writing by the Union's Secretary-Treasurer from the weekly pay of each employee who authorizes such deduction in writing as provided in this section. Deductions shall be made weekly from the net pay of each employee who is or who becomes a member of the Union within the scope of the bargaining unit and is covered by this Agreement, provided such employee has voluntarily authorized the Employer to do so in writing with the "Dues Deduction Authorization" form, to be furnished to the Employer as set forth below:

PUBLIC EMPLOYEES' LOCAL UNION 1033
Providence, Rhode Island
Dues Deduction Authorization

I authorize you to deduct from my weekly pay the sum of -----per week for Union dues payable to the Secretary-Treasurer of Local Union 1033.

Date

Employee's Signature

12/14/11

Employee's S.S. Number

Employee's ID No.

Address

Such authorization form, deduction, practices and procedures enumerated in this Article shall be in compliance with the requirements of all State laws and regulations regarding same.

The Employer will remit the deduction withheld weekly to the Secretary-Treasurer of Local Union 1033, 410 South Main Street, Providence, Rhode Island 02903 on Payroll Optional reports listing the employee's name, identification number, department number, and amount of dues deducted.

In addition, the Employer shall deduct the sum of two cents (\$.02) per hour for each hour worked or paid for from the pay of those employees who so authorize on a voluntary basis to the Rhode Island Laborers Public Employees' Political Action Committee (RILPEPAC), created by the Union in accordance with Title 25 Chapter 17, RIGL, as a voluntary contribution.

Such deduction, if authorized by the employee, shall be made from the employee's pay on each regularly scheduled pay day and shall be remitted to the RILPEPAC monthly and by the 15th day of each month based upon the previous month's payroll. Authorization is granted by the employee's execution of the form attached to this Agreement as Exhibit A.

The Union shall indemnify and hold harmless the Employer for any and all claims, liabilities and costs incurred by the Employer as a result of the Employer's compliance with the above provisions of this Article II.

Section 6. During the term of this Agreement, the Employer shall have the right to transfer and/or redeploy temporary employees, as defined in Article I, and bargaining unit employees who have less than five (5) years' seniority, to vacant positions on a temporary basis and such transfer and/or redeployment shall not be the subject of the grievance procedure. The

parties agree that any transfer/redeployment shall only occur within the affected employee's class, i.e. white collar/blue collar, and will not reduce the salary and benefits afforded to the affected employee. Further, the parties agree that no transfer/redeployment to promotional positions, as defined in Article X, shall occur unless the promotional process of Article X is exhausted. Should a transfer/redeployment to a promotional position occur after the process is exhausted, then the affected employee shall receive the wage rate of the new position for the duration of the transfer/redeployment. Any transfer/redeployment under this provision shall be for a length of time determined by the Employer, but shall not exceed six (6) months. There shall be no pyramiding of transfers/redeployments to the same position. This provision shall not apply to the Communications Department.

ARTICLE III

NON-DISCRIMINATION

There shall be no discrimination against any employee by reason of race, color, creed, sex, age, national origin, physical or mental disability, sexual orientation or Union membership.

The Employer and the Union affirm their joint opposition to any such discriminatory practices in connection with employment, promotion, or training, remembering that the public interest remains in full utilization of an employee's skill and ability without regard to consideration of race, color, creed, sex, age physical or mental disability, sexual orientation or Union membership.

No employee covered by this Agreement shall be discharged, laid off, demoted, suspended, transferred, or affected in any way because of political beliefs or activities.

ARTICLE IV

HOURS OF WORK AND OVERTIME

Section 1. The regular workweek for all employees covered by this Agreement, who are employed in the classifications listed in Schedule "A" hereto, shall consist of five (5) consecutive

eight (8) hour days: Monday, Tuesday, Wednesday, Thursday and Friday. The regular work shift for day workers shall commence at 8:00 A.M. and shall finish at 4:30 P.M. with one half (½) hour lunch period. Existing exceptions to the foregoing, and exceptions codified within Section 2 and Section 5 below may be continued during the term of this Agreement.

The regular workweek for Automobile Drivers shall consist of thirty-five (35) hours per week, consisting of five (5) consecutive seven (7) hour days: Monday, Tuesday, Wednesday, Thursday, and Friday.

Section 2. The regular workweek for all employees covered by this Agreement, who are employed in the classifications listed in Schedule "B" hereto, shall consist of five (5) consecutive seven (7) hour days: Monday, Tuesday, Wednesday, Thursday and Friday. The regular work shift for day workers shall commence at 8:30 A.M. and shall finish at 4:30 P.M. with a one (1) hour lunch period. Existing exceptions to the foregoing, and exceptions codified within this section and Section 5 below may be continued during the term of this Agreement.

(A) Flex Hours. The parties agree that the Employer may seek qualified volunteers within a department needing flextime, on a rotating basis by seniority, as may be needed by a specific department, to work scheduled flextime. When this need arises, the Employer shall notify the Union no later than two weeks prior to the requested implementation of flex time. However, in the event of a situation determined by the Employer to be an emergency, the Employer may implement Flex hours under this section with less than two weeks' notice. In such a case notice will be given to the Union as soon as practical. If the Employer is not able to secure enough volunteers during an emergency, the Employer will identify and select the most junior qualified employees within the department or Citywide to fill the necessary time slots. Implementation of this section shall be considered a normal work week and shall not be considered an alternate work schedule and the provisions of Article IV Section 5 shall not apply, and the work week shall fall within Monday through Friday.

Section 3. Effective October 23, 1999, the workweek for any employee hired and assigned or promoted from a department other than Communications to a position in the Providence Police Control Center shall be four (4) consecutive days on, followed by two (2) consecutive days off and then repeating.

Section 4. Overtime. Time and one half shall be paid in each of the following instances:

(A) Hourly Basis of Pay. Any regular employee of the Employer, whose pay is established on an hourly basis shall be entitled to and shall be paid overtime pay at the rate of one hundred fifty percent (150%) of his hourly rate of pay for each full hour, or part of an hour, of employment in excess of the standard hours of employment worked or credited in any one workweek. In the event an Employee is sick during the workweek, the sick day shall be considered as part of the workweek for the purpose of computing overtime.

(B) Daily Basis of Pay. Any regular employee whose pay is established on a daily basis in the City Compensation Plan shall be entitled to and shall be paid overtime at the rate of one hundred fifty percent (150%) of the rate of payment established in the City Compensation Plan for the particular position which he holds, for each full day or part of in excess of standard days of employment worked or credited in any one workweek.

(C) The Employer may require employees to work reasonable overtime in those areas such as the Department of Public Parks, Department of Public Safety, Department of Public Works, Water Supply Board, and other essential services.

(D) Overtime will be offered equally to employees by classification in each department, on the basis of seniority based on the work the employee customarily and ordinarily performed during that week. A list of

eligible employees of each department shall be posted and maintained by the superintendent and the steward of each department. Should a dispute arise under the application of this clause, and upon request, the Employer shall furnish the Union a record of overtime.

(E) Bargaining Unit members, excluding employees assigned to the Providence Police Control Center and Fire Dispatchers, assigned to a less than forty-hour workweek, may elect to take compensatory time in lieu of cash for the hours worked or credited beyond thirty five and up to forty (40) in a given workweek provided that the department director or designee and the employee are in agreement as to the election of such time. If there is no agreement as to the election of such time then hours worked or credited shall be compensated with overtime wages. The discharge of such compensatory time must be scheduled and approved in advance by the Employee's Department Director. The accumulation or use of such compensatory time, to a maximum of one hundred-five (105) straight time hours (i.e. 157.5 compensatory time hours), cannot be carried over from one contract year to another unless the employee is denied reasonable opportunities to discharge said time prior to the end of the contract year. Requests to discharge compensatory time during the time period of November 15 to January 5 must be submitted in writing by October 15.

(F) An Employee who discharges leave of any type that equals fifty percent (50%) of the employee's regular workweek as of the time that the overtime opportunity occurs, shall not be offered or be eligible for overtime during that workweek unless the entire list, including agreed to alternate lists, of eligible employees is exhausted. Said employee shall remain in the existing location on the overtime list and become eligible for the following workweek for any overtime unless the employee's absence disqualifies him/her under this section.

Section 5. It is recognized that in some circumstances employees may have an existing regular schedule that requires work during a period not included in the workweek as defined in Section 1 of this Article. Such employees shall not be paid one hundred fifty percent (150%) of his hourly rate of pay for work during such periods, but shall receive an additional One Dollar (\$1.00) per hour for all hours worked or credited. This section shall apply to Zoo Keepers at Roger Williams Park. Notwithstanding any provision to the contrary, the Employer shall have the option of maintaining an alternate workweek of Tuesday to Saturday for a maximum of fourteen (14), unless otherwise agreed to by the parties, of which no greater than three (3) shall be from DPW, three (3) from Zoo, excluding the complement of employees currently assigned to an alternate workweek, three (3) from Grounds Maintenance, and two (2) from Traffic Engineering. The complement of WSB employees currently assigned to the alternate work week shall not count toward this maximum number of fourteen (14). Employees assigned to the alternate workweek shall receive regular wages plus One Dollar (\$1.00) per hour for all hours worked or credited. The Employer shall first post this opportunity and award said positions to the senior bidder in the classification assigned to the alternate workweek, then to the senior bidder in the department, then the senior bidder Citywide. If no bidders, then the Employer shall offer this opportunity to temporary employees as identified in Article I.

Section 6. Any employee covered by this Agreement, who is called into work outside of his regular hours, for a period of time that is not connected to his regular hours, shall be paid at the rate of one and one-half (1½) times his regular rate of pay for all such hours worked, but in any event, shall be guaranteed four (4) hours' straight time pay. In the event that such hours worked are in excess of the applicable workweek, the employee shall not be paid overtime in addition to the premium pay or guarantee provided by this section. If otherwise eligible, employees may elect compensatory time per Section 4 (E) above.

Section 7. Summer Hours. During the months of July and August, the regular workday shall end a half (½) hour earlier at no loss of pay for members of the bargaining unit in accordance with current practice. The parties shall train Foreman of outside crews in appropriate safety measures and equipment for hot weather working conditions.

Section 8. Subcontracting. The Employer shall have the right to enter into subcontracts for the performance of work, where the work is of a type which has never been performed by bargaining unit employees covered by this Agreement, or of a type that has previously been subcontracted, or where the subcontractor which is the lowest responsible bidder selected by the Employer subscribes and agrees to be bound by the same economic conditions and the Union security provisions in this Agreement.

Section 9. Coffee Breaks. Employees shall receive one fifteen (15) minute coffee break during the first four (4) hours of their daily assignment and one fifteen (15) minute coffee break during the balance of their daily assignment.

ARTICLE V

MANAGEMENT RIGHTS

Section 1. Except as abridged or restricted by any provision of this Agreement or by applicable law, the Employer shall have the exclusive right to supervise and control all of its departments and employees, to issue reasonable rules and regulations, and to exercise any and all rights and authority granted to the City as an Employer by statute, ordinance, and applicable regulations, and to comply with its responsibilities thereunder. The Employer agrees that no such rights or authority shall be exercised in violation of this Agreement. Further, the exercise of rights normally entrusted to management shall be subject to any obligations the Employer may have under RIGL Section 28-9.4, or obligations imposed upon the Employer by relevant statute.

Section 2. With regard to any vacancies or unfilled positions, the filling of any/all such vacancies or unfilled positions shall be within the sole discretion of the Employer. Nothing

contained in Article II, Section 6 shall negate, contradict, or modify in any way the Employer's rights pursuant to this provision.

Section 3. Reorganization

Except as abridged or restricted by any provision of this Agreement and subject to the following provisions and any obligations imposed on the Employer by applicable law, the Employer may reorganize any one or more departments or areas as set forth below.

1. The Employer shall notify the Union at least fifteen (15) calendar days in advance of notification to bargaining unit members of its intentions to reorganize.
2. The Union and the Employer shall meet to review and discuss the plan for such reorganization.
3. That plan shall include a thirty (30) day notification to the affected employees.
4. (A) All affected employees shall be given the right to bid on new assignments by seniority and shall carry departmental seniority to the new department and/or position.

(B) Affected employees who have no available assignments within their classification will be offered vacant positions which have been posted and not filled in accordance with Article X. If the reassigned employee is assigned to duties below his class but within his seniority group, said assignment shall not be subject to the grievance and arbitration clause and shall be without the loss of pay.

ARTICLE VI

SALARIES AND HOURLY RATE SCHEDULE

Section 1. The economic increases shall be as follows and as provided for in the below paragraphs:

(A) Effective 2359 hours, June 30, 2011, all wage rates for all bargaining unit positions whether assigned to a classification or not, shall be reduced by one percent (1.0%).

(B) Commencing July 1, 2011, and terminating July 1, 2014, all new employees shall be compensated at a wage rate of fifteen percent (15%) below the applicable wages. Wages for said employees shall be increased in five percent (5%) increments annually. The parties acknowledge that this provision shall sunset and become null and void on July 1, 2014, and on said date, any member receiving wages at a rate below the applicable union wage rate shall have his/her wages increased to the applicable union wage rate.

(C) Effective July 1, 2011, to June 30, 2012, there shall be no annual step increase. The parties acknowledge annual step increases shall be re-implemented effective 2359 hours, June 30, 2012.

(D) There shall be no increase in wages for the period of July 1, 2012, to June 30, 2013. In the event that there is an across the board wage increase afforded to City/ School employees in Fiscal Year 2013 which occurs after the execution of this agreement, then all applicable members of Local Union 1033, including those who have retired in Fiscal Year 2013, shall be entitled to the across the board wage increase to City/ School employees in Fiscal Year 2013. The parties agree that this provision shall not apply to awards established by an interest arbitration panel and/or arbitration awards for City and School.

(E) Effective July 1, 2013, an amount equal to an across-the-board wage increase for all bargaining unit employees of three percent (3.0%), over the June 30, 2013, rate.

(F) Effective July 1, 2014, an amount equal to an across-the-board wage increase for all bargaining unit employees of three percent (3.0%), over the June 30, 2014, rate.

(G) In addition, all employees who possess a CDL and who are assigned to a classification with a wage rate less than the EQUIPMENT OPERATOR wage rate and who agree to work reasonable hours, including overtime, in Snow and Ice removal operations shall receive a stipend of fifty cents (\$.50) per hour for all hours worked or paid for in a classification with a wage rate less than the EQUIPMENT OPERATOR wage rate. This stipend is conditioned on maintaining a valid CDL.

ARTICLE VII

LONGEVITY PAY

Section 1. In addition to the salaries listed in this Agreement, there shall be paid a longevity supplement which shall be considered part of the employee's salary for other purposes in this Agreement, including pension purposes. This supplement shall be computed annually on the basis of the employee's salary and years of service, as of June 30. Longevity payments shall be payable annually on or before September 15 or for employees separating prior to the payment date, on a pro rata basis from the commencement of the Fiscal Year through the date of severance.

Section 2. Effective July 1, 2011, (Fiscal Year 2012), the Longevity supplement amount shall be reduced by one (1%) percent as follows:

FOR EMPLOYEES HIRED ON OR PRIOR TO OCTOBER 23, 1999

<u>Years of Service</u>		<u>Annual Percentage Amount</u>
5	but less than 10 yrs.	4%
10	but less than 15 yrs.	5%
15	but less than 20 yrs.	6%
20	or more	7%

FOR EMPLOYEES HIRED AFTER OCTOBER 23, 1999

<u>Year of Service</u>		<u>Annual Percentage Amount</u>
7	but less than 12 yrs.	3%
12	but less than 17 yrs.	4%
17	but less than 20 yrs.	5%
20	or more	6%

Section 3. Bi-Weekly Payroll. Effective with the payment of the Fiscal Year 2011

Longevity Supplement on or before September 15, 2011, the City shall institute a bi-weekly payroll. Individuals who do not qualify for the longevity supplement on the first no pay period, may, at the employee's request, receive a no interest bridge loan from the City in an amount equal to one week's regular wages. Said bridge loan shall be repaid to the City in equal deductions from all remaining bi-weekly paychecks for the remainder of calendar year 2011. Said bridge loans must be repaid no later than December 31, 2011. Individuals who are placed on a no pay leave status subsequent to receiving a bridge loan shall authorize the City in a loan agreement to deduct said payment on December 31, 2011, from accrued Personal, Floating Holiday and/or Vacation Leave.

ARTICLE VIII

SHIFT DIFFERENTIALS

Section 1. Any bargaining unit member who is regularly assigned to commence work subsequent to 11:30 A.M. or prior to 7:00 A.M. shall receive seventy-five cents (\$.75) per hour in addition to his regular rate of pay as contained herein.

ARTICLE IX

SENIORITY AND PROMOTION

Section 1. Definition. Seniority shall be defined as the total length of service with the Employer. Seniority preference shall be defined as length of service within a Department and shall be applicable to filling vacancies and scheduling vacation leave. For employees whose assigned department is merged with another and for employees who are transferred to another department involuntarily, including through reorganization, departmental seniority shall be the length of service in the initial department and the subsequent department, as measured in the aggregate.

Seniority shall be acquired by a fulltime employee after the completion of a six (6) month probationary period, at which time seniority shall be retroactive to the first day of employment. Probationary employees shall not be entitled to avail themselves or utilize the grievance and arbitration procedures, as set forth in Article XXI hereof, regarding disciplinary matters or termination with or without cause, but shall be entitled to any and all other rights, benefits and entitlements pursuant to the terms of this Agreement.

Section 2. Accumulation. Seniority shall accumulate during absence because of illness, injury, vacation or other authorized leave.

Section 3. Break in Seniority. Seniority shall be considered broken only for the following reasons:

- a. When an employee has been discharged for just cause.
- b. When an employee voluntarily terminates his employment.
- c. When an employee exceeds an authorized leave of absence.
- d. When an employee fails to respond to a recall notice.
- e. When an employee engages in other work without authorization while on leave of absence.

- f. When an employee is laid off in excess of two (2) consecutive years.
- g. Absent extenuating circumstances, when an employee fails to report an absence from work of five (5) consecutive working days within that period.

Section 4. Seniority Groups. It is agreed that there shall be two seniority groups: one for employees in "Blue Collar" classifications and another for employees in "White Collar" classifications; and the application of seniority under this Agreement with respect to one group shall be separate and apart from the other group.

Section 5. It is understood that it is the employee's responsibility to advise the Personnel Department of his current address and telephone number.

Section 6. The Employer shall forward a seniority list to the Union, by Department, on an annual basis no later than December 31 of each year so that the Union may review said list and respond with acceptance or correction within 45 days. Disputes regarding seniority shall be processed through Expedited Arbitration.

Section 7. Redeployment/Reduction in the Workforce

Subject to the procedures and limitations contained herein, due to reasons of lack of work or lack of funding, the Employer may implement a redeployment of the workforce or a reduction in the workforce.

The Employer will initially address the issue of lack of work through redeployment of the workforce. The Employer will initially seek volunteers for reassignment to vacant and funded positions after affording the vacant and funded positions to all bargaining unit members in accordance with Article X. Said volunteers, by seniority, who possess the job description qualifications for the vacant and funded position shall then be reassigned and shall carry departmental seniority to the new department and/or position. Said volunteers shall receive the wages of the position. If sufficient volunteers are not obtained, the Employer shall reassign the most junior employee in the affected seniority group (Blue or White Collar), affected department

and job classification. The reassigned employee shall receive the greater of the wages of the position or the wage rate of his classification prior to reassignment. If the reassigned employee is assigned to duties below his class but within his seniority group, said action shall not be subject to the grievance and arbitration clause. Positions to which junior employees are reassigned do not require re-posting pursuant to Article X.

The Employer will initially address the issue of lack of funding through redeployment of the workforce. The Employer will initially seek volunteers for reassignment to vacant and funded positions after affording the vacant and funded positions to all bargaining unit members in accordance with Article X. Said volunteers, by seniority, who possess the job description qualifications for the vacant and funded position shall then be reassigned and shall carry departmental seniority to the new department and/or position. Said volunteers shall receive the wages of the position. If sufficient volunteers are not obtained, the Employer shall reassign the most junior employee in the affected seniority group (Blue or White Collar) and affected department. The reassigned employee shall receive the greater of the wages of the position or the wage rate of his classification prior to reassignment. If the reassigned employee is assigned to duties below his class but within his seniority group, said action shall not be subject to the grievance and arbitration clause. Positions to which junior employees are reassigned do not require re-posting pursuant to Article X.

Following the exhaustion of the Employer's best effort to address the issue of lack of work or lack of funding by reassignment, the Employer shall seek volunteers for layoff (employees who volunteer to be laid off will not be allowed to exercise bumping rights but will retain rights to recall). If a sufficient number of employees do not volunteer for layoff, the Employer may lay off employees by inverse total employment seniority, i.e. last employee hired shall be the first employee laid off, and based upon the then existing proportion of White Collar/Blue Collar employees, the number of which cannot exceed ten (10%) percent of the

bargaining unit workforce. All temporary employees within the affected seniority group and the affected department shall be laid off prior to affecting permanent bargaining unit employees. All affected employees shall receive a two-week notice prior to implementing a layoff or pay in lieu of notice. Additionally, all affected employees shall be placed on a reemployment list for a twenty-four (24) month period and recalled in the inverse order of layoff to any position that the employee possesses the job description qualifications subsequent to the position being initially offered to all bargaining unit employees pursuant to Article X.

Union Stewards shall be considered senior in service for layoff purposes only.

The Recall process shall be as specified in the parties' Recall Memorandum of Agreement.

ARTICLE X

FILLING OF VACANCIES

Section 1. This Article shall apply to the filling of all vacancies and positions within the bargaining unit above that of Laborer and Clerk I, which are vacant, and the Employer determines to fill.

Section 2. The Employer agrees to fill all vacancies from the best qualified applicants in the bargaining unit as defined in subsection (D) and in accordance with the provisions set forth below.

Section 3. The Employer agrees that the first consideration will be given to filling all vacancies from within the department where the vacancy exists. Vacancies in positions that are staffed on more than a single work shift within a department shall initially be offered to bargaining unit employees of the same classification, by seniority, as a lateral transfer.

(A) Notice of a vacancy in any position above that of Laborer and Clerk I shall be posted for a period of three (3) working days on appropriate Employer bulletin boards.

(B) Any employee who is interested in filling the vacancy shall apply in writing to the Department of Human Resources within seven (7) working days after said notice has been posted.

Probationary employees shall be eligible to bid for and fill vacancies; however, regardless of the position occupied, said employees shall serve a full six (6) month probationary period. Apprentice employees shall be required to successfully complete their apprenticeship prior to bidding on vacant positions.

(C) Vacancies shall be filled on the basis of qualifications and ability, as determined by the Employer. The vacancy shall be filled on the basis of qualifications and ability, as determined by the Employer based on the requirements listed in the parties' job descriptions. Where qualifications and ability are relatively equal, seniority shall be the determining factor. Should a question arise out of the decision made by the Employer on the question of qualifications and ability, this shall constitute a grievance and be subject to the grievance and arbitration procedure included in this Agreement.

The parties shall meet quarterly for the purpose of modifying all existing job descriptions so as to delineate actual duties and minimum qualifications.

Disputes arising out of the modification of the job descriptions shall be referred to Expedited Arbitration.

Section 4. The Employer agrees that when detailing employees to higher level duties on a temporary basis, the criteria provided in Section 3 (C) shall be utilized.

Section 5. The successful bidder shall be given a trial period of up to sixty (60) days; and if he is not deemed qualified for the position during that period, he shall be restored to his former job and position.

Section 6. Unless otherwise agreed to by the parties, any posted vacancy shall be filled no later than either forty-five (45) days from the date of posting, or upon the expiration of the retiring employee's vacation leave, whichever is greater.

ARTICLE XI

HOLIDAYS

Section 1. All employees covered by this Agreement shall be paid the regular rate of pay for each of the following designated holidays:

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Columbus Day
Presidents' Day	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Day after Thanksgiving
Victory Day	Christmas Day
	Election Day (November of each even year)

(3) Three Floating Holidays *

Easter Sunday- only for employees who actually work on said day.

*The procedure for requesting time-off shall be handled in the same manner as request for vacation leave. The Floating Holidays may be discharged by the hour.

Section 2. In the event that any of the foregoing holidays fall on a Saturday, the previous day, Friday, shall be the day of celebration. If any of the foregoing holidays fall on a Sunday, the next day, Monday, shall be the day of celebration. Notwithstanding the foregoing, the Employer shall have the option of paying any or all employees an additional day's pay for any holiday occurring on Saturday or Sunday, in lieu of declaring Friday or Monday as the day of celebration.

Section 3. Employees shall be paid for each of the above-enumerated holidays when not worked, provided they meet all of the following eligibility requirements:

(1) The employee works during the payroll week during which the holiday occurs, except when the holiday occurs within his vacation period, or when the employee is absent for

the entire payroll week but has worked within the preceding payroll week, or he is absent during the entire payroll week, in which the holiday occurs, because of jury duty, or received bereavement pay for one or more days during the week.

(2) When a holiday occurs during an eligible employee's scheduled vacation, he shall be paid for the unworked holiday in addition to his vacation pay at the same time or shall be granted an additional day off with pay.

Section 4. In addition, the Employer shall allow one-half (½) day off with pay the afternoon of the last regular working day prior to Christmas Day and New Year's Day (or the days of observance of Christmas Day and New Year's Day), when Christmas Day and New Year's Day fall or are celebrated on Tuesday through Saturday. Good Friday shall be a full work day.

ARTICLE XII

VACATION LEAVE

Section 1. Any employee who has been in the employ of the Employer for more than six (6) months in the aggregate shall receive one (1) weeks' vacation leave with pay.

Section 2. Any employee hired prior to July 1, 1987, who has completed one year of employment, shall be granted three (3) weeks' annual vacation leave each calendar year with pay. Employees hired on or after July 1, 1987, who have completed one (1) year of employment, shall be entitled to two (2) weeks' annual vacation leave each calendar year with pay.

Section 3. Any employee hired on or after July 1, 1987, who has completed five (5) years of employment, shall be granted three (3) weeks' annual vacation leave each calendar year with pay.

Section 4. Any employee who has completed ten (10) years of employment shall be granted four (4) weeks' annual vacation leave each calendar year with pay.

Section 5. Any employee who has completed fifteen (15) years of employment shall be granted five (5) weeks' annual vacation leave each calendar year with pay.

Section 6. Employees may discharge vacation leave in amounts less than a full workweek, but not less than one half (1/2) of a full work day.

Section 7. Vacation credit in excess of six (6) weeks may not be carried over from one calendar year to the next. All vacation time in excess of six weeks (6) as of January 1 must be taken during the calendar year or shall be lost, except in the event that the Employer prevents the employee from taking said excess vacation time during the calendar year.

Section 8. Except for employees on leave due to medical reasons, employees on unpaid leave of any nature shall cease to accrue vacation leave after twenty-six (26) weeks of unpaid leave.

ARTICLE XIII

SICK LEAVE/PERSONAL DAYS

Section 1. All employees of the bargaining unit regularly employed continuously for at least one (1) month shall be entitled to sick leave with full pay. Sick leave shall be granted for the following reasons:

(A) Personal illness or physical incapacity to such an extent as to be rendered thereby unable to perform the duties of his position.

(B) Attendance upon members of the family within the household of the employee, whose illness requires the care of such employee, provided that not more than seven (7) working days with pay shall be granted to employees for this purpose in any one calendar year.

(C) Enforced quarantine when established and declared by the Department of Health, or their competent authority for the period of such quarantine only.

(D) Two (2) Personal Days per contract year, which shall be deducted from accrued sick leave.

Section 2. Sick leave with full pay for the employees of this bargaining unit shall be computed at the rate of one and one quarter (1¼) working days per month.

Such annual sick leave of fifteen (15) working days with pay, of which two (2) days shall be personal days as defined in (D) above, when not used, shall be cumulative, but the accumulated and unused portion of such sick leave shall not exceed one hundred thirty-five (135) days at one time; provided, however, any employee with at least five (5) years of continuous service, who contracts a serious illness, may be granted, with the approval of the Personnel Director, the Finance Director, and the Mayor, a further leave with pay, not to exceed ninety (90) days in addition to his accumulated sick leave, as of the date such illness occurs. Personal days which are not discharged shall accrue as sick leave and not personal leave.

Section 3. Sick leave shall not be discharged in periods of less than one-half (½) of a work day.

Section 4. The Department Head may require a physician's certificate or other satisfactory evidence in support of any request for sick leave, provided the employee affected has been told on the occasion of his last prior absence for sickness, that such evidence might be required for any future sick leave request in accordance with the Employer's Sick Leave Abuse Policy. However, such evidence shall be required for each sick leave with pay covering an absence of more than three (3) consecutive working days.

Section 5. Employees who retire and receive a retirement benefit under the City of Providence Employees' Retirement System shall, upon retirement, be entitled to a lump sum payment equal to the sum of twenty-five percent (25%) of the value of the first fifty (50) days of unused sick leave accumulated from January 1, 1986, to the date of their retirement and fifty percent (50%) of the value of the days over fifty (50) of unused sick leave accumulated during said period.

Section 6. Except for employees on leave due to medical reasons, employees on unpaid leave of any nature shall cease to accrue sick leave after twenty-six (26) weeks of unpaid leave.

ARTICLE XIV

LEAVE OF ABSENCE

Section 1. It is agreed that upon written application an employee with permanent status may be granted a leave without pay, not to exceed one year, for reason of personal illness, disability, or other purpose deemed proper and approved by the Personnel Director.

At the expiration of such leave, the employee shall be returned to the position from which he is on leave at the same step of the then current range for his class of position. Seniority shall be retained and shall accumulate during all leaves without pay.

ARTICLE XV

BEREAVEMENT LEAVE

Section 1. All employees of the bargaining unit shall be allowed leave without loss of pay, when death occurs in an employee's immediate family, [i.e. employee's legal spouse, employee's domestic partner of the same or opposite sex who has lived in the same household as the employee for at least six (6) months and when the employee and partner have made a commitment to continue to live as a family, mother, father, son, daughter, brother, sister, or other members of the immediate household] provided that in such cases the leave shall not exceed more than one (1) day beyond the date of burial; in the case of employees of the Jewish faith, said leave shall be for the actual period of mourning observed, but not to exceed seven (7) days from the day of burial.

Section 2. All employees covered by this Agreement shall be granted one (1) day leave with pay to attend funeral services for grandparents, mother in law, father in law, aunts or uncles.

Section 3. In the event there is a death in the employee's family, but not in the immediate household, as defined above, the employee shall be granted sufficient time to attend the funeral service without loss of pay.

ARTICLE XVI

JURY LEAVE

Section 1. An employee who is called for jury service in a court of law shall be excused from work for the days on which the employee serves and shall receive, for each such day of jury service on which the employee otherwise would have worked, the straight time rate of pay for each hour of absence, less the amount received for jury duty. The employee will present proof of such service and the amount received therefor.

ARTICLE XVII

SPECIAL TIME OFF

Section 1. The Union Negotiating Committee shall consist of not less than three (3) employees nor more than five (5) employees designated by the Union who shall be afforded time off with pay required to negotiate agreements. Not more than five (5) employees who constitute part of the Negotiating Committee shall be excused from duty with pay for the purpose of participation and the negotiating of any agreement, providing reasonable notice is given to the appropriate Department Head.

Section 2. The Union has submitted to the Employer a list of designated Union stewards who shall be recognized as such by the Employer in the departments and divisions indicated in the submission. Hereafter, in no event shall the total number stewards exceed fifty (50), nor shall any one department or division have more than three (3) stewards. The Union shall furnish the Employer and appropriate Department Heads with a list of stewards, and shall, as soon as possible, notify said appropriate Employer officials in writing of any changes thereto. Only

those who are officers and stewards shall be recognized by the Employer for the purpose of meetings.

The Union may also be represented by representatives of Local Union 1033, International Representatives, and Representatives of the Rhode Island Laborers' District Council with Legal Counsel.

Section 3. There shall be no deduction of pay from a grievant and/or Union officer or steward for time spent directly involved in meetings with department heads during working hours.

Section 4. Designated stewards or Union representatives shall be allowed to visit all job areas, department offices and buildings during working hours, provided that prior permission of the Employer is obtained, which permission shall not be unreasonably withheld.

Section 5. Elected Union officials and members of the Union Executive Board [not to exceed a total of six (6) in number] shall be granted time off with pay to attend (A) all scheduled Local Union meetings, (B) all meetings of the Rhode Island Laborers' District Council, and (C) as delegates for International LIUNA, Regional and State AFLCIO conventions.

ARTICLE XVIII

HEALTH AND WELFARE

Section 1(A). The Employer shall provide all permanent employees who are covered by this agreement and their eligible family members with health care coverage as follows:

LOCAL UNION 1033 HEALTH CARE PLAN

COVERAGE LEVELS:

In network - Full coverage from a broad network of hospitals, PCP'S, and specialists. Members will not be billed for charges beyond Blue Cross allowance. The network shall be equivalent to the Blue Cross Coast-to-Coast Network existing at the time of the execution of this Agreement.

Out of network - Members may also choose to see any other non-participating provider and still receive coverage at 80% of the in network allowance after an annual deductible of \$100 per individual - \$300 per family; \$1,000/\$3,000 maximum out of pocket (Regional allowance).

PARTICIPATING PROVIDERS:

Includes the carrier's broad-based Local, Regional and National network of hospitals and primary care physicians, plus specialized networks for eye care, lab & x-ray services, DME, chiropractic, home care, mental health/substance abuse.

PRE-AUTHORIZATION:

Authorization is obtained by participating providers. Members are responsible only when using non-participating providers.

DEDUCTIBLES:

\$100 per individual - \$300 per family; \$1,000/\$3,000 maximum out of pocket.

ANNUAL MAXIMUM EXPENSE:

Out of network benefit increased to full coverage after maximum expense of \$1,000 per individual; \$3,000 per family.

LIFETIME MAXIMUMS:

Unlimited.

DEPENDENT COVERAGE:

Spouse and children through the end of the month in which the child turns age 26.

OUTPATIENT SERVICES

PREVENTIVE CARE:

Including Well-baby visits - \$15 co-payment; pap smears and mammograms covered in full.

OFFICE VISITS:

Routine and non-routine - \$15 co-payment (\$20 allergist & dermatologist).

EYE EXAMS:

\$15 co-payment for one routine exam per year at participating providers.

OUTPATIENT SURGERY:

Covered in full. \$100.00 per inpatient and outpatient hospitalization occurrence deductible with \$200 individual/\$300 family out-of-pocket maximum per year.

DIAGNOSTIC LAB & X-RAY:

Covered in full at network lab and x-ray facilities.

CHIROPRACTIC CARE:

Office visits (12 per year) - \$20 co-payment; lab tests & x-rays in full.

WISDOM TEETH:

Covered in full, when medically necessary (bone impacted requiring service at hospital).

INPATIENT SERVICES

HOSPITAL ROOM & BOARD:

Unlimited days of care in a semiprivate room. \$100.00 per inpatient and outpatient hospitalization occurrence deductible with \$200 individual/\$300 family out-of-pocket maximum per year.

SURGICAL-MEDICAL:

Covered in full. \$100.00 per inpatient and outpatient hospitalization occurrence deductible with \$200 individual/\$300 family out-of-pocket maximum per year.

EMERGENCY ROOM:

\$100 co-payment for treatment of accident or life threatening medical emergency within 24 hours of onset of symptoms (co-payment waived if admitted).

MATERNITY:

Covered in full. \$100.00 per inpatient and outpatient hospitalization occurrence deductible with \$200 individual/\$300 family out-of-pocket maximum per year.

ORGAN TRANSPLANT:

Covered for eligible costs associated with kidney, liver, lung, heart, cornea and homologous bone marrow transplants. \$100.00 per inpatient and outpatient hospitalization occurrence deductible with \$200 individual/\$300 family out-of-pocket maximum per year.

MENTAL HEALTH & SUBSTANCE ABUSE (MHSA)

INPATIENT MH:

45 days of care in a participating hospital, when arranged by the Care Manager. 50% at out-of-area non-participating providers. \$100.00 per inpatient and outpatient hospitalization occurrence deductible with \$200 individual/\$300 family out-of-pocket maximum per year.

OUTPATIENT MH:

\$20 per individual session; \$10 per group session; \$1,000 annual maximum, when arranged by the Care Manager. 50% after deductible at non-participating providers.

INPATIENT SA:

Detoxification - 3 admissions per year or 21 days, whichever comes first, when arranged by the Care Manager.

Rehabilitation - 30 days in any 12-month period; lifetime limit of 90 days per member, when arranged by the Care Manager. 50% coverage at out-of-area non-participating providers. \$100.00 per inpatient and outpatient hospitalization occurrence deductible with \$200 individual/\$300 family out-of-pocket maximum per year.

OUTPATIENT SA:

30 hours per patient, 20 hours for family members, per 12-month period. \$20 per individual session; \$10 per group session, when arranged by the Care Manager. 50% at out-of-area non-participating providers.

ADDITIONAL SERVICES:

RX and VISION CARE HARDWARE: - by the Rhode Island Public Employees' Health Services Fund.

SELF ADMINISTERED INNOCULATIONS: 80% coverage; administered by the City of Providence's Prescription Benefits Manager.

PHYSICAL, SPEECH & OCCUPATIONAL THERAPY - OUTPATIENT: - 80% coverage.

PRIVATE DUTY NURSING & AMBULANCE: - 80% coverage. Does not include Air Ambulance.

DURABLE MEDICAL EQUIPMENT: - 80% coverage. No dollar maximum.

HOME & HOSPICE CARE: - \$20 co-payment. Includes doctor, nurse, health aide visits and home infusion therapy.

SKILLED NURSING CARE: - \$20 co-payment

Section 1(B). The Employer also agrees to furnish as an alternative to the foregoing, substantially equivalent coverage under United Healthcare of New England or such other plan(s) agreed to by the parties.

Section 1(C). Notwithstanding the foregoing, with thirty (30) days' prior notice to the Union, the Employer shall have the right at any time during this Agreement to provide substantially equal medical insurance benefits under a different plan than those specified in Section 1 and in lieu thereof.

Section 1 (D). Upon presentation of proof of alternative health care coverage pursuant to a non-Employer paid plan satisfactory to the Employee's Benefit Coordinator, employees eligible for paid City Blue or United Healthcare of New England insurance under this agreement may choose not to be covered under the Employer's group health insurance policies. Eligible employees enrolled in a family plan making this choice shall receive \$1,500.00 for each full contract year in which they are not covered for family coverage and for those dropping individual coverage, the compensation shall be \$750.00 for each full contract year of non-coverage by a City plan. The parties understand and agree that employees whose spouses are employed by the City and those who have chosen not to be covered by Employer policies shall not be eligible for this benefit. For each year in which the employee opts out under this Section, he shall receive no coverage pursuant to this Article, except that employees may opt back into the Plan in the event of a major life event causing loss of alternative and/or equivalent coverage, such as death or loss of employment of a spouse. Proof of loss of said alternative coverage and/or equivalent coverage may be required by the Employer before the employee is re-enrolled. Payments to employees under this provision shall be made at the end of each year, in arrears, for the period of July to June with payment made in June. If an employee has opted back into

Employer coverage during the course of a contract year, he shall not be entitled to any payment under this Section for that year.

Section 1 (E). Prior to the effective date of this Agreement, all permanent employees shall co-share in the cost of healthcare benefits provided in this Article through pre-tax weekly payroll deduction (if permissible by law) as follows:

Employees shall share in the cost of their medical health benefits by a payroll pre-tax co-payment deduction for Individual Plans at .0145 of base wages not to exceed 15% of the annual premium/working rate and Family Plans at .0285 of base wages not to exceed 15% of the annual premium/working rate which shall be computed based upon utilization and paid claims, by a consultant selected by the parties which shall not increase by more than 9.5% over the rates existing prior to this stated time period.

Effective July 1, 2011, Employees shall share in the cost of their medical health benefits by a payroll pre-tax co-payment deduction for Individual Plans at .016 of base wages not to exceed 15% of the annual premium/working rate and Family Plans at .035 of base wages not to exceed 15% of the annual premium/working rate.

Employees with annual base wages of \$50,000.00 or more shall co-share in the cost of healthcare benefits provided in this Article through pre-tax weekly payroll deduction by payment of .016 of base wages for an individual plan .035 of base wages for family plan - not to exceed 16.5% of the negotiated working rate.

Effective July 1, 2013, employees with annual base wages of \$50,000.00 or more shall co-share in the cost of healthcare insurance benefits provided in this Article through pre-tax weekly payroll deduction by the payment of 18% of the negotiated working rate. Employees with annual base wages that are less than \$50,000.00 shall co-share in the cost of healthcare insurance benefits provided in this Article through pre-tax weekly payroll deduction by the payment of 15% of the negotiated working rate.

Effective July 1, 2014, and thereafter, employees with annual base wages of \$50,000.00 or more shall co-share in the cost of healthcare insurance benefits provided in this Article through pre-tax weekly payroll deduction by the payment of 20% of the negotiated working rate. Employees with annual base wages that are less than \$50,000.00 shall co-share in the cost of healthcare insurance benefits provided in this Article through pre-tax weekly payroll deduction by the payment of 15% of the negotiated working rate.

It is acknowledged that the premium/working rate for the purpose of computing the employee co-payment shall be as determined annually by a consultant selected by the parties, shall include utilization and paid claims, and shall not increase by more than 9.5% annually.

Section 1 (F). The Employer also agrees to continue health coverage for retirees and retirees' spouses for life for employees who retired on or after July 1, 1982, and prior to September 3, 1995. The plan of coverage shall be the plan elected by the individual on the date of retirement. Said coverage shall be converted to Plan 65 coverage upon attainment of the age of 65 or, at the option of the retiree, a Medicare approved HMO with a benefit plan substantially equivalent to that existing at the time this Agreement is executed with all premium payments for said plan borne by the Employer.

The Employer shall furnish health care coverage, on an individual basis only, to employees who retire(d) on or after September 3, 1995. Said coverage shall be of the same plan in effect when the retiree was an active employee up to age 65. Upon attainment of age 65 or at such age as to qualify for Medicare, said coverage shall convert to Plan 65 or, at the option of the retiree, a Medicare approved HMO with a benefit plan substantially equivalent to that existing at the time this Agreement is executed with all premium payments for said plan borne by the Employer. This coverage shall be for life. The Employer also agrees to provide this coverage to the retiree's spouse upon the death of the retiree.

Additionally, all permanent employees hired on or after July 1, 1992, must be actually employed by the City of Providence for at least ten (10) years and receiving retirement benefits under the City of Providence Employees' Retirement System prior to qualifying for Retiree Medical Care Coverage.

The premium payments of the above described coverage for active employees shall be borne solely by the employer through September 30, 2004, and for all retirees who retire prior to January 1, 2005.

Individuals retiring shall co-share at the individual rate, as stated above and as in effect on the last day worked through pre-tax monthly pension payroll deduction (if permissible by law) and shall receive the Individual Plan until becoming Medicare eligible at which time the retiree shall receive Plan 65 or a Medicare approved HMO (with a benefit plan substantially equivalent to that existing at the time this Agreement is executed) with all premium payments for said plan borne by the Employer.

Employees hired on and after July 1, 2008, shall no longer receive Retiree Post Medicare health benefits paid for by the employer; but the employer shall allow said employees to purchase Post Medicare eligible healthcare at the retiree's cost and at the employer's group rate. Said employees shall be required to participate in a Designated Savings Account or other savings vehicle approved by the City and the Union at a rate of five cents (\$.05) per hour with the funds being used for said Retiree Post Medicare healthcare.

Section 1 (G). Upon presentation of proof of alternative health care coverage pursuant to a non-Employer paid plan satisfactory to the Employee's Benefit Coordinator, retirees eligible for paid health insurance under this Agreement may choose not to be covered under the Employer's group health insurance policies. Eligible retirees enrolled in a plan making this choice shall receive \$750.00 for each full contract year of non-coverage by an Employer plan.

The parties understand and agree that retirees whose spouses are employed by the Employer and
12/14/11 33

those who have chosen not to be covered by Employer policies shall not be eligible for this benefit. For each year in which the retiree opts out under this section, he shall receive no coverage pursuant to this Article, except that retirees may opt back into the Plan in the event of a major life event causing loss of alternative and equivalent coverage, such as death or loss of employment of a spouse. Proof of loss of said alternative coverage or equivalent coverage may be required by the Employer before the retiree is re-enrolled. Payments to retirees under this provision shall be made at the end of each year, in arrears for the period of July to June with payment made in June. If a retiree has opted back into Employer coverage during the course of a contract year, he shall not be entitled to any payment under this section for that year. When a retiree opts back into coverage or receives post retirement coverage under this Article, said retiree shall be afforded the opportunity to purchase all supplemental coverage heretofore existing including spousal coverage, RX, and dental coverage, under all of the conditions that existed on the retiree's initial retirement date.

Section 1 (H). Effective January 1, 2012, and in lieu of Section 1 (G) above, the City's obligation to provide retiree healthcare coverage to a specific retiree shall be suspended in the event that the retiree is eligible for medical insurance under any health care plan, including that made available through the retiree's spouse, providing that said plan is equivalent in coverage and cost. If coverage is not equivalent or if the plan's cost exceeds the cost to the retiree of a City Plan, then the City shall have the option of providing payment to make the cost equal and/or providing only such coverage as to make the plans equivalent or maintaining the City Plan for the retiree, all pursuant to all provisions contained herein for retirees on said retirement date. At the request of the City, the retiree shall be obligated to provide proof that he or she is not eligible to receive healthcare coverage from another source or that coverage is not otherwise equivalent coverage pursuant to this agreement. Subsequent to retirement, should a retiree whose healthcare coverage is suspended in accordance with this provision, lose alternate coverage from

an alternate source, the City shall restore coverage on the first day of the month after notice has been received under the same terms as those that existed at the retiree's date of retirement.

Section 2. Any employee having an application for Accidental Disability Retirement benefits pending before the Retirement Board shall have the right to appear before the Board and may be represented by Counsel, or by the Union Representative, prior to the Board's action upon the application.

Section 3. Any employee who sustained an on-the-job injury prior to July 1, 1981, having an application for Temporary Disability Benefits, shall have right to appear before the Commission on Relief of Injured Employees, and may be represented by Counsel, or by Union Representative, prior to the Commission's action upon the application. Said employee shall be entitled to Temporary Disability benefits as outlined in the City of Providence Injured Employees' Act. In addition, the Department Head shall forward any accident report to the Commission within forty-eight (48) hours of the report being filed by the employee.

Any employee who sustains an on-the-job injury as of July 1, 1981, shall be entitled to Workers' Compensation benefits in accordance with the General Laws of the State of Rhode Island, Title 28, Chapters 29 to 38 inclusive.

ARTICLE XIX

DENTAL BENEFITS

Section 1. The Employer shall furnish Dental Insurance Levels I-IV coverage with student rider to age twenty-five (25) for all permanent employees and their families. Said coverage shall provide an annual maximum benefit of \$2,000 per person and a lifetime orthodontic maximum of \$2,000.

Section 2. Notwithstanding the foregoing, with thirty (30) days' prior notice to the Union, the Employer shall have the right at any time during this Agreement to provide substantially equal dental benefits under a different carrier or under a different plan than that

specified in Section 1 and in lieu thereof.. Should a change in carrier occur, the Employer shall then conduct all necessary and required educational and informational seminars.

Section 3. Upon presentation of proof of alternative dental care coverage pursuant to a non-Employer paid plan satisfactory to the Employee's Benefit Coordinator, employees eligible for paid dental benefits under this Agreement may choose not to be covered under the Employer's group dental insurance policy. Eligible employees enrolled in a family plan making this choice shall receive \$500.00 for each full contract year in which they are not covered for family coverage and for those dropping individual coverage, the compensation shall be \$250.00 for each full contract year of non-coverage by an Employer plan. The parties understand and agree that employees whose spouses are employed by the Employer and those who have chosen not to be covered by Employer policies shall not be eligible for this benefit. For each year in which the employee opts out under this section, he shall receive no coverage pursuant to this Article, except that employees may opt back into the Plan in the event of a major life event causing loss of alternative and equivalent coverage, such as death or loss of employment of a spouse. Proof of loss of said alternative coverage or equivalent coverage may be required by the Employer before the employee is re-enrolled. Payments to employees under this provision shall be made at the end of each year, in arrears for the period of October to September with payment made in September. If an employee has opted back into Employer coverage during the course of a contract year, he shall not be entitled to any payment under this section for that year.

ARTICLE XX

UNION BENEFIT TRUST FUNDS

Section 1. In order to provide each employee covered by this Agreement and their dependents with the benefits described below and which are provided through Union Benefit Trust Funds, the Employer agrees to contribute \$2.76 per hour for each straight-time hour each employee covered by this Agreement is paid. The above language notwithstanding, the

Employer's contribution shall be paid for the full day [seven (7) or eight (8) hours] for every day that the employee receives pay, including days of holiday and leave, or a contribution is otherwise due under Section 3 below. Of said \$2.76 per hour, \$1.04 shall be paid to the LIUNA National (Industrial) Pension Fund and \$1.72 per hour shall be paid the RI Public Employees' Benefits Fund.

Effective July 1, 2011, the parties elect to participate in the preferred schedule as codified in the Funding Rehabilitation Plan of the Laborers' International Union of North America National (Industrial) Pension Fund and the Employer's contributions to the LIUNA National (Industrial) Pension Fund shall be increased according to said Preferred Schedule. The Employer's contribution to the RI Public Employees' Benefits Fund shall remain at \$1.72 per straight-time hour that each employee covered by this Agreement is paid.

Section 2. Said contributions will be paid to the Fund no later than the fifteenth (15th) day of each month and shall be based on the preceding month's payroll.

Section 3. An employee receiving Workers' Compensation benefits shall be considered to be working his normal and regular workweek.

Section 4. In addition to all other Employer contributions required herein, the Employer shall also pay to the Rhode Island Public Employees' Health Services Fund, no later than January 15, an amount equal to the one-half (½%) percent wage assignment as required in the parties' May 26, 1994, Memorandum of Agreement. The parties acknowledge that this amount is not an additional Employer contribution but rather is an assignment of a portion of the July 1, 1994, wage increase. The contribution due January 2004 shall be paid January 2009.

Section 5. Each employee covered by this Agreement and their dependents shall be provided prescription drug benefits, vision care benefits, life insurance, and a Wellness Benefit Program from the "Rhode Island Public Employees' Health Services Fund", established by

Declaration of Trust dated July 1, 1979. Said fund shall be administered by a Board of Trustees selected and appointed under the provisions of the Trust Agreement executed by the Union.

Section 6. Each employee covered by this Agreement shall receive retirement benefits from the Laborers' International Union of North America National (INDUSTRIAL) Pension Fund based upon the Trust Fund document and Rules and Regulations of said Fund. The Union and the Employer have signed an Agreement and Declaration of Trust of the Laborers' International Union of North America National (INDUSTRIAL) Pension Fund.

Section 7. Each employee covered by this Agreement and their dependents shall be provided with assistance in defraying the cost of legal counsel through the "Rhode Island Public Service Employees' Legal Services Fund", established by a Declaration of Trust dated September 20, 1974. The Fund is administered by a Board of Trustees selected and appointed under the provisions of the Trust Agreement executed by the Union. The Fund shall not be used to provide benefits which defray any expenses for disputes, grievances, or legal proceedings between employee-participant, his spouse, or dependents and the Employer, the Union or any of its members, their agents, or any legal entity of which they are a part.

Section 8(A). Employees covered by this Agreement shall be offered necessary educational, vocational, specialty and safety related training through the "Rhode Island Public Service Employees' Training Fund", established by a Declaration of Trust executed by the Union and from the New England Health and Safety Fund.

Section 8(B). The Employer shall establish a bargaining unit position of Training Coordinator, the primary duty of which shall be designating required training for employees covered by this Agreement and coordinating the development and implementation of said training with the aforesaid Funds. Said position shall enjoy wage parity with the position of Employee Benefits Coordinator. This position shall be staffed by an individual nominated by the Rhode Island Public Service Employees' Training Fund.

ARTICLE XXI

GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. Grievances. It is mutually understood and agreed that all grievances of employees or the Union arising out of the provision of this contract shall be filed and processed as follows:

Section 2. The employee's Union stewards shall be guaranteed sufficient time off during working hours to seek to settle grievances without loss of pay. An aggrieved employee shall have the right to Union representation, during the grievance procedure.

Step 1. The Union shall present such grievance in writing to the appropriate Director, Department Head, Director of Personnel Bureau and/or the Chief of Police or a designee. The Director and/or Department Head, Director of Personnel Bureau and/or Chief of Police or a designee shall have five (5) working days to respond to the grievance in writing.

Step 2. In the event the grievance is not satisfactorily adjusted, the Union shall present such grievance in writing to the Director of Personnel or his designee within five (5) working days from the receipt of the Step 1 response. The Director of Personnel or his designee shall have five (5) working days to respond to the grievance in writing.

Step 3. If unable to reach a satisfactory adjustment within five (5) working days, the Union shall submit the grievance in writing within five (5) working days to the Mayor or the Commissioner of Public Safety, for those affected employees working under his supervision, who must then meet or respond to the grievance in writing within five (5) working days.

Section 3(A). Arbitration. If a grievance is not settled, such grievance may at the request of the Union, be referred to the Labor Relations Connection in accordance with its rules then obtaining. The Arbitrator's decision shall be final and binding upon the parties. The expenses of

such arbitrator shall be borne equally by the parties. The arbitrator shall have no power to disregard, alter, amend, add to or deduct from the provisions of this Agreement. The submission to arbitration must be made within fifteen (15) working days of receipt of the Mayor's or Commissioner's answer, as stated in Step 3 or else it shall be deemed to have been waived.

Section 3(B). All Demands for Arbitration, absent an expressed agreement of the parties, shall be heard within 120 days of the initial filing of the Demand for Arbitration and conclude within 180 days of the filing of the Demand for Arbitration. All Demands for Expedited Arbitration shall be heard within fifteen (15) days of the initial filing.

The Employer and the Union agree to apply the decision of the arbitrator to all substantially similar situations.

Any grievance which is not presented at Step 1 within five (5) working days excluding Saturdays, Sundays and Holidays, of the date of occurrence or injury (whichever is later) shall be deemed to have been waived. Failure of the Union to comply with the other time limitations set forth in this Article shall also constitute a waiver of the grievance. Failure of the Employer to respond timely at any step of the grievance procedure shall enable the Union to proceed to the next step, including arbitration.

Section 4. Sustained grievances and grievance resolution agreements shall be implemented within thirty (30) days. If the Employer fails to implement the same, the matter shall be submitted to expedited arbitration.

ARTICLE XXII

NO STRIKE/NO LOCKOUT

Section 1. Cognizant of the statutory prohibition against strikes by employees covered by this Agreement, neither the Union nor any employees covered by this Agreement shall engage in, induce, cause, or encourage any strike, slowdown, refusal to perform duties (including collective

absenteeism for alleged illness), work stoppage, or withholding of services of any kind for any reason during the life of this Agreement.

Section 2. The Employer agrees that there shall be no lockouts during the term of this Agreement.

ARTICLE XXIII

PROTECTIVE CLOTHING, BULLETIN BOARDS, SAFETY, AUTOMOBILE ALLOWANCE AND COMPENSATION

Section 1. Protective Clothing. The Employer shall provide required protective clothing for those employees engaged in activities which subject their regular clothing to extraordinary wear and tear.

Section 2. Bulletin Boards. The Employer shall provide Bulletin Boards in conspicuous places to be used solely for the posting of Union notices, rules and regulations.

Section 3. Safety. A Local Union 1033/City of Providence Safety Committee shall be appointed, composed of three (3) representatives selected by the Union, two (2) representatives selected by the Mayor and one (1) representative selected by the City Council. The Committee shall meet at least quarterly and report recommendations and findings to their respective appointing authorities.

Both the Employer and the Union shall cooperate in the enforcement of safety rules and regulations and shall promote sound safety practices and rules for the protection of employees and the public.

Section 4. Automobile Allowance. Employees covered by this Agreement who are required to use their own automobile in connection with services rendered shall receive Two Hundred Sixty Dollars and Sixty-Four Cents (\$260.64) per month as a monthly allowance. Employees who use their own automobile in connection with services rendered three or more times per week shall receive Three Hundred Seventy-Six Dollars and Forty-Four Cents

(\$376.44) per month as a monthly allowance. This amount shall be adjusted each October 1 by the increase or decrease in Federal travel regulations for government use of privately owned vehicles.

Section 5. Compensation. Employees covered by this Agreement who are authorized by the Employer to work in a higher rated classification shall receive the higher rate of pay. In the event an employee starts the work day in a higher rated classification, the employee shall receive the higher pay of that classification for the full day.

Section 6. Uniforms. For those employees required by the Employer to wear uniforms, the Employer shall provide and maintain such uniforms. The Employer, at its option, shall either (1) provide an annual clothing and maintenance allowance of Four Hundred Fifty Dollars (\$450.00) to all permanent Park Rangers, Animal Control Officers, and Parking Enforcement Officers, along with an initial issue of uniforms and in-kind replacement as needed; or (2) provide said employees with uniforms and be responsible for cleaning/maintaining said uniforms for the employees. If the Employer selects the payment option, payment shall be made to the employees in the above identified positions no later than July 1 following the employee's assignment to the position and every year thereafter as long as the employee remains in the designated position. The Employer will be responsible for providing each employee within the designated position with sufficient uniforms, no later than fifteen (15) days after assignment. Damage to uniforms caused by usage not associated with normal wearing of the uniform will be the employee's responsibility to repair.

Section 7. Parking Enforcement Officers. Parking Enforcement Officers shall be provided with radios to communicate with the Police Control Center.

ARTICLE XXIV

APPRENTICESHIP PROGRAM

Section 1. The Employer and the Union recognize and acknowledge that the delivery of efficient Municipal Services is dependent on the ability to recruit and train highly motivated, productive, and skilled Public Employees.

Section 2. There shall be an Apprenticeship Council consisting of seven (7) members: three (3) appointed by the Union Business Manager, three (3) appointed by the Mayor, and one (1) appointed by the City Council. The members shall meet on a quarterly basis.

Section 3. Within thirty (30) days of the execution of this agreement, the parties will meet and confer to establish the job progression, educational, and on-the-job training criteria for all new bargaining unit employees entering the Apprenticeship Program, all in accordance with Article 1 Section 2 (a) (3).

Section 4. The Apprenticeship Program will coordinate additional career and citizenship enhancement training with the Rhode Island Public Service Employees' Training Fund.

ARTICLE XXV

CHANGES OR AMENDMENTS

Section 1. This Agreement constitutes the entire agreement and complete understanding between the Employer and the Union arrived at as a result of collective bargaining, except such amendments hereto or modifications hereof as shall be reduced to writing and executed by the parties following the execution of this Agreement.

ARTICLE XXVI

SEVERABILITY

Section 1. Should any final decision of any Court of competent jurisdiction affect any provision of this Agreement, only the provision so affected shall become null and void; otherwise, all other provisions of this Agreement shall remain in full force and effect.

ARTICLE XXVII

DURATION OF AGREEMENT

Section 1. The terms and conditions of this Agreement shall be effective July 1, 2011, and shall continue in full force and effect through June 30, 2015, and from year to year thereafter unless either party at least one hundred and twenty (120) days prior to June 30, 2015, gives notice in writing to the other party of its intention to terminate this Agreement, in which event this Agreement shall terminate at the end of the contract year in which said notice is given. In the event that such notice is given, negotiations shall begin immediately, no later than sixty (60) days prior to the termination of the Agreement.

Section 2. The provisions of the preceding section shall not prevent the parties, by written Agreement, from extending any portion of this Agreement, after the one hundred twenty (120) day notice has been given for any agreed upon period beyond its expiration date.

IN WITNESS WHEREOF, the parties herein have caused these presents to be signed by their duly authorized representatives on the 14th day of December, 2011.

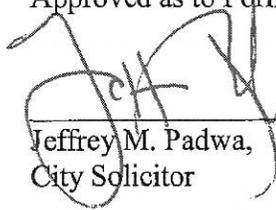
CITY OF PROVIDENCE
RHODE ISLAND



ANGEL TAVERAS
Mayor, City of Providence

WITNESS:

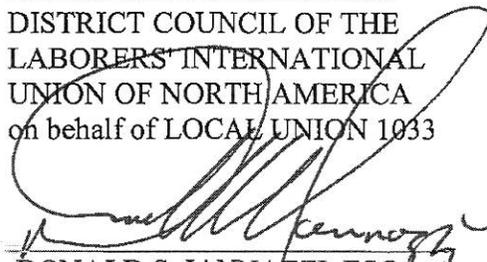
Approved as to Form and Correctness:

 12/14/11

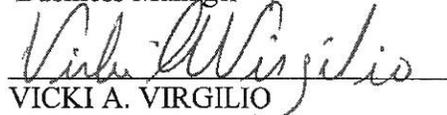
Jeffrey M. Padwa,
City Solicitor

12/14/11

RHODE ISLAND LABORERS'
DISTRICT COUNCIL OF THE
LABORERS' INTERNATIONAL
UNION OF NORTH AMERICA
on behalf of LOCAL UNION 1033



DONALD S. IANNAZZI, ESQ.
Business Manager



VICKI A. VIRGILIO
President

WITNESS:

Providence Water Docket 4406

**Data Requests of the Commission
Set 1 (Issued July 22, 2013)**

Comm 1-13. Please provide any salary surveys or other data that you have compiled to support the wage increases currently requested in the General Rate Filing.

Answer: Please see Comm 1-12, and the Union contract Article VI, page 13, sections (E) and (F) to support the contractual raise requested in this filing.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

14. With regard to the Personnel and Overtime Information, please provide the detail behind these numbers, i.e., the name, title and salary of the employee who has received overtime compensation in FY 2009, FY 2010 and FY 2011.

Answer: Please see attached report run by the City's IT department for the past overtime compensation.

Earnings & Hours in Pay-Class "OVT" for FY:

2009 through 2011

(Providence Water Supply Board)

Data Date: 08/06/2013

EMP#	EMPLOYEE NAME	JOB-CODE: Description	FY	PAY-CODE: Description	HRS	PAY
1	FLORIO, JAMES P.	526: Associate Engineer Iv	2009	OT1: C-OVERTIME	1.50	67.59
13	PORRECA, AGOSTINO	1120: Sr Meter Reader Tech	2009	OT1: C-OVERTIME	66.03	1,988.00
13	PORRECA, AGOSTINO	1120: Sr Meter Reader Tech	2010	OT1: C-OVERTIME	33.07	1,008.20
13	PORRECA, AGOSTINO	1120: Sr Meter Reader Tech	2011	OT1: C-OVERTIME	7.49	232.92
46	BAILEY, ROBERT L.	231: Water System Mechanic	2009	OT1: C-OVERTIME	439.04	14,442.50
46	BAILEY, ROBERT L.	231: Water System Mechanic	2010	OT1: C-OVERTIME	503.43	16,972.11
46	BAILEY, ROBERT L.	1679: LTD Scheduler Dispatcher WSB	2011	OT1: C-OVERTIME	96.10	3,301.16
46	BAILEY, ROBERT L.	231: Water System Mechanic	2011	OT1: C-OVERTIME	284.88	9,878.30
46	BAILEY, ROBERT L.	1679: LTD Scheduler Dispatcher WSB	2011	SBO: switchboard overtime	219.98	6,398.12
46	BAILEY, ROBERT L.	231: Water System Mechanic	2011	SBO: switchboard overtime	80.00	2,326.80
51	CURRAN, JAMES M.	559: Heavy Equip Operator	2010	OT1: C-OVERTIME	22.00	722.68
51	CURRAN, JAMES M.	559: Heavy Equip Operator	2011	OT1: C-OVERTIME	326.00	10,922.89
58	CABRAL, JAMES E.	991: Sanitarian	2009	OT1: C-OVERTIME	83.50	3,026.78
58	CABRAL, JAMES E.	991: Sanitarian	2010	OT1: C-OVERTIME	93.14	3,407.94
58	CABRAL, JAMES E.	991: Sanitarian	2011	OT1: C-OVERTIME	80.64	3,009.54
59	DISANO, DAVID W.	231: Water System Mechanic	2009	OT1: C-OVERTIME	464.70	15,348.38
59	DISANO, DAVID W.	231: Water System Mechanic	2010	OT1: C-OVERTIME	276.57	9,295.51
63	ANDRADE, KERRY	231: Water System Mechanic	2009	OT1: C-OVERTIME	434.03	14,338.72
63	ANDRADE, KERRY	231: Water System Mechanic	2010	OT1: C-OVERTIME	171.93	5,782.28
63	ANDRADE, KERRY	231: Water System Mechanic	2011	OT1: C-OVERTIME	194.03	6,728.75
71	PASCALE, MARYANN	1191: Clerical Coordinator	2010	OT1: C-OVERTIME	6.27	233.65
71	PASCALE, MARYANN	1191: Clerical Coordinator	2011	OT1: C-OVERTIME	50.28	1,911.11
77	CAPONE, ROBERT	559: Heavy Equip Operator	2009	OT1: C-OVERTIME	132.40	4,330.69
77	CAPONE, ROBERT	231: Water System Mechanic	2010	OT1: C-OVERTIME	32.28	1,069.55
77	CAPONE, ROBERT	559: Heavy Equip Operator	2010	OT1: C-OVERTIME	221.62	7,276.64
77	CAPONE, ROBERT	559: Heavy Equip Operator	2011	OT1: C-OVERTIME	71.87	2,408.08
97	PANDOZZI, DAVID A.	762: Watershed Grnd General Foreman	2009	OT1: C-OVERTIME	476.77	16,138.49
97	PANDOZZI, DAVID A.	762: Watershed Grnd General Foreman	2010	OT1: C-OVERTIME	293.65	10,116.34
97	PANDOZZI, DAVID A.	762: Watershed Grnd General Foreman	2011	OT1: C-OVERTIME	207.66	7,628.11
121	MARINO, ANDREW J.	757: Senior Switchbd. Oper.	2009	OT1: C-OVERTIME	368.61	10,536.60
121	MARINO, ANDREW J.	757: Senior Switchbd. Oper.	2009	OVE: C-OVERTIME FLAT	110.87	3,076.62
121	MARINO, ANDREW J.	757: Senior Switchbd. Oper.	2010	OT1: C-OVERTIME	534.89	16,293.03
121	MARINO, ANDREW J.	757: Senior Switchbd. Oper.	2011	OT1: C-OVERTIME	136.24	3,999.22
121	MARINO, ANDREW J.	757: Senior Switchbd. Oper.	2011	SBO: switchboard overtime	357.63	10,401.67
124	DIONNE, EDWARD J.	231: Water System Mechanic	2009	OT1: C-OVERTIME	93.56	3,031.28
134	CARROLL, ROBERT W.	1120: Sr Meter Reader Tech	2009	OT1: C-OVERTIME	74.26	2,232.36
134	CARROLL, ROBERT W.	1120: Sr Meter Reader Tech	2010	OT1: C-OVERTIME	45.48	1,386.56
134	CARROLL, ROBERT W.	1120: Sr Meter Reader Tech	2011	OT1: C-OVERTIME	28.47	885.33
140	CHECRALLAH, MARIA A.	1121: Personnel Tech Wsb	2010	OT1: C-OVERTIME	0.27	9.88
145	CONTI, ALFRED N.	530: Engr Aide III	2009	OT1: C-OVERTIME	1.02	33.47
153	GUERRA, MICHAEL	1064: Water Plant Operator	2009	OT1: C-OVERTIME	334.48	11,155.04
153	GUERRA, MICHAEL	1064: Water Plant Operator	2010	OT1: C-OVERTIME	284.80	9,628.70
153	GUERRA, MICHAEL	1064: Water Plant Operator	2011	OT1: C-OVERTIME	8.00	275.96
160	TUDINO, EGIDIO L.	231: Water System Mechanic	2009	OT1: C-OVERTIME	625.58	20,649.59
160	TUDINO, EGIDIO L.	231: Water System Mechanic	2010	OT1: C-OVERTIME	535.93	18,027.01
160	TUDINO, EGIDIO L.	231: Water System Mechanic	2011	OT1: C-OVERTIME	507.31	17,592.29
208	GORMAN, CHERYL M.	1191: Clerical Coordinator	2009	OT1: C-OVERTIME	250.56	9,030.39
476	SIMBRON, JERALD A.	1255: Sr Watershed Mechanic	2009	OT1: C-OVERTIME	41.00	1,242.24
476	SIMBRON, JERALD A.	189: Limited Water Plant Mech	2009	OT1: C-OVERTIME	258.53	8,122.68
476	SIMBRON, JERALD A.	1486: Ltd. Sr. Water Plant Mechanic	2010	OT1: C-OVERTIME	163.45	5,734.19
476	SIMBRON, JERALD A.	189: Limited Water Plant Mech	2010	OT1: C-OVERTIME	27.50	863.75
476	SIMBRON, JERALD A.	1486: Ltd. Sr. Water Plant Mechanic	2011	OT1: C-OVERTIME	180.69	6,465.74
695	WALSH, TIMOTHY P.	1133: Water Treatment Operator	2009	OT1: C-OVERTIME	729.15	23,179.62
695	WALSH, TIMOTHY P.	1133: Water Treatment Operator	2010	OT1: C-OVERTIME	1229.00	40,819.74
695	WALSH, TIMOTHY P.	1133: Water Treatment Operator	2011	OT1: C-OVERTIME	790.19	27,088.13
695	WALSH, TIMOTHY P.	1222: Water Treatment Op. Class III	2011	OT1: C-OVERTIME	24.00	822.90
765	KELLY, TIMOTHY	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	50.62	1,446.80
765	KELLY, TIMOTHY	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	29.06	837.59
765	KELLY, TIMOTHY	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	85.73	2,520.43
847	WRIGHT, JEFFREY C.	231: Water System Mechanic	2009	OT1: C-OVERTIME	518.42	17,105.03
847	WRIGHT, JEFFREY C.	231: Water System Mechanic	2010	OT1: C-OVERTIME	468.03	15,777.90
847	WRIGHT, JEFFREY C.	231: Water System Mechanic	2011	OT1: C-OVERTIME	358.55	12,432.76

Earnings & Hours in Pay-Class "OVT" for FY:

2009 through 2011

(Providence Water Supply Board)

Data Date: 08/06/2013

<u>EMP#</u>	<u>EMPLOYEE NAME</u>	<u>JOB-CODE: Description</u>	<u>FY</u>	<u>PAY-CODE: Description</u>	<u>HRS</u>	<u>PAY</u>
888	WHITE, PAUL J.	1133: Water Treatment Operator	2009	OT1: C-OVERTIME	642.13	20,383.95
888	WHITE, PAUL J.	1256: Sr Waterplant Mech	2009	OT1: C-OVERTIME	34.00	1,157.66
888	WHITE, PAUL J.	1133: Water Treatment Operator	2010	OT1: C-OVERTIME	996.89	33,090.43
888	WHITE, PAUL J.	1133: Water Treatment Operator	2011	OT1: C-OVERTIME	623.03	21,350.27
1335	DECONTE, STEVEN R.	1256: Sr Waterplant Mech	2009	OT1: C-OVERTIME	215.48	7,498.64
1335	DECONTE, STEVEN R.	1256: Sr Waterplant Mech	2010	OT1: C-OVERTIME	56.55	1,978.28
1337	RICHARD, FRANCES A.	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	19.05	625.35
1337	RICHARD, FRANCES A.	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	1.68	55.68
1356	ANGELL, CHERYL	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	47.30	1,533.35
1356	ANGELL, CHERYL	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	54.73	1,813.14
1356	ANGELL, CHERYL	1624: LTD. Clerical Coordinator	2010	OT1: C-OVERTIME	12.48	465.03
1356	ANGELL, CHERYL	1624: LTD. Clerical Coordinator	2011	OT1: C-OVERTIME	1.82	69.18
1374	MCMAUGH, NANCY J.	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	99.23	3,181.33
1374	MCMAUGH, NANCY J.	1118: Sr Administrative Clerk	2009	OVE: C-OVERTIME FLAT	16.00	449.76
1374	MCMAUGH, NANCY J.	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	8.00	225.96
1444	TUDINO, OLIMPIA	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	1.73	56.93
2282	PORR, DEBORAH M.	1133: Water Treatment Operator	2009	OT1: C-OVERTIME	71.75	2,248.27
2282	PORR, DEBORAH M.	1222: Water Treatment Op. Class III	2009	OT1: C-OVERTIME	86.02	2,752.10
2282	PORR, DEBORAH M.	1349: Water Treatment Oper. Class II	2009	OT1: C-OVERTIME	68.52	2,190.72
2282	PORR, DEBORAH M.	1222: Water Treatment Op. Class III	2010	OT1: C-OVERTIME	54.50	1,743.57
2955	SILVESTRI, NICHOLAS R.	1120: Sr Meter Reader Tech	2009	OT1: C-OVERTIME	59.00	1,772.18
2955	SILVESTRI, NICHOLAS R.	1120: Sr Meter Reader Tech	2010	OT1: C-OVERTIME	29.57	901.50
2955	SILVESTRI, NICHOLAS R.	1120: Sr Meter Reader Tech	2011	OT1: C-OVERTIME	4.25	132.15
3136	IUDICIANI, LOUIS	1222: Water Treatment Op. Class III	2011	OT1: C-OVERTIME	479.01	16,423.51
3140	STRAVATO, THOMAS J.	354: Jr Chemist II	2010	OT1: C-OVERTIME	4.15	164.12
3164	MERCURIO, VINCENT	1027: Material Handler	2009	OT1: C-OVERTIME	2.00	51.35
3164	MERCURIO, VINCENT	1603: Inventory/Material Handler	2009	OT1: C-OVERTIME	9.73	267.34
3165	KASHMANIAN, GARY	1093: Utility Worker	2009	OT1: C-OVERTIME	140.35	4,056.13
3165	KASHMANIAN, GARY	1093: Utility Worker	2010	OT1: C-OVERTIME	55.47	1,622.41
3165	KASHMANIAN, GARY	1093: Utility Worker	2011	OT1: C-OVERTIME	3.00	89.50
3192	D'ORIO, WILLIAM F.	1188: Dig Safe Worker	2009	OT1: C-OVERTIME	209.79	6,500.02
3192	D'ORIO, WILLIAM F.	1188: Dig Safe Worker	2009	OVE: C-OVERTIME FLAT	31.47	871.41
3192	D'ORIO, WILLIAM F.	1188: Dig Safe Worker	2010	OT1: C-OVERTIME	429.09	13,260.83
3192	D'ORIO, WILLIAM F.	1188: Dig Safe Worker	2011	OT1: C-OVERTIME	342.72	10,908.75
3192	D'ORIO, WILLIAM F.	1188: Dig Safe Worker	2011	SBO: switchboard overtime	55.80	1,622.94
3235	CAPALDI, FRANK	231: Water System Mechanic	2009	OT1: C-OVERTIME	578.45	19,114.13
3268	NEWTON, PAUL A.	1188: Dig Safe Worker	2009	OT1: C-OVERTIME	435.50	13,406.81
3268	NEWTON, PAUL A.	1188: Dig Safe Worker	2009	OVE: C-OVERTIME FLAT	8.00	221.52
3268	NEWTON, PAUL A.	1188: Dig Safe Worker	2010	OT1: C-OVERTIME	428.52	13,306.91
3495	CALISE, DAVID C.	163: Account Collector	2009	OT1: C-OVERTIME	315.95	12,415.96
3495	CALISE, DAVID C.	163: Account Collector	2010	OT1: C-OVERTIME	139.38	5,511.71
3525	TILLINGHAST, JARROD M.	1571: Utility Worker in Training	2010	OT1: C-OVERTIME	11.50	288.20
3525	TILLINGHAST, JARROD M.	1078: Utility Laborer	2011	OT1: C-OVERTIME	17.12	437.44
3628	SMYTH, STEPHEN	231: Water System Mechanic	2009	OT1: C-OVERTIME	565.12	18,676.90
3628	SMYTH, STEPHEN	231: Water System Mechanic	2010	OT1: C-OVERTIME	474.95	15,996.38
3628	SMYTH, STEPHEN	231: Water System Mechanic	2011	OT1: C-OVERTIME	397.39	13,736.33
3629	SANZI, WALTER L.	991: Sanitarian	2009	OT1: C-OVERTIME	51.83	1,878.20
3629	SANZI, WALTER L.	991: Sanitarian	2010	OT1: C-OVERTIME	41.54	1,519.93
3629	SANZI, WALTER L.	991: Sanitarian	2011	OT1: C-OVERTIME	73.85	2,756.14
3632	SANTAGATA, PAUL A.	1188: Dig Safe Worker	2009	OT1: C-OVERTIME	598.81	18,357.21
3632	SANTAGATA, PAUL A.	1188: Dig Safe Worker	2009	OVE: C-OVERTIME FLAT	48.15	1,358.32
3632	SANTAGATA, PAUL A.	1188: Dig Safe Worker	2010	OT1: C-OVERTIME	867.34	26,845.33
3632	SANTAGATA, PAUL A.	1188: Dig Safe Worker	2011	OT1: C-OVERTIME	710.76	22,524.07
3632	SANTAGATA, PAUL A.	1188: Dig Safe Worker	2011	SBO: switchboard overtime	140.00	4,071.99
3635	FARGNOLI, JOSEPH A.	1133: Water Treatment Operator	2009	OT1: C-OVERTIME	300.62	9,477.95
3635	FARGNOLI, JOSEPH A.	1133: Water Treatment Operator	2010	OT1: C-OVERTIME	445.66	14,663.58
3635	FARGNOLI, JOSEPH A.	1133: Water Treatment Operator	2011	OT1: C-OVERTIME	318.29	10,912.26
3654	TORTOLANI, THERESA	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	1.53	49.22
3654	TORTOLANI, THERESA	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	32.47	1,097.64
3703	FREEMAN, VALENTINO H.	1188: Dig Safe Worker	2009	OT1: C-OVERTIME	344.15	10,378.17
3703	FREEMAN, VALENTINO H.	1188: Dig Safe Worker	2009	OVE: C-OVERTIME FLAT	16.00	443.04
3703	FREEMAN, VALENTINO H.	1188: Dig Safe Worker	2010	OT1: C-OVERTIME	245.70	7,437.49

Earnings & Hours in Pay-Class "OVT" for FY:

2009 through 2011

(Providence Water Supply Board)

Data Date: 08/06/2013

EMP#	EMPLOYEE NAME	JOB-CODE: Description	FY	PAY-CODE: Description	HRS	PAY
3703	FREEMAN, VALENTINO H.	1188: Dig Safe Worker	2011	OT1: C-OVERTIME	197.39	6,203.10
3703	FREEMAN, VALENTINO H.	1188: Dig Safe Worker	2011	SBO: switchboard overtime	111.97	3,256.65
3718	MASSEY, SCOTT A.	1256: Sr Waterplant Mech	2009	OT1: C-OVERTIME	40.24	1,380.63
3718	MASSEY, SCOTT A.	434: Watershed Inspector	2009	OT1: C-OVERTIME	16.00	419.28
3718	MASSEY, SCOTT A.	1256: Sr Waterplant Mech	2010	OT1: C-OVERTIME	54.07	1,896.84
3718	MASSEY, SCOTT A.	1256: Sr Waterplant Mech	2011	OT1: C-OVERTIME	8.97	318.43
3732	PETRACCA, DENISE	098: Purchasing Agent II	2011	OT1: C-OVERTIME	0.37	14.31
3895	KANDZERSKI, JAMES S.	559: Heavy Equip Operator	2009	OT1: C-OVERTIME	6.45	211.26
3896	BUCCI, AGOSTINO	1120: Sr Meter Reader Tech	2009	OT1: C-OVERTIME	27.62	837.22
3896	BUCCI, AGOSTINO	1120: Sr Meter Reader Tech	2010	OT1: C-OVERTIME	22.86	696.93
3896	BUCCI, AGOSTINO	1120: Sr Meter Reader Tech	2011	OT1: C-OVERTIME	1.90	59.07
3898	PIMENTAL, JOSEPH C.	1188: Dig Safe Worker	2009	OT1: C-OVERTIME	170.37	5,210.15
3898	PIMENTAL, JOSEPH C.	1188: Dig Safe Worker	2009	OVE: C-OVERTIME FLAT	8.00	221.52
3898	PIMENTAL, JOSEPH C.	1188: Dig Safe Worker	2010	OT1: C-OVERTIME	194.76	5,927.65
3898	PIMENTAL, JOSEPH C.	1188: Dig Safe Worker	2011	OT1: C-OVERTIME	30.14	945.16
3898	PIMENTAL, JOSEPH C.	1376: Limited Heavy Equip. Operator	2011	OT1: C-OVERTIME	74.20	2,486.14
3898	PIMENTAL, JOSEPH C.	1625: LTD Water Systems Mechanic	2011	OT1: C-OVERTIME	85.00	2,947.69
3965	MCLAUGHLIN, JOHN F.	487: Schedule/Dispatcher WSB	2009	OT1: C-OVERTIME	694.35	19,869.98
3965	MCLAUGHLIN, JOHN F.	487: Schedule/Dispatcher WSB	2009	OVE: C-OVERTIME FLAT	229.10	6,402.32
3965	MCLAUGHLIN, JOHN F.	487: Schedule/Dispatcher WSB	2010	OT1: C-OVERTIME	976.03	28,423.78
3965	MCLAUGHLIN, JOHN F.	487: Schedule/Dispatcher WSB	2011	OT1: C-OVERTIME	103.17	3,112.50
3965	MCLAUGHLIN, JOHN F.	487: Schedule/Dispatcher WSB	2011	SBO: switchboard overtime	253.00	7,358.51
3978	GANNON, MICHAEL C.	1133: Water Treatment Operator	2009	OT1: C-OVERTIME	635.34	20,044.94
3978	GANNON, MICHAEL C.	1133: Water Treatment Operator	2010	OT1: C-OVERTIME	1088.43	36,097.56
3978	GANNON, MICHAEL C.	1133: Water Treatment Operator	2011	OT1: C-OVERTIME	811.89	27,831.50
3978	GANNON, MICHAEL C.	1222: Water Treatment Op. Class III	2011	OT1: C-OVERTIME	40.00	1,371.50
4024	MIGNANELLI, BERNICE J.	1191: Clerical Coordinator	2009	OT1: C-OVERTIME	36.44	1,335.45
4024	MIGNANELLI, BERNICE J.	1191: Clerical Coordinator	2009	OVE: C-OVERTIME FLAT	3.00	83.07
4024	MIGNANELLI, BERNICE J.	1191: Clerical Coordinator	2010	OT1: C-OVERTIME	1.35	49.81
4045	LUZ, GEORGE	1256: Sr Waterplant Mech	2009	OT1: C-OVERTIME	69.73	2,427.63
4045	LUZ, GEORGE	1256: Sr Waterplant Mech	2010	OT1: C-OVERTIME	144.87	5,081.66
4045	LUZ, GEORGE	1256: Sr Waterplant Mech	2011	OT1: C-OVERTIME	67.20	2,404.61
4048	CHAFFEE, SHAWN	1093: Utility Worker	2009	OT1: C-OVERTIME	524.78	15,208.37
4048	CHAFFEE, SHAWN	1093: Utility Worker	2010	OT1: C-OVERTIME	569.90	16,661.84
4048	CHAFFEE, SHAWN	1093: Utility Worker	2011	OT1: C-OVERTIME	94.39	2,819.89
4048	CHAFFEE, SHAWN	1387: Limited Dig safe Worker	2011	OT1: C-OVERTIME	246.49	7,904.23
4048	CHAFFEE, SHAWN	1387: Limited Dig safe Worker	2011	SBO: switchboard overtime	87.78	2,553.08
4061	ALTMAN, STUART H.	1252: Instrumentation Tech.	2009	OT1: C-OVERTIME	88.59	3,085.18
4061	ALTMAN, STUART H.	1252: Instrumentation Tech.	2010	OT1: C-OVERTIME	64.97	2,279.29
4061	ALTMAN, STUART H.	1252: Instrumentation Tech.	2011	OT1: C-OVERTIME	11.27	403.29
4141	GUGLIEMETTI, MELINDA P.	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	0.35	11.83
4299	SEPE, GAYLE A.	1134: Collection Officer	2010	OT1: C-OVERTIME	1.52	61.14
4299	SEPE, GAYLE A.	1134: Collection Officer	2011	OT1: C-OVERTIME	58.26	2,390.29
4341	MARROW, TERRENCE E.	1078: Utility Laborer	2009	OT1: C-OVERTIME	270.31	6,696.24
4341	MARROW, TERRENCE E.	1078: Utility Laborer	2010	OT1: C-OVERTIME	308.38	7,725.51
4341	MARROW, TERRENCE E.	1078: Utility Laborer	2011	OT1: C-OVERTIME	369.17	9,437.28
4782	LATORRE, ANTHONY D.	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	36.12	1,061.90
5201	STETSON, BRYAN A.	1093: Utility Worker	2009	OT1: C-OVERTIME	224.99	6,515.31
5201	STETSON, BRYAN A.	1093: Utility Worker	2010	OT1: C-OVERTIME	31.35	915.93
5201	STETSON, BRYAN A.	1625: LTD Water Systems Mechanic	2010	OT1: C-OVERTIME	3.00	102.00
5201	STETSON, BRYAN A.	231: Water System Mechanic	2010	OT1: C-OVERTIME	180.60	6,140.23
5201	STETSON, BRYAN A.	231: Water System Mechanic	2011	OT1: C-OVERTIME	234.17	8,032.27
5670	MULLEN, STEVEN	434: Watershed Inspector	2009	OT1: C-OVERTIME	161.53	4,332.09
5670	MULLEN, STEVEN	434: Watershed Inspector	2010	OT1: C-OVERTIME	112.50	3,034.14
5747	MARTINO, JOHN A.	1256: Sr Waterplant Mech	2009	OT1: C-OVERTIME	194.03	6,758.80
5747	MARTINO, JOHN A.	1256: Sr Waterplant Mech	2010	OT1: C-OVERTIME	157.01	5,505.35
5747	MARTINO, JOHN A.	1256: Sr Waterplant Mech	2011	OT1: C-OVERTIME	92.27	3,301.70
5748	TEDESCO, VINCENT J.	434: Watershed Inspector	2009	OT1: C-OVERTIME	102.15	2,720.51
5748	TEDESCO, VINCENT J.	434: Watershed Inspector	2010	OT1: C-OVERTIME	177.45	4,790.93
5748	TEDESCO, VINCENT J.	434: Watershed Inspector	2011	OT1: C-OVERTIME	252.76	6,956.37
6146	TRIANGOLO, JOHN B.	1247: Dept Switchboard Operator	2009	OT1: C-OVERTIME	8.60	245.24
6146	TRIANGOLO, JOHN B.	1247: Dept Switchboard Operator	2010	OT1: C-OVERTIME	96.00	2,738.52

Earnings & Hours in Pay-Class "OVT" for FY:

2009 through 2011

(Providence Water Supply Board)

Data Date: 08/06/2013

<u>EMP#</u>	<u>EMPLOYEE NAME</u>	<u>JOB-CODE: Description</u>	<u>FY</u>	<u>PAY-CODE: Description</u>	<u>HRS</u>	<u>PAY</u>
6146	TRIANGOLO, JOHN B.	1247: Dept Switchboard Operator	2011	OT1: C-OVERTIME	40.00	1,163.85
6146	TRIANGOLO, JOHN B.	1247: Dept Switchboard Operator	2011	SBO: switchboard overtime	260.15	7,569.02
6147	PRISTAWA, PETER	371: Water Supply Bd Clerk	2011	OT1: C-OVERTIME	0.55	16.00
6287	IANNUCCI, DAVE	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	84.98	2,420.02
6287	IANNUCCI, DAVE	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	37.04	1,067.61
6287	IANNUCCI, DAVE	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	2.67	76.95
6435	JONES, JACINTA	371: Water Supply Bd Clerk	2009	OT1: C-OVERTIME	1.50	42.64
6527	TURNER, LESLIE	371: Water Supply Bd Clerk	2009	OT1: C-OVERTIME	11.04	296.88
6527	TURNER, LESLIE	371: Water Supply Bd Clerk	2010	OT1: C-OVERTIME	1.50	41.35
6527	TURNER, LESLIE	371: Water Supply Bd Clerk	2011	OT1: C-OVERTIME	25.22	719.42
6567	BADESSA, PAUL	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	47.95	1,364.13
6567	BADESSA, PAUL	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	11.62	334.78
6567	BADESSA, PAUL	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	0.56	16.47
7002	REALE, VINCENT A.	339: Senior Equip Mech	2009	OT1: C-OVERTIME	21.40	700.16
7002	REALE, VINCENT A.	339: Senior Equip Mech	2010	OT1: C-OVERTIME	7.47	247.38
7332	RODRIGUEZ, GABRIELA	1494: Sr. Admin.Clerk /Bilingual	2009	OT1: C-OVERTIME	14.52	443.79
7332	RODRIGUEZ, GABRIELA	1494: Sr. Admin.Clerk /Bilingual	2010	OT1: C-OVERTIME	8.44	285.30
7332	RODRIGUEZ, GABRIELA	1630: LTD Bilingual Clerical Coord.	2011	OT1: C-OVERTIME	67.86	2,625.76
7334	WARE, ANGEL P.	1080: Utility Maint Worker	2009	OT1: C-OVERTIME	15.37	385.21
7334	WARE, ANGEL P.	1544: CDL Utility Maintenance Worker	2009	OT1: C-OVERTIME	5.12	128.31
7334	WARE, ANGEL P.	231: Water System Mechanic	2009	OT1: C-OVERTIME	40.10	1,296.03
7334	WARE, ANGEL P.	1187: Ltd Sr. Admin. Clk.	2010	OT1: C-OVERTIME	6.43	197.78
7334	WARE, ANGEL P.	1544: CDL Utility Maintenance Worker	2010	OT1: C-OVERTIME	4.00	100.25
7334	WARE, ANGEL P.	231: Water System Mechanic	2010	OT1: C-OVERTIME	126.86	4,313.09
7334	WARE, ANGEL P.	231: Water System Mechanic	2011	OT1: C-OVERTIME	11.02	382.16
7348	GIROUX, RENE	1256: Sr Waterplant Mech	2009	OT1: C-OVERTIME	253.23	8,845.28
7348	GIROUX, RENE	1256: Sr Waterplant Mech	2010	OT1: C-OVERTIME	326.47	11,448.58
7348	GIROUX, RENE	1256: Sr Waterplant Mech	2011	OT1: C-OVERTIME	196.23	7,013.28
7374	PENNINE, JOHN	1376: Limited Heavy Equip. Operator	2009	OT1: C-OVERTIME	361.42	11,752.19
7374	PENNINE, JOHN	1376: Limited Heavy Equip. Operator	2010	OT1: C-OVERTIME	255.00	8,373.78
7374	PENNINE, JOHN	1376: Limited Heavy Equip. Operator	2011	OT1: C-OVERTIME	168.98	5,661.71
7374	PENNINE, JOHN	559: Heavy Equip Operator	2011	OT1: C-OVERTIME	94.99	3,182.69
7566	JEHOURIAN, BOGHOS K.	387: Equip Mechanic Wsb	2009	OT1: C-OVERTIME	195.68	6,368.54
7566	JEHOURIAN, BOGHOS K.	387: Equip Mechanic Wsb	2010	OT1: C-OVERTIME	55.32	1,817.19
7566	JEHOURIAN, BOGHOS K.	387: Equip Mechanic Wsb	2011	OT1: C-OVERTIME	81.37	2,726.31
7621	GIANFROCCO, STEVEN E.	1253: Electrical Tech	2009	OT1: C-OVERTIME	86.69	4,013.47
7621	GIANFROCCO, STEVEN E.	1253: Electrical Tech	2010	OT1: C-OVERTIME	207.27	9,751.33
7621	GIANFROCCO, STEVEN E.	1253: Electrical Tech	2011	OT1: C-OVERTIME	86.80	4,164.43
7622	SBACCHIS, JOSEPH	559: Heavy Equip Operator	2009	OT1: C-OVERTIME	681.27	22,177.81
7622	SBACCHIS, JOSEPH	559: Heavy Equip Operator	2010	OT1: C-OVERTIME	668.32	21,946.40
7622	SBACCHIS, JOSEPH	559: Heavy Equip Operator	2011	OT1: C-OVERTIME	581.46	19,479.91
7652	MICCOLI, ANTONIO	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	34.50	983.90
7652	MICCOLI, ANTONIO	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	6.00	172.94
7652	MICCOLI, ANTONIO	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	46.48	1,365.33
7674	PINA, CAROL	371: Water Supply Bd Clerk	2011	OT1: C-OVERTIME	18.40	502.94
7697	DAVIS, MELODY D.	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	14.23	469.11
7697	DAVIS, MELODY D.	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	5.76	190.90
7697	DAVIS, MELODY D.	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	54.95	1,857.55
7777	DEAN, JAMES S.	1133: Water Treatment Operator	2009	OT1: C-OVERTIME	257.09	8,158.55
7777	DEAN, JAMES S.	1133: Water Treatment Operator	2010	OT1: C-OVERTIME	80.67	2,576.96
7782	AQUILANTE, BRENDA	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	16.82	552.70
7782	AQUILANTE, BRENDA	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	0.28	9.28
7782	AQUILANTE, BRENDA	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	22.93	775.14
8093	DELBONIS, GLORIA B.	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	1.45	47.59
8093	DELBONIS, GLORIA B.	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	2.30	76.23
8093	DELBONIS, GLORIA B.	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	34.48	1,165.58
8094	RAMOS, JULIO C.	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	56.00	1,598.30
8094	RAMOS, JULIO C.	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	19.50	562.04
8094	RAMOS, JULIO C.	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	44.56	1,310.02
8095	SHERRY, PAUL T.	1093: Utility Worker	2009	OT1: C-OVERTIME	468.71	13,540.37
8095	SHERRY, PAUL T.	1093: Utility Worker	2010	OT1: C-OVERTIME	200.04	5,849.96
8095	SHERRY, PAUL T.	1625: LTD Water Systems Mechanic	2010	OT1: C-OVERTIME	345.33	11,682.09

Earnings & Hours in Pay-Class "OVT" for FY:

2009 through 2011

(Providence Water Supply Board)

Data Date: 08/06/2013

<u>EMP#</u>	<u>EMPLOYEE NAME</u>	<u>JOB-CODE: Description</u>	<u>FY</u>	<u>PAY-CODE: Description</u>	<u>HRS</u>	<u>PAY</u>
8095	SHERRY, PAUL T.	1625: LTD Water Systems Mechanic	2011	OT1: C-OVERTIME	26.00	901.64
8095	SHERRY, PAUL T.	231: Water System Mechanic	2011	OT1: C-OVERTIME	443.34	15,329.91
8164	PETRUCCI, DAVID R.	1403: Utility Maintenance Repairman	2009	OT1: C-OVERTIME	166.66	4,983.83
8164	PETRUCCI, DAVID R.	1403: Utility Maintenance Repairman	2010	OT1: C-OVERTIME	104.74	3,161.85
8164	PETRUCCI, DAVID R.	1403: Utility Maintenance Repairman	2011	OT1: C-OVERTIME	69.58	2,149.55
8412	TREMBLAY, THOMAS L.	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	57.98	1,651.53
8412	TREMBLAY, THOMAS L.	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	9.02	259.98
8412	TREMBLAY, THOMAS L.	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	24.36	716.18
8414	DESROSIERS, JOSEPH M.	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	61.65	1,753.01
8414	DESROSIERS, JOSEPH M.	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	14.53	418.80
8414	DESROSIERS, JOSEPH M.	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	124.52	3,660.84
8418	CERULLO, FRANCISCO L.	1093: Utility Worker	2009	OT1: C-OVERTIME	666.24	19,271.16
8418	CERULLO, FRANCISCO L.	1093: Utility Worker	2010	OT1: C-OVERTIME	274.06	8,004.44
8418	CERULLO, FRANCISCO L.	1376: Limited Heavy Equip. Operator	2010	OT1: C-OVERTIME	266.87	8,724.25
8418	CERULLO, FRANCISCO L.	1093: Utility Worker	2011	OT1: C-OVERTIME	534.03	15,931.93
8418	CERULLO, FRANCISCO L.	1376: Limited Heavy Equip. Operator	2011	OT1: C-OVERTIME	112.97	3,785.15
8424	STEPHENSON, SHERRI A.	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	37.78	1,201.44
8424	STEPHENSON, SHERRI A.	1118: Sr Administrative Clerk	2009	OVE: C-OVERTIME FLAT	16.00	443.04
8424	STEPHENSON, SHERRI A.	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	51.31	1,699.98
8424	STEPHENSON, SHERRI A.	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	12.53	422.62
8430	CONCA, THOMAS J.	344: Junior Chemist I Wsb	2009	OT1: C-OVERTIME	36.10	1,300.05
8430	CONCA, THOMAS J.	344: Junior Chemist I Wsb	2010	OT1: C-OVERTIME	40.21	1,469.63
8437	PAFUME, DEBORAH A.	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	33.86	1,075.76
8437	PAFUME, DEBORAH A.	1118: Sr Administrative Clerk	2009	OVE: C-OVERTIME FLAT	8.00	223.76
8437	PAFUME, DEBORAH A.	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	12.28	406.98
8437	PAFUME, DEBORAH A.	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	57.49	1,943.42
8447	OLIVER, CHARLENE	371: Water Supply Bd Clerk	2010	OT1: C-OVERTIME	5.67	167.28
8447	OLIVER, CHARLENE	1187: Ltd Sr. Admin. Clk.	2011	OT1: C-OVERTIME	22.90	774.14
8449	ANGELL, ELIZABETH A.	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	3.32	108.94
8449	ANGELL, ELIZABETH A.	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	29.00	960.96
8449	ANGELL, ELIZABETH A.	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	76.43	2,583.69
8459	RAMOS, VICTOR H.	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	28.13	804.89
8459	RAMOS, VICTOR H.	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	13.57	391.11
8459	RAMOS, VICTOR H.	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	2.41	69.46
8459	RAMOS, VICTOR H.	1198: Cdl Watershed Inspector	2011	OT1: C-OVERTIME	97.00	2,671.25
8467	DUFFY, SHANNON	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	42.53	1,341.66
8467	DUFFY, SHANNON	1118: Sr Administrative Clerk	2009	OVE: C-OVERTIME FLAT	7.97	220.69
8467	DUFFY, SHANNON	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	28.50	963.44
8489	GLEASON, EDWARD F.	434: Watershed Inspector	2009	OT1: C-OVERTIME	471.84	12,615.26
8489	GLEASON, EDWARD F.	434: Watershed Inspector	2010	OT1: C-OVERTIME	453.35	12,235.29
8489	GLEASON, EDWARD F.	434: Watershed Inspector	2011	OT1: C-OVERTIME	390.43	10,751.98
8490	BARBOSA, JOAO L.	434: Watershed Inspector	2009	OT1: C-OVERTIME	506.22	13,472.27
8490	BARBOSA, JOAO L.	434: Watershed Inspector	2010	OT1: C-OVERTIME	427.25	11,530.91
8490	BARBOSA, JOAO L.	434: Watershed Inspector	2011	OT1: C-OVERTIME	521.89	14,367.81
8491	VITALE, DAVID A.	1256: Sr Waterplant Mech	2009	OT1: C-OVERTIME	200.76	6,977.23
8491	VITALE, DAVID A.	1256: Sr Waterplant Mech	2010	OT1: C-OVERTIME	125.92	4,416.57
8491	VITALE, DAVID A.	1256: Sr Waterplant Mech	2011	OT1: C-OVERTIME	114.11	4,083.08
8492	LANGELLA, ALBERT L.	1093: Utility Worker	2009	OT1: C-OVERTIME	622.86	17,984.74
8492	LANGELLA, ALBERT L.	1093: Utility Worker	2010	OT1: C-OVERTIME	687.08	20,093.99
8492	LANGELLA, ALBERT L.	1093: Utility Worker	2011	OT1: C-OVERTIME	736.78	21,979.87
8858	O'ROURKE, LISA M.	1251: LTD Meter Reader I	2011	OT1: C-OVERTIME	3.63	96.04
8881	LIMA, JOHN K.	1080: Utility Maint Worker	2009	OT1: C-OVERTIME	241.82	5,981.16
8881	LIMA, JOHN K.	1080: Utility Maint Worker	2010	OT1: C-OVERTIME	24.62	615.26
8881	LIMA, JOHN K.	1080: Utility Maint Worker	2011	OT1: C-OVERTIME	30.39	776.87
8916	MEDEIROS, DAVID V.	231: Water System Mechanic	2009	OT1: C-OVERTIME	308.38	10,180.16
8916	MEDEIROS, DAVID V.	231: Water System Mechanic	2010	OT1: C-OVERTIME	74.34	2,513.82
8916	MEDEIROS, DAVID V.	231: Water System Mechanic	2011	OT1: C-OVERTIME	184.26	6,389.88
8923	BADESSA, ADELINE	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	20.15	662.56
8925	MARFEO, EDWARD T.	1093: Utility Worker	2009	OT1: C-OVERTIME	544.04	15,721.44
8925	MARFEO, EDWARD T.	1093: Utility Worker	2010	OT1: C-OVERTIME	486.92	14,233.73
8925	MARFEO, EDWARD T.	1093: Utility Worker	2011	OT1: C-OVERTIME	86.17	2,569.03
8925	MARFEO, EDWARD T.	1625: LTD Water Systems Mechanic	2011	OT1: C-OVERTIME	358.34	12,426.85

Earnings & Hours in Pay-Class "OVT" for FY:

2009 through 2011

(Providence Water Supply Board)

Data Date: 08/06/2013

<u>EMP#</u>	<u>EMPLOYEE NAME</u>	<u>JOB-CODE: Description</u>	<u>FY</u>	<u>PAY-CODE: Description</u>	<u>HRS</u>	<u>PAY</u>
8926	DUARTE, JERMAINE	1078: Utility Laborer	2009	OT1: C-OVERTIME	388.06	9,664.54
8926	DUARTE, JERMAINE	1078: Utility Laborer	2010	OT1: C-OVERTIME	315.20	7,897.10
8926	DUARTE, JERMAINE	1078: Utility Laborer	2011	OT1: C-OVERTIME	430.52	11,005.60
8927	NYAN, MOSES	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	32.17	913.58
8992	ARNOLD, ANTHONY E.	1572: CDL Utility Worker in Training	2010	OT1: C-OVERTIME	185.57	4,650.67
8992	ARNOLD, ANTHONY E.	434: Watershed Inspector	2010	OT1: C-OVERTIME	8.00	215.99
9148	COLLINS, LISA M.	1118: Sr Administrative Clerk	2009	OT1: C-OVERTIME	44.04	1,366.81
9148	COLLINS, LISA M.	1118: Sr Administrative Clerk	2009	OVE: C-OVERTIME FLAT	8.00	221.52
9148	COLLINS, LISA M.	371: Water Supply Bd Clerk	2009	OVE: C-OVERTIME FLAT	12.00	332.28
9148	COLLINS, LISA M.	1118: Sr Administrative Clerk	2010	OT1: C-OVERTIME	45.64	1,512.55
9148	COLLINS, LISA M.	1118: Sr Administrative Clerk	2011	OT1: C-OVERTIME	11.00	370.57
9273	CASTILLO, DARIO	339: Senior Equip Mech	2009	OT1: C-OVERTIME	2.50	80.34
9399	ST GEORGE, NOEL J.	339: Senior Equip Mech	2009	OT1: C-OVERTIME	30.92	887.77
9511	MANTEIGA, OLIVER M.	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	46.07	1,313.70
9511	MANTEIGA, OLIVER M.	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	29.50	850.30
9511	MANTEIGA, OLIVER M.	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	24.63	724.12
9522	TESSAGLIA, JANICE E.	371: Water Supply Bd Clerk	2009	OT1: C-OVERTIME	15.98	439.99
9522	TESSAGLIA, JANICE E.	371: Water Supply Bd Clerk	2009	OVE: C-OVERTIME FLAT	10.00	267.60
9522	TESSAGLIA, JANICE E.	371: Water Supply Bd Clerk	2010	OT1: C-OVERTIME	6.08	173.45
9541	CAMPAGNONE, THOMAS R.	1250: Water Plant Mech.	2009	OT1: C-OVERTIME	7.68	238.27
9541	CAMPAGNONE, THOMAS R.	1250: Water Plant Mech.	2010	OT1: C-OVERTIME	8.22	258.92
9541	CAMPAGNONE, THOMAS R.	1250: Water Plant Mech.	2011	OT1: C-OVERTIME	35.33	1,135.14
9563	MARFEO, CHRISTINE L.	140: Clerk I	2009	OT1: C-OVERTIME	0.53	15.12
9563	MARFEO, CHRISTINE L.	1187: Ltd Sr. Admin. Clk.	2010	OT1: C-OVERTIME	5.70	188.92
9563	MARFEO, CHRISTINE L.	140: Clerk I	2010	OT1: C-OVERTIME	17.13	488.57
9563	MARFEO, CHRISTINE L.	1187: Ltd Sr. Admin. Clk.	2011	OT1: C-OVERTIME	49.57	1,675.75
9565	BIANCO, ANGELO S.	1080: Utility Maint Worker	2009	OT1: C-OVERTIME	396.65	9,835.76
9565	BIANCO, ANGELO S.	1080: Utility Maint Worker	2010	OT1: C-OVERTIME	197.37	4,941.25
9565	BIANCO, ANGELO S.	1080: Utility Maint Worker	2011	OT1: C-OVERTIME	71.22	1,820.60
9576	PAOLINO, EDMOND L.	1133: Water Treatment Operator	2009	OT1: C-OVERTIME	334.35	10,604.83
9576	PAOLINO, EDMOND L.	1133: Water Treatment Operator	2010	OT1: C-OVERTIME	732.50	24,408.60
9576	PAOLINO, EDMOND L.	1122: Internal Auditor	2011	OT1: C-OVERTIME	16.00	548.60
9576	PAOLINO, EDMOND L.	1133: Water Treatment Operator	2011	OT1: C-OVERTIME	475.92	16,317.96
9665	TESSAGLIA, SUZANNE E.	371: Water Supply Bd Clerk	2009	OT1: C-OVERTIME	93.80	2,585.94
9665	TESSAGLIA, SUZANNE E.	371: Water Supply Bd Clerk	2009	OVE: C-OVERTIME FLAT	7.50	204.23
9665	TESSAGLIA, SUZANNE E.	1187: Ltd Sr. Admin. Clk.	2010	OT1: C-OVERTIME	3.93	130.25
9665	TESSAGLIA, SUZANNE E.	371: Water Supply Bd Clerk	2010	OT1: C-OVERTIME	65.64	1,880.37
9665	TESSAGLIA, SUZANNE E.	1187: Ltd Sr. Admin. Clk.	2011	OT1: C-OVERTIME	23.05	779.21
9670	GOODWIN, JOHN D.	1093: Utility Worker	2009	OT1: C-OVERTIME	178.66	5,145.31
9670	GOODWIN, JOHN D.	1093: Utility Worker	2010	OT1: C-OVERTIME	238.50	6,975.84
9670	GOODWIN, JOHN D.	1093: Utility Worker	2011	OT1: C-OVERTIME	156.09	4,651.45
9684	RANIERI, LOUIS	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	15.52	443.33
9816	MANFREDI, JOSEPH V.	1571: Utility Worker in Training	2009	OT1: C-OVERTIME	96.91	2,374.45
9816	MANFREDI, JOSEPH V.	1572: CDL Utility Worker in Training	2009	OT1: C-OVERTIME	124.04	3,096.85
9939	BROCCOLI, KEVIN R.	1093: Utility Worker	2009	OT1: C-OVERTIME	279.33	8,151.87
9939	BROCCOLI, KEVIN R.	1093: Utility Worker	2010	OT1: C-OVERTIME	574.47	16,799.89
9939	BROCCOLI, KEVIN R.	1093: Utility Worker	2011	OT1: C-OVERTIME	644.82	19,235.58
9939	BROCCOLI, KEVIN R.	1387: Limited Dig safe Worker	2011	OT1: C-OVERTIME	18.98	566.24
9940	RICHARD, WILLIAM	1502: Meter Shop Technician	2009	OT1: C-OVERTIME	121.15	3,635.71
9940	RICHARD, WILLIAM	1502: Meter Shop Technician	2010	OT1: C-OVERTIME	81.24	2,461.54
9940	RICHARD, WILLIAM	1502: Meter Shop Technician	2011	OT1: C-OVERTIME	6.50	200.88
10010	PELLEGRINO, FEDERICO	339: Senior Equip Mech	2009	OT1: C-OVERTIME	83.55	2,752.94
10010	PELLEGRINO, FEDERICO	339: Senior Equip Mech	2010	OT1: C-OVERTIME	21.19	701.72
10010	PELLEGRINO, FEDERICO	339: Senior Equip Mech	2011	OT1: C-OVERTIME	30.85	1,042.10
10225	HOPKINS, DONALD T.	1093: Utility Worker	2009	OT1: C-OVERTIME	11.00	321.74
10225	HOPKINS, DONALD T.	1571: Utility Worker in Training	2009	OT1: C-OVERTIME	117.76	2,911.60
10225	HOPKINS, DONALD T.	1572: CDL Utility Worker in Training	2009	OT1: C-OVERTIME	29.42	749.86
10225	HOPKINS, DONALD T.	1093: Utility Worker	2010	OT1: C-OVERTIME	23.13	676.52
10225	HOPKINS, DONALD T.	1571: Utility Worker in Training	2010	OT1: C-OVERTIME	18.05	447.98
10225	HOPKINS, DONALD T.	1093: Utility Worker	2011	OT1: C-OVERTIME	331.82	9,899.33
10226	DICLO, FELIX A.	1144: Meter Reader Tech	2009	OT1: C-OVERTIME	65.61	1,870.78
10226	DICLO, FELIX A.	1144: Meter Reader Tech	2010	OT1: C-OVERTIME	30.31	873.60

Earnings & Hours in Pay-Class "OVT" for FY:

2009 through 2011

(Providence Water Supply Board)

Data Date: 08/06/2013

<u>EMP#</u>	<u>EMPLOYEE NAME</u>	<u>JOB-CODE: Description</u>	<u>FY</u>	<u>PAY-CODE: Description</u>	<u>HRS</u>	<u>PAY</u>
10226	DICLO, FELIX A.	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	118.45	3,482.09
10239	BARROS, JOSEPH R.	000: Temporary Employee	2011	OT1: C-OVERTIME	1.50	26.96
10308	FAZZIO, WILLIAM	1133: Water Treatment Operator	2009	OT1: C-OVERTIME	193.62	6,153.85
10308	FAZZIO, WILLIAM	1349: Water Treatment Oper:Class II	2009	OT1: C-OVERTIME	160.22	4,380.26
10308	FAZZIO, WILLIAM	1133: Water Treatment Operator	2010	OT1: C-OVERTIME	769.47	25,838.53
10308	FAZZIO, WILLIAM	1133: Water Treatment Operator	2011	OT1: C-OVERTIME	809.17	27,737.90
10394	COELHO, LAUREN N.	371: Water Supply Bd Clerk	2009	OT1: C-OVERTIME	6.62	186.92
10394	COELHO, LAUREN N.	1187: Ltd Sr. Admin. Clk.	2010	OT1: C-OVERTIME	1.55	51.37
10394	COELHO, LAUREN N.	371: Water Supply Bd Clerk	2010	OT1: C-OVERTIME	6.12	174.58
10394	COELHO, LAUREN N.	1187: Ltd Sr. Admin. Clk.	2011	OT1: C-OVERTIME	17.38	587.53
10395	HARRIS, TERRY C.	1093: Utility Worker	2009	OT1: C-OVERTIME	536.73	15,526.27
10395	HARRIS, TERRY C.	1093: Utility Worker	2010	OT1: C-OVERTIME	464.99	13,596.31
10395	HARRIS, TERRY C.	1093: Utility Worker	2011	OT1: C-OVERTIME	415.44	12,394.09
10396	PEREZ, JULIO	991: Sanitarian	2009	OT1: C-OVERTIME	66.06	2,400.11
10396	PEREZ, JULIO	991: Sanitarian	2010	OT1: C-OVERTIME	65.30	2,389.29
10396	PEREZ, JULIO	991: Sanitarian	2011	OT1: C-OVERTIME	72.34	2,699.84
10462	HERNANDEZ, ELVIS	1254: Watershed Mechanic	2009	OT1: C-OVERTIME	152.00	3,943.28
10462	HERNANDEZ, ELVIS	1254: Watershed Mechanic	2010	OT1: C-OVERTIME	84.64	2,205.47
10462	HERNANDEZ, ELVIS	1254: Watershed Mechanic	2011	OT1: C-OVERTIME	55.00	1,464.16
10462	HERNANDEZ, ELVIS	1704: Watershed Maint. Operator	2011	OT1: C-OVERTIME	9.00	239.58
10475	CARPENTER, RUSSELL	1093: Utility Worker	2009	OT1: C-OVERTIME	319.07	9,284.34
10475	CARPENTER, RUSSELL	1200: Cdl Utility Laborer	2009	OT1: C-OVERTIME	51.38	1,249.77
10475	CARPENTER, RUSSELL	1093: Utility Worker	2010	OT1: C-OVERTIME	222.36	6,499.37
10475	CARPENTER, RUSSELL	1093: Utility Worker	2011	OT1: C-OVERTIME	318.95	9,515.48
10492	FEENEY, BRIAN P.	1572: CDL Utility Worker in Training	2010	OT1: C-OVERTIME	244.80	6,135.10
10492	FEENEY, BRIAN P.	1093: Utility Worker	2011	OT1: C-OVERTIME	386.22	11,522.35
10492	FEENEY, BRIAN P.	1572: CDL Utility Worker in Training	2011	OT1: C-OVERTIME	33.00	843.59
10552	MARTE, RAMON	1080: Utility Maint Worker	2009	OT1: C-OVERTIME	626.06	15,579.84
10552	MARTE, RAMON	1080: Utility Maint Worker	2010	OT1: C-OVERTIME	291.51	7,302.78
10552	MARTE, RAMON	1080: Utility Maint Worker	2011	OT1: C-OVERTIME	212.90	5,442.36
11135	THOREN, ROBERT R.	1685: LTD Sr. Watershed Maint. Oper	2011	OT1: C-OVERTIME	61.58	1,949.39
11148	DIMAIO, FRANK N.	1093: Utility Worker	2009	OT1: C-OVERTIME	423.75	12,318.76
11148	DIMAIO, FRANK N.	1093: Utility Worker	2010	OT1: C-OVERTIME	70.43	2,057.72
11150	GARCIA, PEDRO	1078: Utility Laborer	2009	OT1: C-OVERTIME	64.00	1,588.50
11150	GARCIA, PEDRO	1254: Watershed Mechanic	2009	OT1: C-OVERTIME	51.50	1,344.15
11150	GARCIA, PEDRO	1078: Utility Laborer	2010	OT1: C-OVERTIME	3.00	74.44
11150	GARCIA, PEDRO	1254: Watershed Mechanic	2010	OT1: C-OVERTIME	21.25	554.63
11150	GARCIA, PEDRO	1254: Watershed Mechanic	2011	OT1: C-OVERTIME	16.00	425.94
11150	GARCIA, PEDRO	1704: Watershed Maint. Operator	2011	OT1: C-OVERTIME	3.00	79.86
11151	RODRIGUEZ, JOSE B.	1080: Utility Maint Worker	2010	OT1: C-OVERTIME	106.86	2,678.10
11151	RODRIGUEZ, JOSE B.	1080: Utility Maint Worker	2011	OT1: C-OVERTIME	112.40	2,873.31
11163	EGAN, O'RYN L.	1093: Utility Worker	2009	OT1: C-OVERTIME	136.40	3,928.97
11163	EGAN, O'RYN L.	1093: Utility Worker	2010	OT1: C-OVERTIME	238.05	6,962.67
11163	EGAN, O'RYN L.	1093: Utility Worker	2011	OT1: C-OVERTIME	86.89	2,592.23
11163	EGAN, O'RYN L.	1387: Limited Dig safe Worker	2011	OT1: C-OVERTIME	102.62	3,323.50
11584	SYLVIA, MICHELE R.	1197: LTD WSB Clerk	2011	OT1: C-OVERTIME	130.13	3,737.67
11603	BRENNAN, CHARLES S.	1091: Sys Tech Spec	2009	OT1: C-OVERTIME	55.05	1,921.17
11603	BRENNAN, CHARLES S.	1091: Sys Tech Spec	2010	OT1: C-OVERTIME	10.62	379.93
11603	BRENNAN, CHARLES S.	1091: Sys Tech Spec	2011	OT1: C-OVERTIME	2.85	106.37
11619	DEGNAN, RAYMOND J.	1498: Plummer WSB	2009	OT1: C-OVERTIME	42.90	2,519.61
11619	DEGNAN, RAYMOND J.	1498: Plummer WSB	2010	OT1: C-OVERTIME	5.40	319.32
11619	DEGNAN, RAYMOND J.	1498: Plummer WSB	2011	OT1: C-OVERTIME	19.63	1,180.89
11662	CALCANO, ROLANDO A.	1254: Watershed Mechanic	2009	OT1: C-OVERTIME	69.50	1,813.95
11662	CALCANO, ROLANDO A.	1386: Limited Utility Laborer	2009	OT1: C-OVERTIME	136.00	3,373.01
11662	CALCANO, ROLANDO A.	1254: Watershed Mechanic	2011	OT1: C-OVERTIME	45.00	1,197.96
11662	CALCANO, ROLANDO A.	1704: Watershed Maint. Operator	2011	OT1: C-OVERTIME	11.00	292.83
11670	ANDUIJAR, JUAN P.	1572: CDL Utility Worker in Training	2009	OT1: C-OVERTIME	57.70	1,427.68
11675	DICECCO, PAUL A.	1255: Sr Watershed Mechanic	2009	OT1: C-OVERTIME	464.50	14,300.61
11675	DICECCO, PAUL A.	1255: Sr Watershed Mechanic	2010	OT1: C-OVERTIME	255.33	7,920.33
11676	TETREAUULT, JOHN B.	1255: Sr Watershed Mechanic	2009	OT1: C-OVERTIME	453.00	13,948.15
11676	TETREAUULT, JOHN B.	1255: Sr Watershed Mechanic	2010	OT1: C-OVERTIME	168.08	5,211.40
11676	TETREAUULT, JOHN B.	1255: Sr Watershed Mechanic	2011	OT1: C-OVERTIME	125.49	3,974.13

Earnings & Hours in Pay-Class "OVT" for FY:

2009 through 2011

(Providence Water Supply Board)

Data Date: 08/06/2013

<u>EMP#</u>	<u>EMPLOYEE NAME</u>	<u>JOB-CODE: Description</u>	<u>FY</u>	<u>PAY-CODE: Description</u>	<u>HRS</u>	<u>PAY</u>
11676	TETREAULT, JOHN B.	1705: Sr. Watershed Maint. Operator	2011	OT1: C-OVERTIME	17.00	538.38
11768	CAMBIO, NATALINO	1380: CDL Meter Reader I	2010	OT1: C-OVERTIME	5.55	143.95
11768	CAMBIO, NATALINO	1572: CDL Utility Worker in Training	2010	OT1: C-OVERTIME	23.65	592.71
11768	CAMBIO, NATALINO	1144: Meter Reader Tech	2011	OT1: C-OVERTIME	1.07	31.39
11768	CAMBIO, NATALINO	1380: CDL Meter Reader I	2011	OT1: C-OVERTIME	6.10	161.40
11982	LEUROPA, DAVID L.	1572: CDL Utility Worker in Training	2009	OT1: C-OVERTIME	158.00	3,911.45
12125	STOMBERG, JESSE	000: Temporary Employee	2009	OT1: C-OVERTIME	51.66	928.57
12125	STOMBERG, JESSE	000: Temporary Employee	2010	OT1: C-OVERTIME	7.30	131.21
12125	STOMBERG, JESSE	1080: Utility Maint Worker	2010	OT1: C-OVERTIME	28.75	720.55
12125	STOMBERG, JESSE	1080: Utility Maint Worker	2011	OT1: C-OVERTIME	42.29	1,081.06
12126	JONES, COREY	1093: Utility Worker	2009	OT1: C-OVERTIME	150.03	4,388.20
12126	JONES, COREY	1572: CDL Utility Worker in Training	2009	OT1: C-OVERTIME	169.33	4,198.62
12126	JONES, COREY	1093: Utility Worker	2010	OT1: C-OVERTIME	517.48	15,135.60
12126	JONES, COREY	1572: CDL Utility Worker in Training	2010	OT1: C-OVERTIME	8.57	212.66
12126	JONES, COREY	1093: Utility Worker	2011	OT1: C-OVERTIME	566.29	16,892.31
12198	O'BRIEN, DANIEL P.	1403: Utility Maintenance Repairman	2009	OT1: C-OVERTIME	137.26	4,110.90
12198	O'BRIEN, DANIEL P.	1403: Utility Maintenance Repairman	2010	OT1: C-OVERTIME	76.97	2,326.73
12198	O'BRIEN, DANIEL P.	1403: Utility Maintenance Repairman	2011	OT1: C-OVERTIME	84.74	2,617.93
12607	MORENO, LUIS A.	1251: LTD Meter Reader I	2011	OT1: C-OVERTIME	25.00	661.43
12607	MORENO, LUIS A.	162: Meter Reader I	2011	OT1: C-OVERTIME	1.07	28.31
12666	CAPOBIANCO, JOHN J.	000: Temporary Employee	2009	OT1: C-OVERTIME	27.29	490.53
12749	CARAMANTE, JEFFREY R.	000: Temporary Employee	2009	OT1: C-OVERTIME	35.00	629.09
12749	CARAMANTE, JEFFREY R.	000: Temporary Employee	2010	OT1: C-OVERTIME	8.00	143.80
12749	CARAMANTE, JEFFREY R.	1200: CdI Utility Laborer	2010	OT1: C-OVERTIME	92.18	2,310.18
12749	CARAMANTE, JEFFREY R.	1638: CDL Watershed Mechanic	2010	OT1: C-OVERTIME	44.00	1,142.96
12749	CARAMANTE, JEFFREY R.	1654: CDL Water Treatment Operator	2010	OT1: C-OVERTIME	40.00	1,039.05
12749	CARAMANTE, JEFFREY R.	1638: CDL Watershed Mechanic	2011	OT1: C-OVERTIME	24.00	626.40
12749	CARAMANTE, JEFFREY R.	1654: CDL Water Treatment Operator	2011	OT1: C-OVERTIME	745.63	19,751.80
12749	CARAMANTE, JEFFREY R.	1710: WTO in Training III	2011	OT1: C-OVERTIME	60.00	2,011.41
12896	MIRANDA, JUSTIN J.	1571: Utility Worker in Training	2010	OT1: C-OVERTIME	43.98	1,102.19
12896	MIRANDA, JUSTIN J.	1571: Utility Worker in Training	2011	OT1: C-OVERTIME	1.23	31.45
12896	MIRANDA, JUSTIN J.	1572: CDL Utility Worker in Training	2011	OT1: C-OVERTIME	69.50	1,776.64
12974	BIBBY, PETER J.	1571: Utility Worker in Training	2010	OT1: C-OVERTIME	194.14	4,865.46
12974	BIBBY, PETER J.	1572: CDL Utility Worker in Training	2010	OT1: C-OVERTIME	51.69	1,295.44
13021	MAINTANIS, JOHN A.	1572: CDL Utility Worker in Training	2011	OT1: C-OVERTIME	9.00	230.07
13024	GBAA, YUDEHWHEH P.	1571: Utility Worker in Training	2010	OT1: C-OVERTIME	25.53	639.81
13024	GBAA, YUDEHWHEH P.	1462: Limited Watershed Mechanic	2011	OT1: C-OVERTIME	51.58	1,373.13
13024	GBAA, YUDEHWHEH P.	1571: Utility Worker in Training	2011	OT1: C-OVERTIME	37.80	965.74
13024	GBAA, YUDEHWHEH P.	1704: Watershed Maint. Operator	2011	OT1: C-OVERTIME	15.00	399.30
13137	DION, CHARLES	387: Equip Mechanic Wsb	2010	OT1: C-OVERTIME	52.37	1,734.37
13137	DION, CHARLES	339: Senior Equip Mech	2011	OT1: C-OVERTIME	76.90	2,597.67
13137	DION, CHARLES	387: Equip Mechanic Wsb	2011	OT1: C-OVERTIME	49.82	1,682.90
13138	BUCCI, DINO	1537: Limited Sr. Watershed Mechanic	2010	OT1: C-OVERTIME	96.23	2,986.55
13139	PONTBRIANT, ROGER	1255: Sr Watershed Mechanic	2010	OT1: C-OVERTIME	79.23	2,458.94
13139	PONTBRIANT, ROGER	1255: Sr Watershed Mechanic	2011	OT1: C-OVERTIME	125.13	3,961.13
13139	PONTBRIANT, ROGER	1705: Sr. Watershed Maint. Operator	2011	OT1: C-OVERTIME	12.00	379.88
13897	MOURACHIAN, EDWARD A.	1571: Utility Worker in Training	2010	OT1: C-OVERTIME	175.09	4,388.02
13897	MOURACHIAN, EDWARD A.	1572: CDL Utility Worker in Training	2010	OT1: C-OVERTIME	81.48	2,042.00
13897	MOURACHIAN, EDWARD A.	1093: Utility Worker	2011	OT1: C-OVERTIME	283.83	8,467.67
13897	MOURACHIAN, EDWARD A.	1572: CDL Utility Worker in Training	2011	OT1: C-OVERTIME	44.55	1,138.27
14014	ELLIOTT, KEITH M.	1635: LTD. Instrumentation Tech.	2010	OT1: C-OVERTIME	97.12	3,407.17
14014	ELLIOTT, KEITH M.	1635: LTD. Instrumentation Tech.	2011	OT1: C-OVERTIME	57.88	2,071.16
14026	DELGIZZO, ROBERT	1572: CDL Utility Worker in Training	2011	OT1: C-OVERTIME	3.00	76.69
14123	SOLITRO, ROBERT A.	000: Temporary Employee	2011	OT1: C-OVERTIME	1.00	17.97
14124	SOLITRO, MICHAEL	000: Temporary Employee	2011	OT1: C-OVERTIME	1.00	17.97
15059	CEJAS, LUIS	1571: Utility Worker in Training	2011	OT1: C-OVERTIME	3.00	76.69
15124	SMITH, THEODORE W.	1571: Utility Worker in Training	2011	OT1: C-OVERTIME	98.15	2,546.69
15128	STAFFORD, CHRISTOPHER E.	339: Senior Equip Mech	2011	OT1: C-OVERTIME	51.08	1,725.41
15133	THRASHER, JAMES L.	1571: Utility Worker in Training	2011	OT1: C-OVERTIME	109.44	2,797.65
15134	FAIOLI, JOSEPH	1572: CDL Utility Worker in Training	2011	OT1: C-OVERTIME	65.94	1,685.64
15135	WATTS, CHRISTOPHER M.	1571: Utility Worker in Training	2011	OT1: C-OVERTIME	107.33	2,904.34
15158	PAGNOZZI, MATTHEW A.	1571: Utility Worker in Training	2011	OT1: C-OVERTIME	77.85	2,006.61

Earnings & Hours in Pay-Class "OVT" for FY:

2009 through 2011

(Providence Water Supply Board)

Data Date: 08/06/2013

<u>EMP#</u>	<u>EMPLOYEE NAME</u>	<u>JOB-CODE: Description</u>	<u>FY</u>	<u>PAY-CODE: Description</u>	<u>HRS</u>	<u>PAY</u>
15183	FERRI, STEVEN	1571: Utility Worker in Training	2011	OT1: C-OVERTIME	0.35	8.94
15185	ALVEAR, CARLOS L.	1706: CDL Utility Worker in Training	2011	OT1: C-OVERTIME	1.32	33.75
24735	NARDUCCI, VALERIE	1197: LTD WSB Clerk	2009	OT1: C-OVERTIME	0.50	10.65
24735	NARDUCCI, VALERIE	1197: LTD WSB Clerk	2010	OT1: C-OVERTIME	1.54	39.33
24735	NARDUCCI, VALERIE	140: Clerk I	2010	OT1: C-OVERTIME	3.02	65.59
24735	NARDUCCI, VALERIE	1197: LTD WSB Clerk	2011	OT1: C-OVERTIME	13.50	379.58
25484	SAURO, ROBERT M.	1382: Limited Watershed Inspector	2009	OT1: C-OVERTIME	271.13	7,142.96
25484	SAURO, ROBERT M.	434: Watershed Inspector	2009	OT1: C-OVERTIME	340.73	9,157.28
25484	SAURO, ROBERT M.	434: Watershed Inspector	2010	OT1: C-OVERTIME	456.08	12,310.38
25484	SAURO, ROBERT M.	434: Watershed Inspector	2011	OT1: C-OVERTIME	598.19	16,469.07
27778	WASHINGTON, COURTNEY	1133: Water Treatment Operator	2011	OT1: C-OVERTIME	232.87	6,170.19
						2,514,518.61

H:\OrgFunctions\PR\Extras\PRextraOTpayClassFY.rpt

Providence Water Docket 4406

Data Requests of the Commission Set 1 (Issued July 22, 2013)

15. What is the current cost of health insurance premiums for medical, dental and vision care for family and individual coverage? Does Providence Water give employees a waiver bonus for opting out of health insurance? If so, what is the amount?

Answer: Please see the response to DIV 4-9 for medical and dental care. There is no charge for vision care, it is included in the medical. Providence Water follows the City's waiver bonus as indicated in the Collective Bargaining Agreement, Article XVIII, Section 1(D) and Article XIX, Section 3. Medical waiver amounts are family plan \$1,500 per year, and individual \$750 per year. Dental waiver amounts are family plan \$500 per year, and individual \$250 per year.

Providence Water Docket 4406

**Data Requests of the Commission
Set 1 (Issued July 22, 2013)**

Comm 1-16. Please explain the projected increase in electricity supply contract. What is the current practice of the Providence Water to procure electricity? Has a Request for Proposal been submitted? What are the terms of the contract?

Answer: There is not an increase in the electricity supply contract from Direct Energy. However, an inflation factor was applied to the transmission and distribution portion (delivery charge) which is paid through National Grid for gas and electricity.

According to our Support Services department, Providence Water purchases its electricity through the Rhode Island League of Cities and Towns (RILCT) through Direct Energy.

RILCT prepared an RFP, and hired experts to determine the most successful program, which was determined to be Direct Energy. RILCT then solicited Cities and Towns to procure electricity at a special reduced rate by combining the purchasing power of the various communities.

Providence Water currently pays a guaranteed rate of 6.31 cents per Kwh for 48 months through December 2015.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

17. Please identify the number of customers Providence Water serves by type (i.e. residential, commercial, industrial, etc.) and please provide a sample billing for each class of customer.

Answer: Please see the attachment to the response to BCWA 1-12 for number of customers.

Attached is a copy of a Residential Bill 1-17(a), Commercial Bill 1-17(b), Industrial Bill 1-17(c), Wholesale Bill (Million Gallons) 1-17(d) and a Wholesale Bill (Cubic Feet) 1-17(e).



PO BOX 1456
PROVIDENCE, RI 02901-1456

Bill Date	7/2/2013
Account Number	419000
Payment Due Date	Upon Receipt
Service Location	11 A ST
Total Amount Due	\$ 54.75

419028000702130000000005475000054750000007

Amount Enclosed \$ _____

ROBERT [REDACTED]
11 A ST
CRANSTON RI 02920-4101

Make Check / Money Order payable
PROVIDENCE WATER. INCLUDE ACCOUNT
NUMBER ON CHECK / MONEY ORDER.

To pay by ACH, go to www.provwater.com. To pay by credit card, either go to www.provwater.com or call 1-866-833-2560.
PLEASE RETURN TOP PORTION OF THIS PAGE, RETAIN BOTTOM AND FOLLOWING PAGE FOR YOUR RECORDS.

Service
Account Number 419000
Service Type Residential
Water Rate \$ 2.488
Meter Number 17435856B
Meter Size 3/4"

Service Location
11 A ST
CRANSTON RI 02920

Bill To
ROBERT [REDACTED]
11 A ST
CRANSTON RI 02920

Billing Questions
(401) 521-5070

Emergency Service
(401) 521-6300

Business Hours
Monday - Friday
8:30 AM - 4:30 PM

Summer Hours
Monday - Friday
8:30 AM - 4:00 PM

Website
www.provwater.com

Conversions
1 CF (cu. ft.) = 7.48 Gallons
1 HCF = 100 CF = 748 Gallons

Bill Summary

Bill Date 7/2/2013
Usage Period 4/1/2013 - 06/27/2013

Previous Bill \$ 52.24
Payment Received -\$ 52.24
Balance \$ 0.00

Current Charges

	HCF	Rate	
Consumption Charge	14.44	\$ 2.488	\$ 35.98
Service Charge(s)	87	\$ 0.2163	\$ 18.82
RI Water Fund Charge Elderly Exemption	HCF	Rate	
	14.44	-\$ 0.21842	-\$ 3.16
	14.44	\$ 0.21842	\$ 3.16
Total Current Charges			\$ 54.75
Total Due			\$ 54.75

Interest of 1% per month will be charged on payments received 30 days after the billing date.

1-17(a)



PO BOX 1456
PROVIDENCE, RI 02901-1456

Account Number	419
Bill To	ROBERT [REDACTED] 11 A ST CRANSTON RI 02920
Service Location	11 A ST

Current Consumption

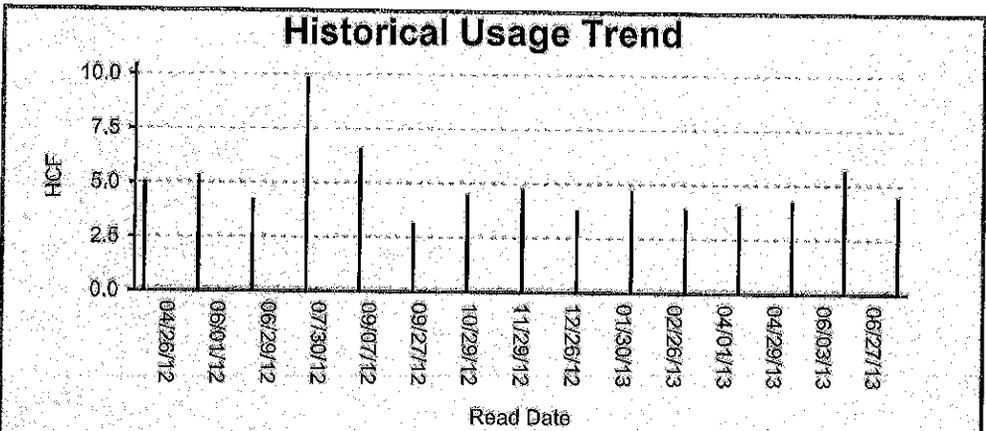
#Days	Read Date	Read Type	Meter Read	HCF
	04/01/2013	Actual	52977	
28	04/29/2013	Actual	53403	4.26
35	06/03/2013	Actual	53974	5.71
24	06/27/2013	Actual	54421	4.47
Total HCF:				14.44

This page has Billing and History Detail ONLY.

For TOTAL DUE, please see Total Amount Due on FIRST PAGE of Billing Statement.

NOTICE: On March 29, 2013, Providence Water filed with the RI Public Utilities Commission an application to revise its rates to collect an additional \$14.6 million in revenue per year, and included a request to implement monthly billing. The proposed impact on a residential customer bill with an annual consumption of 100 HCF will be an increase of \$6.08 per month, or 22.7%. For Providence residents, the Fire Protection Service Charge will also increase by \$0.17 per month. No rate change will take effect until the Commission has conducted a full investigation and hearing on the proposal. The Commission will schedule a future public hearing.

IMPORTANT INFORMATION: LEAD IN DRINKING WATER
Providence Water has found high levels of lead in drinking water in some homes. Lead can cause serious health problems. Ensure lead-free water by flushing a cold water faucet for 3 minutes if your water has not been used for several hours. You will use about 3 gallons of water and the cost will be about a penny. Save the flushed water for watering plants or for cleaning. 3-minute flushing is not necessary if you have used toilets, washing machines or bathtubs first. However, for drinking or cooking, always flush from the faucet for at least 30 seconds.



# Days	Read Date	Actual Usage			
		Read	HCF	GAL	Gals/Day
31	04/26/12	47485	5.01	3747	121
36	06/01/12	48022	5.37	4016	112
28	06/29/12	48446	4.24	3171	113
31	07/30/12	49434	9.88	7390	238
39	09/07/12	50092	6.58	4921	126
20	09/27/12	50409	3.17	2371	119
32	10/29/12	50858	4.49	3358	106
31	11/29/12	51332	4.74	3545	114
27	12/26/12	51712	3.80	2842	105
35	01/30/13	52186	4.73	3538	101
27	02/26/13	52571	3.86	2887	107
34	04/01/13	52977	4.06	3038	89
28	04/29/13	53403	4.26	3186	114
35	06/03/13	53974	5.71	4271	122
24	06/27/13	54421	4.47	3343	139

1 HCF = 100 CF = 748 gallons
The recommended usage is 65 gallons per person per day. Divide the gallons per day by the number of people in your household to determine your daily, per person usage.



PO BOX 1456
PROVIDENCE, RI 02901-1456

Bill Date	7/2/2013
Account Number	1010
Payment Due Date	Upon Receipt
Service Location	350 ATWOOD AVE
Total Amount Due	\$ 427.93

101038000702130000000042793000318060018905

Amount Enclosed \$ _____

1793 ATWOOD AVE
JOHNSTON RI 02919-3213

Make Check / Money Order payable
PROVIDENCE WATER. INCLUDE ACCOUNT
NUMBER ON CHECK / MONEY ORDER.

To pay by ACH, go to www.provwater.com. To pay by credit card, either go to www.provwater.com or call 1-866-833-2560.
PLEASE RETURN TOP PORTION OF THIS PAGE, RETAIN BOTTOM AND FOLLOWING PAGE FOR YOUR RECORDS.

Service
Account Number 1010
Service Type Commercial
Water Rate \$ 2.39
Meter Number 19104182B
Meter Size 3/4"

Service Location
350 ATWOOD AVE
CRANSTON RI 02920

Bill To
1793 ATWOOD AVE
JOHNSTON RI 02919

Billing Questions
(401) 521-5070

Emergency Service
(401) 521-6300

Business Hours
Monday - Friday
8:30 AM - 4:30 PM

Summer Hours
Monday - Friday
8:30 AM - 4:00 PM

Website
www.provwater.com

Conversions
1 CF (cu. ft.) = 7.48 Gallons
1 HCF = 100 CF = 748 Gallons

Bill Summary

Bill Date 7/2/2013
Usage Period 4/1/2013 - 06/27/2013

Previous Bill \$ 598.28
Payment Received -\$ 488.41
Past Due Balance \$ 109.87

Current Charges

	HCF	Rate	
Consumption Charge	105.10	\$ 2.39	\$ 261.19
Service Charge(s)	87	\$ 0.2163	\$ 18.82
RI Water Fund Charge	105.10	\$ 0.21642	\$ 22.95
Other Charges			\$ 18.90
RI STATE TAX			\$ 3.10
INTEREST			\$ 3.10
Total Current Charges			\$ 318.06
Total Due			\$ 427.93

Interest of 1% per month will be charged on payments received 30 days after the billing date.

1-17(b)



PO BOX 1456
PROVIDENCE, RI 02901-1456

Account Number	101600
Bill To	1793 ATWOOD AVE JOHNSTON RI 02919
Service Location	350 ATWOOD AVE

Current Consumption

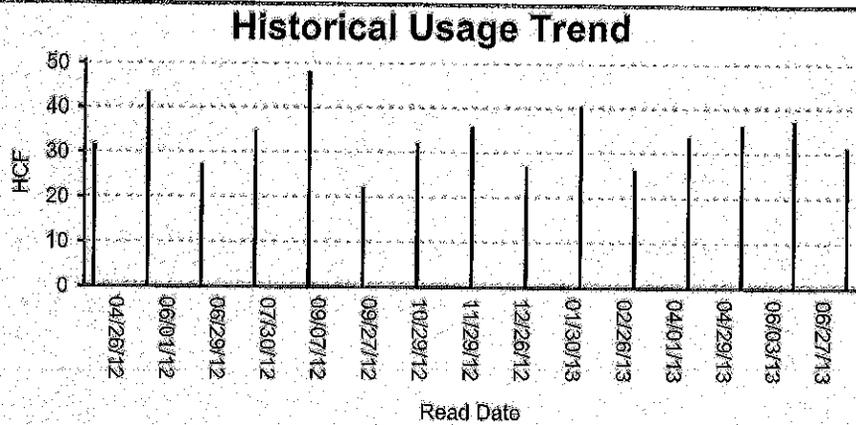
#Days	Read Date	Read Type	Meter Read	HCF
	04/01/2013	Actual	400585	
28	04/29/2013	Actual	404218	36.33
35	06/03/2013	Actual	407956	37.38
24	06/27/2013	Actual	411095	31.39
Total HCF:				105.10

This page has Billing and History Detail ONLY.

For TOTAL DUE, please see Total Amount Due on FIRST PAGE of Billing Statement.

NOTICE: On March 29, 2013, Providence Water filed with the RI Public Utilities Commission an application to revise its rates to collect an additional \$14.6 million in revenue per year, and included a request to implement monthly billing. The proposed impact on a residential customer bill with an annual consumption of 100 HCF will be an increase of \$6.08 per month, or 22.7%. For Providence residents, the Fire Protection Service Charge will also increase by \$0.17 per month. No rate change will take effect until the Commission has conducted a full investigation and hearing on the proposal. The Commission will schedule a future public hearing.

IMPORTANT INFORMATION: LEAD IN DRINKING WATER
Providence Water has found high levels of lead in drinking water in some homes. Lead can cause serious health problems. Ensure lead-free water by flushing a cold water faucet for 3 minutes if your water has not been used for several hours. You will use about 3 gallons of water and the cost will be about a penny. Save the flushed water for watering plants or for cleaning. 3-minute flushing is not necessary if you have used toilets, washing machines or bathtubs first. However, for drinking or cooking, always flush from the faucet for at least 30 seconds.



# Days	Read Date	Actual Usage			
		Read	HCF	GAL	Gals/Day
31	04/26/12	363449	31.63	23659	763
36	06/01/12	367781	43.32	32403	900
28	06/29/12	370512	27.31	20427	730
31	07/30/12	373987	34.75	25993	836
39	09/07/12	378784	47.97	35881	920
20	09/27/12	381022	22.38	16740	837
32	10/29/12	384239	32.17	24083	762
31	11/29/12	387826	35.87	26630	866
27	12/26/12	390533	27.07	20248	760
36	01/30/13	394582	40.49	30286	866
27	02/26/13	397215	26.33	19694	729
34	04/01/13	400585	33.70	25207	741
28	04/29/13	404218	36.33	27174	971
35	06/03/13	407956	37.38	27960	799
24	06/27/13	411095	31.39	23479	978

1 HCF = 100 CF = 748 gallons

The recommended usage is 65 gallons per person per day. Divide the gallons per day by the number of people in your household to determine your daily, per person usage.



PO BOX 1456
PROVIDENCE, RI 02901-1456

Bill Date	7/9/2013
Account Number	101
Payment Due Date	Upon Receipt
Service Location	30 LIBERA ST
Total Amount Due	\$ 836.74

1012790007091300000000083674000836740050581

Amount Enclosed \$ _____

30 LIBERA ST
CRANSTON RI 02920-2525

Make Check / Money Order payable
PROVIDENCE WATER. INCLUDE ACCOUNT
NUMBER ON CHECK / MONEY ORDER.

To pay by ACH, go to www.provwater.com. To pay by credit card, either go to www.provwater.com or call 1-866-833-2560.
PLEASE RETURN TOP PORTION OF THIS PAGE, RETAIN BOTTOM AND FOLLOWING PAGE FOR YOUR RECORDS.

Service
Account Number 101
Service Type Industrial
Water Rate \$ 2.346
Meter Number 99279094B
Meter Size 2"

Service Location
30 LIBERA ST
CRANSTON RI 02920

Bill To
30 LIBERA ST
CRANSTON RI 02920

Billing Questions
(401) 521-5070

Emergency Service
(401) 521-6300

Business Hours
Monday - Friday
8:30 AM - 4:30 PM

Summer Hours
Monday - Friday
8:30 AM - 4:00 PM

Website
www.provwater.com

Conversions
1 CF (cu. ft.) = 7.48 Gallons
1 HCF = 100 CF = 748 Gallons

Bill Summary

Bill Date 7/9/2013
Usage Period 4/4/2013 - 07/01/2013

Previous Bill \$ 639.79
Payment Received -\$ 639.79
Balance \$ 0.00

Current Charges

	HCF	Rate	
Consumption Charge	291.40	\$ 2.346	\$ 683.62
Service Charge(s)	Days	Daily Rate	
	88	\$ 0.4419	\$ 38.89
RI Water Fund Charge	HCF	Rate	
	291.40	\$ 0.21842	\$ 63.65
Other Charges			
RI STATE TAX			\$ 50.68
Total Current Charges			\$ 836.74
Total Due			\$ 836.74

Interest of 1% per month will be charged on payments received 30 days after the billing date.

1-17(c)



PO BOX 1456
PROVIDENCE, RI 02901-1456

Account Number	101
Bill To	30 LIBERA ST CRANSTON RI 02920
Service Location	30 LIBERA ST

Current Consumption

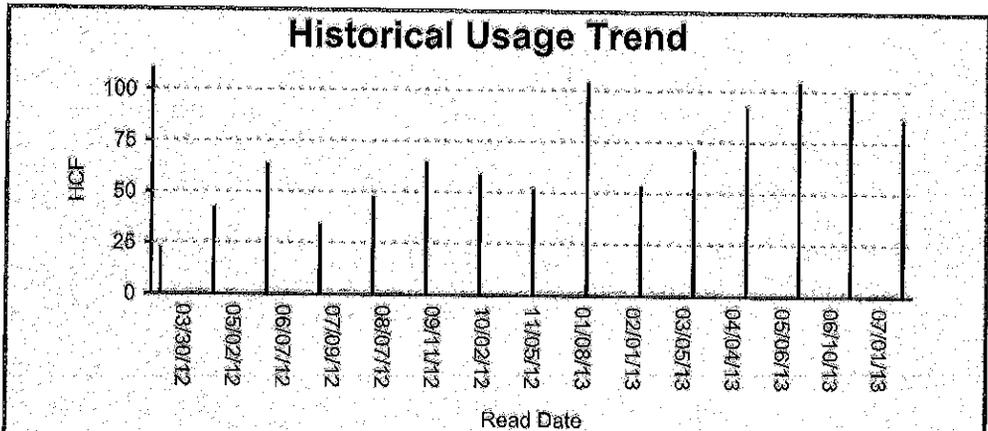
#Days	Read Date	Read Type	Meter Read	HCF
	04/04/2013	Actual	966640	
32	05/06/2013	Actual	977120	104.80
35	06/10/2013	Actual	987130	100.10
21	07/01/2013	Actual	995780	86.50
			Total HCF:	291.40

This page has Billing and History Detail ONLY.

For TOTAL DUE, please see Total Amount Due on FIRST PAGE of Billing Statement.

NOTICE: On March 29, 2013, Providence Water filed with the RI Public Utilities Commission an application to revise its rates to collect an additional \$14.6 million in revenue per year, and included a request to implement monthly billing. The proposed impact on a residential customer bill with an annual consumption of 100 HCF will be an increase of \$6.08 per month, or 22.7%. For Providence residents, the Fire Protection Service Charge will also increase by \$0.17 per month. No rate change will take effect until the Commission has conducted a full investigation and hearing on the proposal. The Commission will schedule a future public hearing.

IMPORTANT INFORMATION: LEAD IN DRINKING WATER
Providence Water has found high levels of lead in drinking water in some homes. Lead can cause serious health problems. Ensure lead-free water by flushing a cold water faucet for 3 minutes if your water has not been used for several hours. You will use about 3 gallons of water and the cost will be about a penny. Save the flushed water for watering plants or for cleaning. 3-minute flushing is not necessary if you have used toilets, washing machines or bathtubs first. However, for drinking or cooking, always flush from the faucet for at least 30 seconds.



# Days	Read Date	Actual Usage			
		Read	HCF	GAL	Gals/Day
28	03/30/12	897950	22.70	10979	606
33	05/02/12	902190	42.40	31716	961
36	06/07/12	908560	63.70	47647	1,324
32	07/09/12	912010	34.50	25806	806
29	08/07/12	916810	48.00	35904	1,238
35	09/11/12	923330	65.20	48769	1,393
21	10/02/12	929230	59.00	44132	2,102
34	11/05/12	934440	52.10	38970	1,146
64	01/08/13	944860	104.20	77941	1,216
24	02/01/13	950260	54.00	40392	1,663
32	03/05/13	957380	71.20	53257	1,664
30	04/04/13	966640	92.60	69264	2,309
32	05/06/13	977120	104.80	78390	2,450
35	06/10/13	987130	100.10	74674	2,139
21	07/01/13	995780	86.50	64702	3,061

1 HCF = 100 CF = 748 gallons
The recommended usage is 65 gallons per person per day. Divide the gallons per day by the number of people in your household to determine your daily, per person usage.



PO BOX 1456
PROVIDENCE, RI 02901-1456

Bill Date	7/31/2013
Account Number	604001
Payment Due Date	Upon Receipt
Service Location	GEORGE WATERMAN RD
Total Amount Due	\$ 114,651.79

604001000731130000011465179077376140000008

Amount Enclosed \$ _____

~~GREENVILLE~~
PO BOX 595
~~GREENVILLE~~ RI 02828-0595

Make Check / Money Order payable
PROVIDENCE WATER. INCLUDE ACCOUNT
NUMBER ON CHECK / MONEY ORDER.

To pay by ACH, go to www.provwater.com. To pay by credit card, either go to www.provwater.com or call 1-866-833-2560.
PLEASE RETURN TOP PORTION OF THIS PAGE, RETAIN BOTTOM AND FOLLOWING PAGE FOR YOUR RECORDS.

Service
Account Number 604001
Service Type Wholesale
Water Rate \$ 1,697.21
Meter Number 22
Meter Size 12"

Service Location
GEORGE WATERMAN RD
JOHNSTON RI 02919

Bill To
~~GREENVILLE~~
PO BOX 595
~~GREENVILLE~~ RI 02828

Billing Questions
(401) 521-5070

Emergency Service
(401) 521-6300

Business Hours
Monday - Friday
8:30 AM - 4:30 PM
Summer Hours
Monday - Friday
8:30 AM - 4:00 PM

Website
www.provwater.com

Conversions
1 CF (cu. ft.) = 7.48 Gallons
1 HCF = 100 CF = 748 Gallons

Bill Summary

Bill Date 7/31/2013
Usage Period 6/20/2013 - 07/24/2013

Previous Bill \$ 37,275.65
Payment Received \$ 0.00
Past Due Balance \$ 37,275.65

Current Charges

Consumption Charge	MGAL	Rate	
	45,5902	\$ 1,697.21	\$ 77,376.14
Total Current Charges			\$ 77,376.14
Total Due			\$ 114,651.79

Interest of 1% per month will be charged on payments received 30 days after the billing date.

1-17(d)



PO BOX 1456
PROVIDENCE, RI 02901-1456

Account Number	604667
Bill To	PROVIDENCE WATER DIST PO BOX 595 PROVIDENCE RI 02828
Service Location	GEORGE WATERMAN RD

Current Consumption

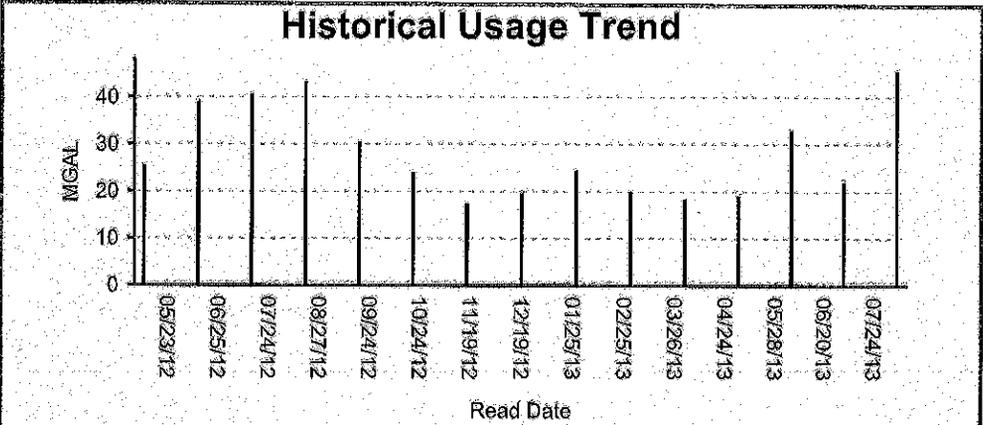
#Days	Read Date	Read Type	Meter Read	MGAL
	06/20/2013	Actual	1833266000	
34	07/24/2013	Actual	1878856200	45.59
			Total MGAL:	45.59

This page has Billing and History Detail ONLY.

For TOTAL DUE, please see Total Amount Due on **FIRST PAGE** of Billing Statement.

NOTICE: On March 29, 2013, Providence Water filed with the RI Public Utilities Commission an application to revise its rates to collect an additional \$14.6 million in revenue per year, and included a request to implement monthly billing. The proposed impact on a residential customer bill with an annual consumption of 100 HCF will be an increase of \$6.08 per month, or 22.7%. For Providence residents, the Fire Protection Service Charge will also increase by \$0.17 per month. No rate change will take effect until the Commission has conducted a full investigation and hearing on the proposal. The Commission will schedule a future public hearing.

IMPORTANT INFORMATION: LEAD IN DRINKING WATER
Providence Water has found high levels of lead in drinking water in some homes. Lead can cause serious health problems. Ensure lead-free water by flushing a cold water faucet for 3 minutes if your water has not been used for several hours. You will use about 3 gallons of water and the cost will be about a penny. Save the flushed water for watering plants or for cleaning. 3-minute flushing is not necessary if you have used toilets, washing machines or bathtubs first. However, for drinking or cooking, always flush from the faucet for at least 30 seconds.



# Days	Read Date	Actual Usage		
		Read	MGAL	MGal/day
29	05/23/12	14827249	25.51	0.88
33	06/25/12	16216246	38.90	1.18
29	07/24/12	16622805	40.66	1.4
34	08/27/12	16055659	43.29	1.27
28	09/24/12	16360289	30.46	1.09
30	10/24/12	16600730	24.04	0.8
26	11/19/12	16774831	17.41	0.67
30	12/19/12	16970036	19.52	0.65
37	01/25/13	17213167	24.31	0.66
31	02/25/13	17411824	19.87	0.64
29	03/26/13	17594675	18.29	0.63
29	04/24/13	17784311	18.96	0.65
34	05/28/13	18113031	32.87	0.97
23	06/20/13	18332660	21.96	0.95
34	07/24/13	18788562	45.59	1.34

1 HCF = 100 CF = 748 gallons

The recommended usage is 65 gallons per person per day. Divide the gallons per day by the number of people in your household to determine your daily, per person usage.



PO BOX 1456
PROVIDENCE, RI 02901-1456

Bill Date	7/31/2013
Account Number	812
Payment Due Date	Upon Receipt
Service Location	PLAINFIELD/SIMMONSVILLE
Total Amount Due	\$ 8,125.78

812606000731130000000812578008125780000009

Amount Enclosed \$ _____

~~XXXXXXXXXX~~
~~XXXXXXXXXX~~
1385 HARTFORD AVE
~~XXXXXXXXXX~~ RI 02919

Make Check / Money Order payable
PROVIDENCE WATER. INCLUDE ACCOUNT
NUMBER ON CHECK / MONEY ORDER.

To pay by ACH, go to www.provwater.com. To pay by credit card, either go to www.provwater.com or call 1-866-833-2560.
PLEASE RETURN TOP PORTION OF THIS PAGE, RETAIN BOTTOM AND FOLLOWING PAGE FOR YOUR RECORDS.

Service
Account Number 8126
Service Type Wholesale
Water Rate \$ 1,269.514
Meter Number 70192577
Meter Size 6"

Service Location
PLAINFIELD/SIMMONSVILLE AVE

Bill To
~~XXXXXXXXXX~~
~~XXXXXXXXXX~~
1385 HARTFORD AVE
~~XXXXXXXXXX~~ RI 02919

Billing Questions
(401) 521-5070

Emergency Service
(401) 521-6300

Business Hours
Monday - Friday
8:30 AM - 4:30 PM
Summer Hours
Monday - Friday
8:30 AM - 4:00 PM

Website
www.provwater.com

Conversions
1 CF (cu. ft.) = 7.48 Gallons
1 HCF = 100 CF = 748 Gallons

Bill Summary

Bill Date 7/31/2013
Usage Period 6/21/2013 - 07/25/2013

Previous Bill \$ 9,649.20
Payment Received -\$ 9,649.20
Balance \$ 0.00

Current Charges

	HCF	Rate	
Consumption Charge	5,613.00	\$ 1,269.514	\$ 7,125.78
Other Charges and Adjustments DOLLARS TRANSFER			\$ 1,000.00
Total Current Charges			\$ 8,125.78
Total Due			\$ 8,125.78

Interest of 1% per month will be charged on payments received 30 days after the billing date.

1-17(e)



PO BOX 1456
PROVIDENCE, RI 02901-1456

Account Number	812
Bill To	TOWN OF SIMMONSVILLE 1385 HARTFORD AVE SIMMONSVILLE RI 02919
Service Location	PLAINFIELD/SIMMONSVILLE

Current Consumption (part 1 of 2)

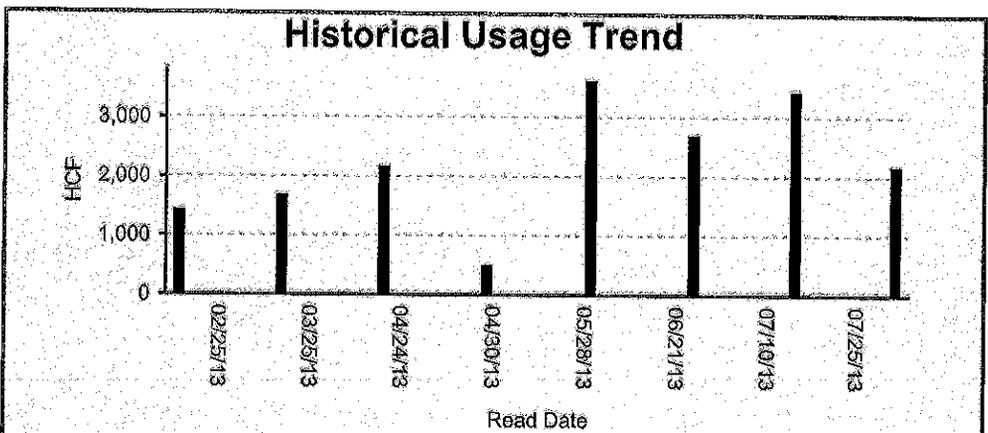
#Days	Read Date	Read Type	Meter Read Reg	HCF
	06/21/2013	Actual	468800 1	
	06/21/2013	Actual	4293000 2	

Current Consumption

#Days	Read Date	Read Type	Meter Read Reg	HCF
19	07/10/2013	Actual	497830 1	290.30
19	07/10/2013	Actual	4607800 2	3,148.0
15	07/25/2013	Actual	520100 1	222.70
15	07/25/2013	Actual	4803000 2	1,952.0
Total HCF:				5,613.00

NOTICE: On March 29, 2013, Providence Water filed with the RI Public Utilities Commission an application to revise its rates to collect an additional \$14.6 million in revenue per year, and included a request to implement monthly billing. The proposed impact on a residential customer bill with an annual consumption of 100 HCF will be an increase of \$6.08 per month, or 22.7%. For Providence residents, the Fire Protection Service Charge will also increase by \$0.17 per month. No rate change will take effect until the Commission has conducted a full investigation and hearing on the proposal. The Commission will schedule a future public hearing.

IMPORTANT INFORMATION: LEAD IN DRINKING WATER
Providence Water has found high levels of lead in drinking water in some homes. Lead can cause serious health problems. Ensure lead-free water by flushing a cold water faucet for 3 minutes if your water has not been used for several hours. You will use about 3 gallons of water and the cost will be about a penny. Save the flushed water for watering plants or for cleaning. 3-minute flushing is not necessary if you have used toilets, washing machines or bathtubs first. However, for drinking or cooking, always flush from the faucet for at least 30 seconds.



# Days	Read Date		Actual Usage			
			Read	HCF	GAL	Gals/Day
31	02/25/13	2	3355000	1440.00	1077120	34,746
28	03/25/13	1	364100	254.00	189962	6,785
28	03/25/13	2	3498500	1435.00	1073380	38,335
30	04/24/13	1	393000	289.00	216172	7,206
30	04/24/13	2	3687500	1890.00	1413720	47,124
6	04/30/13	1	399960	69.60	52060	8,677
6	04/30/13	2	3730600	431.00	322388	53,731
28	05/28/13	1	434550	345.90	258733	9,240
28	05/28/13	2	4058000	3274.00	2448952	87,463
24	06/21/13	1	468800	342.50	256190	10,575
24	06/21/13	2	4293000	2350.00	1757800	73,242
19	07/10/13	1	497830	290.30	217144	11,429
19	07/10/13	2	4607800	3148.00	2354704	123,932
15	07/25/13	1	520100	222.70	166579	11,105
15	07/25/13	2	4803000	1952.00	1460096	97,340

1 HCF = 100 CF = 748 gallons

The recommended usage is 65 gallons per person per day. Divide the gallons per day by the number of people in your household to determine your daily, per person usage.

Providence Water Docket 4406

**Data Requests of the Commission
Set 1 (Issued July 22, 2013)**

18. Please provide any and all Depreciation Studies, lag studies and internal and external Financial Audit Reports from FY2009 to present.

Answer: Please see attached external Audit Reports for June 30, 2010 & 2009. Please see the Appendix to the filing for the Audit Report for June 30, 2012 & 2011.

There are no Depreciation Studies, lag studies, or internal Financial Audit Reports.

COMM
1-18

CITY OF PROVIDENCE, RHODE ISLAND
WATER SUPPLY BOARD

**FINANCIAL STATEMENTS
FOR THE FISCAL YEARS ENDED
JUNE 30, 2010 AND 2009**

CITY OF PROVIDENCE, RHODE ISLAND
WATER SUPPLY BOARD

TABLE OF CONTENTS
YEARS ENDED JUNE 30, 2010 AND 2009

	<u>PAGE(S)</u>
FINANCIAL SECTION:	
Independent Auditor's Report.....	1
 Basic Financial Statements and Required Supplementary Information:	
Management's Discussion and Analysis	2 - 5
 Financial Statements:	
Statement of Net Assets	6 - 7
Statements of Revenues and Expenses and Changes in Fund Net Assets	8
Statements of Cash Flows.....	9
 Notes to Financial Statements	10 - 20
 Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with Government Auditing Standards	21 - 22

INDEPENDENT AUDITORS' REPORT

To the Board of Directors of
Providence Water Supply Board
Providence, Rhode Island

We have audited the accompanying statements of net assets of the Providence Water Supply Board (the "Water Supply Board") (an enterprise fund of the City of Providence, Rhode Island) as of June 30, 2010 and 2009, and the related statements of revenues and expenses and changes in fund net assets and cash flows for the years then ended. These financial statements are the responsibility of the Water Supply Board's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in "Government Auditing Standards" issued by the Comptroller of the United States. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Providence Water Supply Board as of June 30, 2010 and 2009, and the changes in its financial position and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

In accordance with "Government Auditing Standards", we have also issued our report dated January 27, 2011, on our consideration of the Providence Water Supply Board's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance and other matters. That report is an integral part of an audit performed in accordance with "Government Auditing Standards", and should be considered in assessing the results of our audit.

The management's discussion and analysis on pages 2 through 5 is not a required part of the basic financial statements, but is supplementary information required by accounting standards generally accepted in the United States of America. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of the required supplementary information. However, we did not audit the information and express no opinion on it.

Braver, PC
Providence, Rhode Island

Braver, PC

January 27, 2011



PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2010 AND 2009

The management of the Providence Water Supply Board (the Water Supply Board) offers readers of our financial statements the following narrative overview and analysis of our financial activities for the years ended June 30, 2010 and 2009.

Financial Statements

Our financial statements are prepared using proprietary fund (enterprise fund) accounting that uses the same basis of accounting as private-sector business enterprises. Under this method of accounting an economic resources measurement focus and the accrual basis of accounting is used.

Revenue is recorded when earned and expenses are recorded when incurred. The financial statements include statements of net assets, statements of revenues, expenses and changes in net assets, and statements of cash flows. These statements are followed by notes to the financial statements.

- The statements of net assets present information on the assets and liabilities, with the difference between the two reported as net assets. Over time, increases or decreases in net assets may serve as a useful indicator of whether the financial position of the Water Supply Board is improving or deteriorating.
- The statements of revenues, expenses, and changes in net assets report the operating and non-operating revenues and expenses of the Water Supply Board for the fiscal year with the difference – the net income or loss – being combined with any capital contributions to determine the net change in assets for the fiscal year. That change combined with the previous year-end net assets total reconciles to the net assets at the end of the fiscal year.
- The statements of cash flows report cash and cash equivalents activity for the fiscal year resulting from operating activities, non-capital financing activities, capital and related financing activities, and investing activities. The net result of these activities added to the beginning of the year cash balance reconciles to the cash and cash equivalents balance at the end of the fiscal year.

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2010 AND 2009

Condensed Financial Information (in thousands)

Condensed financial information from the statements of net assets and revenues, expenses, and changes in net assets is presented below.

	<u>2010</u>	<u>2009</u>	<u>2008</u>
Current assets	\$ 49,147	\$ 60,976	\$ 67,255
Capital assets, net	235,100	204,233	190,522
Total assets	<u>284,247</u>	<u>265,209</u>	<u>257,777</u>
Current liabilities	17,235	12,450	13,215
Noncurrent liabilities	53,780	43,465	45,009
Total liabilities	<u>71,015</u>	<u>55,915</u>	<u>58,224</u>
Net assets:			
Invested in capital assets, net of related debt	179,800	159,670	143,479
Restricted	30,408	43,370	47,986
Unrestricted	3,024	6,254	8,088
Total net assets	<u>\$ 213,232</u>	<u>\$ 209,294</u>	<u>\$ 199,553</u>
Operating revenues	\$ 54,976	\$ 59,575	\$ 56,032
Operating expenses	39,447	38,150	36,144
Depreciation	11,421	10,646	10,714
Total operating expenses, including depreciation	<u>50,868</u>	<u>48,796</u>	<u>46,858</u>
Operating income	4,108	10,779	9,174
Nonoperating expense	(943)	(1,813)	(103)
Capital grants and contributions	773	775	898
Increase in net assets	<u>\$ 3,938</u>	<u>\$ 9,741</u>	<u>\$ 9,969</u>

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2010 AND 2009

Financial Highlights

The Water Supply Board's net assets totaled \$ 213 million at June 30, 2010. Total net assets increased by \$4 million, or about 1.9% from June 30, 2009.

During the year, the Water Supply Board had operating revenues that exceeded operating expenses by \$4.1 million. This is primarily due to the large commitment to the replacement of infrastructure included in water rates.

At June 30, 2010, the Water Supply Board's net assets totaled \$ 213 million. Total assets were \$284.2 million, up \$ 19 million from last year's total assets of \$ 265.2 million.

At June 30, 2009, the Water Supply Board's net assets totaled \$ 209 million. Total assets were \$265.2 million, up \$ 7.4 million from the prior year's total assets of \$ 257.8 million.

The Water Supply Board's total operating revenues were \$55 million at June 30, 2010, which decreased from \$59.6 million at June 30, 2009. The total cost of operating the water system, including property taxes and depreciation, was \$50.9 million. This resulted in an operating income of \$4.1 million. Non-operating revenue consists of interest and dividend income. Interest on long-term restricted debt is the largest non-operating expense, followed by miscellaneous and other expenses. Non-operating income for the fiscal year totaled (\$.9) million, with capital grants of \$.8 million. The total increase in net assets was \$4 million.

The Water Supply Board's total operating revenues were \$ 59.6 million at June 30, 2009, which increased from \$56 million at June 30, 2008. The total cost of operating the water system, including property taxes and depreciation, was \$ 48.8 million. This resulted in an operating income of \$ 10.8 million. Non-operating revenue consists of interest and dividend income. Interest on long-term restricted debt is the largest non-operating expense, followed by miscellaneous and other expenses. Non-operating income for the fiscal year totaled (\$1.8) million, with capital grants of \$.8 million. The total increase in net assets was \$ 9.8 million.

The decrease in revenue is attributable to the one time revenue in 2009 that did not re-occur in 2010. The increase in expenditures in both 2010 and 2009 were a result of normal inflation, contractual and external factors.

Capital Assets and Debt Administration

Capital Assets

At June 30, 2010, the Water Supply Board had \$ 235.1 million invested in various capital assets, including land, buildings and improvements, transmission and distribution reservoirs, mains, services, hydrants and appurtenances, machinery and equipment and construction work in progress. This amount represents a net increase of \$ 30.9 million, or 15.1%, over last year.

At June 30, 2009, the Water Supply Board had \$ 204.2 million invested in various capital assets, including land, buildings and improvements, transmission and distribution reservoirs, mains, services, hydrants and appurtenances, machinery and equipment and construction work in progress. This amount represents a net increase of \$ 13.7 million, or 7.2%, over the prior year.

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2010 AND 2009

Major project expenditures included (in millions):

- Various distribution improvements, \$0.1
- Replace valves, \$0.1
- Replace fire hydrants, \$0.1
- Replace lead services, \$10.7
- Sludge Maintenance, \$1.0
- Geographic Info. Systems (GIS), \$0.2
- Replace water mains, \$1.4
- 102" aqueduct improvements, \$0.1
- Sand Filters, \$11.8
- Access Roads, fencing and security, \$0.4
- Electrical and process control upgrades, \$0.3
- Storage facilities, \$0.1
- Gainer Dam stone wall rehab, \$0.4

The Water Supply Board's fiscal 2011 capital budget includes projected expenditures of \$33 million for infrastructure and capital projects. The major projects are filter replacements, pump station upgrades, sludge removal and disposal, SCADA and plant system upgrades, meter, lead service and water main replacements, transmission main inspection and rehabilitation, valve and hydrant maintenance, GIS system, CO² system, Mlog installation and land acquisition. Other projects will be funded from bond proceeds available from bonds issued in prior fiscal years and with restricted cash funding from rate revenues. The majority of infrastructure projects are financed on a pay-as-you-go, cash basis. New capital additions, that benefit the ratepayers for many years, are paid for with debt financing on an as needed basis.

Debt

At June 30, 2010, the Water Supply Board had \$ 55.3 million in bonds and notes outstanding versus \$ 43.6 million in the previous year. This represented an increase of \$ 11.7 million or 26.8%.

\$ 13.25 million in new debt was issued in 2010 to fund water main replacements, meters and electronic radio transmitters, hydrant locks and Mlog leak detection devices.

At June 30, 2009, the Water Supply Board had \$ 43.6 million in bonds and notes outstanding versus \$ 45 million in the previous year. This represented a decrease of \$ 1.4 million or 3%.

No new debt was issued in 2009.

Contacting Providence Water's Financial Management

This financial report is designed to provide our customers, investors and creditors with a general overview of the Water Supply Board's finances and to show the Water Supply Board's accountability for the money it receives. If you have questions about this report or need additional financial information, contact the Finance Director at the Providence Water Supply Board, 552 Academy Avenue, Providence, RI 02908.

(CONCLUDED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

STATEMENT OF NET ASSETS
JUNE 30, 2010 AND 2009 (000's)

	2010	2009
ASSETS		
Current unrestricted assets		
Cash and cash equivalents (Note 3)	\$ 2,811	\$ 3,367
Accounts receivable, net of allowance for uncollectible accounts of \$3,122 in 2010 and \$2,411 in 2009	7,653	7,370
Accounts receivable - unbilled	2,774	3,375
Inventory	851	479
Other assets	523	380
Total current unrestricted assets	14,612	14,971
Current restricted assets (Note 2)		
Cash and cash equivalents (Note 3)	27,844	36,118
Investments (Note 3)	4,303	1,209
Accounts receivable	547	19
Accounts receivable - unbilled	545	545
Due from City of Providence General Fund (Note 6)	1,296	-
Due from other governmental units	-	8,114
Total current restricted assets	34,535	46,005
Total current assets	49,147	60,976
Capital Assets (Note 9)		
Land	13,574	12,551
Building and improvements	48,637	37,038
Improvements other than buildings	217,731	198,828
Machinery and equipment	26,554	26,292
Assets under capital leases (Note 7)	13,846	13,846
Scituate Reservoir Project	18,682	18,682
Construction in progress	43,102	32,601
	382,126	339,838
Less accumulated depreciation and amortization	147,026	135,605
Total capital assets, net	235,100	204,233
Total assets	284,247	265,209

(CONTINUED)

The accompanying notes are an integral part of these financial statements.

PROVIDENCE WATER SUPPLY BOARD
 (An enterprise fund of the City of Providence, Rhode Island)

STATEMENT OF NET ASSETS
JUNE 30, 2010 AND 2009 (000's)

	2010	2009
LIABILITIES		
Current liabilities		
Due to City of Providence General Fund (Note 6)	315	2,067
Accounts payable	1,674	1,363
Accrued expenses	4,837	1,968
Unearned revenues	1,945	1,903
Current portion of long-term debt (Note 5)	2,869	1,524
Current portion of obligations under capital lease (Note 7)	-	990
	11,640	9,815
 Amounts to be paid from current restricted assets (Note 2)		
Due to Water Resources Board	354	348
Accounts payable	5,241	2,287
	5,595	2,635
 Total current liabilities	 17,235	 12,450
 Non-current liabilities		
General revenue bonds (Note 5)	52,430	42,048
Other post employment benefits (Note 10)	1,350	1,417
Total non-current liabilities	53,780	43,465
 Total liabilities	 71,015	 55,915
NET ASSETS		
Invested in capital assets, net of related debt	179,800	159,670
Restricted	30,408	43,370
Unrestricted	3,024	6,254
 Total net assets	 \$ 213,232	 \$ 209,294

(CONCLUDED)

The accompanying notes are an integral part of these financial statements.

PROVIDENCE WATER SUPPLY BOARD
 (An enterprise fund of the City of Providence, Rhode Island)

**STATEMENTS OF REVENUES AND EXPENSES AND CHANGES IN FUND NET ASSETS
 FOR THE YEARS ENDED JUNE 30, 2010 AND 2009 (000's)**

	2010	2009
Operating Revenues		
Charges for services:		
Water sales (Note 1):		
General customers	\$ 36,362	\$ 35,813
Other local water suppliers	14,294	14,278
Fire protection services	1,815	1,784
Maintenance charges and other revenue	2,505	7,700
Total operating revenues	54,976	59,575
 Operating Expenses		
Source of supply	2,322	2,321
Pumping operations	780	572
Water treatment	7,829	6,142
Transmission and distribution	5,149	5,332
Charge for services provided by other City departments (Note 6)	839	839
Customer accounts and service	2,712	2,693
Administrative and general	13,122	13,920
Depreciation and amortization	11,421	10,646
Property taxes - other local governments	6,694	6,331
Total operating expenses	50,868	48,796
 Operating income	4,108	10,779
 Nonoperating Revenues (Expenses)		
Interest income	492	202
Interest expense and other	(1,435)	(2,015)
Net nonoperating expenses	(943)	(1,813)
 Capital Grants and Contributions	773	775
 Change in net assets	3,938	9,741
 Net Assets, beginning of year	209,294	199,553
 Net Assets, end of year	\$ 213,232	\$ 209,294

The accompanying notes are an integral part of these financial statements.

PROVIDENCE WATER SUPPLY BOARD
 (An enterprise fund of the City of Providence, Rhode Island)

STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED JUNE 30, 2010 AND 2009 (000's)

	2010	2009
Cash Flows From Operating Activities		
Cash received from customers	\$ 54,665	\$ 61,638
Cash paid to vendors	(20,412)	(25,015)
Cash paid to employees	(13,334)	(13,281)
Net cash provided by operating activities	20,919	23,342
Cash Flows From Non-Capital and Related Financing Activities		
Due to/from other funds	(3,048)	261
Cash Flows From Capital and Related Financing Activities		
Acquisition and construction of capital assets	(42,288)	(24,357)
Interest paid on debt	(1,435)	(1,585)
Repayment of long-term debt and capital leases	(2,513)	(2,481)
Proceeds from long-term debt and capital leases	21,364	24,904
Capital grants	773	775
Net cash used in capital and related financing activities	(24,099)	(2,744)
Cash Flows From Investing Activities		
Purchase of investment securities	(3,094)	376
Investment income (loss)	492	(228)
Net cash provided by (used in) investing activities	(2,602)	148
Net increase (decrease) in cash and cash equivalents	(8,830)	21,007
Cash and cash equivalents		
Beginning	39,485	18,478
Ending	\$ 30,655	\$ 39,485
Unrestricted cash and cash equivalents	\$ 2,811	\$ 3,367
Restricted cash and cash equivalents	27,844	36,118
	\$ 30,655	\$ 39,485
Reconciliation of Operating Income to		
Net Cash Provided by Operating Activities:		
Operating income	\$ 4,108	\$ 10,779
Adjustments to reconcile operating income to net cash provided by operating activities:		
Depreciation and amortization	11,421	10,646
Changes in assets and liabilities:		
Accounts receivable	(210)	1,975
Inventories	(372)	(39)
Other assets	(143)	70
Accounts payable and accrued expenses	6,073	(107)
Unearned revenue	42	18
Net cash provided by operating activities	\$ 20,919	\$ 23,342

The accompanying notes are an integral part of these financial statements.

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

1. NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES

Reporting entity

The Providence Water Supply Board, an enterprise fund of the City of Providence, (the "Water Supply Board") was created in 1940 by Chapter 832 of the Public Laws of the State of Rhode Island. Membership of the Water Supply Board is comprised of four persons appointed by the Mayor, who serve for four-year staggered terms and two City Council members elected by the City Council who serve during their four-year City Council term. The Finance Director of the City of Providence also serves as an ex-officio Water Supply Board member.

The Water Supply Board provides water supply services through metered sales in Providence and parts of the surrounding communities of North Providence, Johnston and Cranston. The Water Supply Board also sells water to other local water supply systems on a wholesale basis. The Water Supply Board's source of water supply is the Scituate Reservoir, located in the Town of Scituate, Rhode Island, and five tributary reservoirs.

Significant accounting policies are as follows:

Basis of Presentation

The Water Supply Board is considered an enterprise fund of the City of Providence (the "City"). The operations of the Water Supply Board are accounted for with a separate set of self-balancing accounts organized on a Proprietary Fund type (Enterprise Fund) basis.

Enterprise Funds are used to account for operations (a) that are financed and operated in a manner similar to private business enterprises where the intent of the governing body is that the costs (including depreciation) of providing goods and services to the general public on a continuing basis be financed or recovered primarily through user charges; or (b) where the governing body has decided that periodic determination of revenues earned, expenses incurred, and/or net income is appropriate for capital maintenance, public policy, management control, accountability, or other purposes.

The Water Supply Board utilizes the accrual basis of accounting, under which revenues are recognized when earned and expenses are recognized when incurred.

Regulations and Operation

The Water Supply Board is subject, as to rates, and other matters, to the regulatory authority of the State of Rhode Island Public Utilities Commission (PUC).

Cash equivalents

The Water Supply Board considers all highly liquid debt instruments with an original maturity of three months or less, when purchased, to be cash equivalents.

Investments

The Water Supply Board accounts for investments at fair values which are established by quoted market prices.

Inventory

Inventory, consisting of materials and supplies, is valued at the lower of average cost or market using the first-in, first-out method.

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

1. NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Capital assets, depreciation and amortization

Capital assets owned by the Water Supply Board are stated at cost. They are defined as assets with an initial cost of more than \$3,000 and an estimated useful life in excess of 1 year. Depreciation and amortization is provided over the estimated useful lives using the straight-line method. The estimated useful lives are as follows:

Building, source of supply structures, and improvements	5-75 years
Improvements other than buildings	3-75 years
Equipment	3-50 years

Depreciation expense is not reflected for construction in progress until such time as it is placed in service. Assets under capital leases are amortized under the Water Supply Board's normal depreciation policies for similar assets.

Restricted funds for construction of assets

Restricted funds for construction of assets represent unexpended revenue bond proceeds obtained specifically for construction of water facilities. These funds are included in restricted assets.

Capital contributions

Capital contributions consist of property and equipment paid for by customers for water installations. Once the installation is complete, the property and equipment transfers to the Water Supply Board at fair value.

Revenues, operating revenues and expenses

Revenues include amounts billed and unbilled to all customers, including those customers outside the City of Providence, Rhode Island. All billed charges are based on rates approved by the PUC. Revenues for unbilled amounts to general customers are estimated based on billing amounts subsequent to year-end. The Water Supply Board distinguishes operating revenues and expenses from non-operating. Operating revenues result from charges to customers for water and related services. Operating expenses include the cost of operations, maintenance, sales and service, administrative expenses and depreciation. All revenues and expenses not meeting this definition are reported as non-operating or capital contributions.

Proprietary fund accounting

The Water Supply Board has implemented Statement No. 20 of the Governmental Accounting Standards Board (GASB), "Accounting and Financial Reporting for Proprietary Funds and Other Governmental Entities that use Proprietary Fund Accounting." This Statement provides guidance on the applicability of accounting pronouncements from other standard setting organizations. Under the Board's election, it must apply all GASB pronouncements and the following pronouncements issued before November 30, 1989 unless they contradict GASB pronouncements: Statements and Interpretations of the Financial Accounting Standards Board, Accounting Principles Board Opinions, and Accounting Research Bulletins of the committee on Accounting Procedures.

Concentration of credit risk

The Water Supply Board's financial instruments that are exposed to concentrations of credit risk consist primarily of accounts receivable. Exposure to losses on receivables is principally dependent on each customer's financial condition. Concentration of credit risk with respect to receivables is limited due to the large number of customers. The Water Supply Board monitors its exposure for credit losses and maintains allowances for anticipated losses.

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

1. NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of estimates

The preparation of the financial statements, in conformity with accounting principles generally accepted in the United States of America, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities as of the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Compensated absences

Employees accumulate sick leave hours for subsequent use or for payment upon retirement. Sick leave and vacation vest and may be carried forward into the following calendar year, but not to exceed 135 days and 30 days, respectively.

Vested sick leave and accumulated vacation leave are recorded as expenses and liabilities as the benefits accrue to employees.

2. RESTRICTED ASSETS

The State of Rhode Island enacted the Public Drinking Water Protection Act of 1987 (the "Act") that empowers suppliers of public drinking water to levy a surcharge (the "surcharge") on one cent (\$0.01) per hundred gallons of water for all customers. The surcharge has been amended several times since 1987. The last increase was on July 1, 2002, when the surcharge increased to \$0.0292 per hundred gallons of water for all customers. In addition to the increase, the Water Supply Board will retain 36.1% of the surcharge in its Water Quality Protection fund, remit 57.0% to the State Water Resources Board and retain 6.9% for general operations. The funds collected in the Water Quality Protection fund are to be expended in the following manner:

- 1) at a minimum, 55% of the funds are to be spent for the acquisition of land or land rights or physical improvements to acquired land to protect the quality of the raw water of the water supply system;
- 2) 35% may be used to acquire a fee simple interest or a conservation restriction that directly protects the quality and safety of the public drinking water supply; and 3) 10% may be used by the supplier for any purpose relating to its operations.

The restricted investments are pooled with the cash and cash equivalents and investments of other funds maintained by the City of Providence. The earnings from investments are allocated in proportion to each fund's balance.

3. CASH AND INVESTMENTS

The following is a summary of cash and investments:

	Fair Value
Cash and cash equivalents	\$ 2,811
Restricted cash and cash equivalents	27,844
Equity Mutual Funds	4,303
Total	<u>\$ 34,957</u>

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
 (An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

3. CASH AND INVESTMENTS (CONTINUED)

Responsibility for custodial credit risk of deposits and investments and interest rate risk and risk and concentration of investments rests with the City; accordingly separate disclosure is not possible. The City's financial statements should be read to determine the associated risks of the Water Supply Board's deposits and investments.

4. PENSION PLANS

Substantially all employees of the Water Supply Board participate in the Employees' Retirement System of the City of Providence (the "Plan"), a defined-benefit, single-employer plan. Disclosures about this plan, as a whole, are presented in the City of Providence, Rhode Island's basic financial statements. As of June 30, 2010 and 2009, the City recorded a liability for unpaid pension contributions of \$132,767 and \$127,487, respectively. Separate actuarial information related to the Water Supply Board employees is not available. Accordingly, only disclosures about the Water Supply Board's participation in the Plan are presented herein.

All Water Supply Board employees participating in the Plan are eligible to retire at age 55 or at any age after 25 years of service. The total retirement allowance is equal to an annuity, which is the actuarial equivalent of accumulated contributions at the time of retirement, plus a pension which when added together, equals 1/40 of final compensation for each year of total service up to 20 years and 1/50 of final compensation for each year of service in excess of 20 years. These benefit provisions and all other requirements are established by City ordinance.

The Water Supply Board's allocation of the actuarial required contribution and amount contributed for the year ended June 30, 2010 were \$2,788. The Water Supply Board's allocation of the actuarial required contribution and amount contributed for the year ended June 30, 2009 were \$2,701. The employer and employees contribution rates are approximately 25% and 23%, respectively, for both 2010 and 2009.

The historical schedules of employer contributions and funding progress for the Plan are included in the City of Providence, Rhode Island's basic financial statements.

5. LONG-TERM DEBT

Long-term liability activity for the years ended June 30, 2010 and 2009 were as follows:

	2010				
	Beginning Balance	Increases	Decreases	Ending Balance	Due Within One Year
Bonds payable:					
Revenue bonds	\$ 43,572	\$ 13,250	\$ (1,523)	\$ 55,299	\$ 2,869
Total bonds	43,572	13,250	(1,523)	55,299	2,869
Capital leases	990	-	(990)	-	-
Total long-term liabilities	\$ 44,562	\$ 13,250	\$ (2,513)	\$ 55,299	\$ 2,869

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
 (An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

5. LONG-TERM DEBT (CONTINUED)

	2009				
	Beginning Balance	Increases	Decreases	Ending Balance	Due Within One Year
Bonds payable:					
Revenue bonds	\$ 45,043	\$ -	\$ (1,471)	\$ 43,572	\$ 1,524
Total bonds	45,043	-	(1,471)	43,572	1,524
Capital leases	2,000	-	(1,010)	990	990
Total long-term liabilities	<u>\$ 47,043</u>	<u>\$ -</u>	<u>\$ (2,481)</u>	<u>\$ 44,562</u>	<u>\$ 2,514</u>

The following is a summary of bonds and notes outstanding at June 30, 2010 and 2009:

Description	June 30, 2010	
	Interest Rate	Balance
Revenue bonds:		
Safe Drinking Water Bonds (CWFA FY2002)	2.97%	\$ 1,678
Scituate Reservoir Project (PPBA I)	5.40%	1,057
Safe Drinking Water Bonds (CWFA FY2005)	2.25%	4,314
Safe Drinking Water Bonds (CWFA FY2008)	2.85%	35,000
Safe Drinking Water Bonds (CWFA FY2010)	2.21%	13,250
		<u>\$ 55,299</u>

Description	June 30, 2009	
	Interest Rate	Balance
Revenue bonds:		
Safe Drinking Water Bonds (CWFA FY2002)	2.97%	\$ 1,789
Scituate Reservoir Project (PPBA I)	5.40%	1,675
Safe Drinking Water Bonds (CWFA FY2005)	2.25%	5,108
Safe Drinking Water Bonds (CWFA FY2008)	2.85%	35,000
		<u>\$ 43,572</u>

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
 (An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

5. LONG-TERM DEBT (CONTINUED)

Scheduled principal maturities of long-term debt are as follows:

Fiscal year ending June 30:	ARRA Principal		Interest	Total
	Principal	Forgiveness		
2011	\$ 2,869	\$ -	\$ 1,410	\$ 4,279
2012	3,822	(260)	1,403	4,965
2013	3,481	(264)	1,437	4,654
2014	3,566	(268)	1,384	4,682
2015	3,659	(273)	1,293	4,679
2016-2020	11,442	(662)	5,397	16,177
2021-2025	11,958	(550)	3,573	14,981
2026-2030	13,879	(652)	1,364	14,591
2031-2035	623	(144)	9	488
	<u>\$ 55,299</u>	<u>\$ (3,073)</u>	<u>\$ 17,270</u>	<u>\$ 69,496</u>

In-Substance Defeasance Prior-Years

In prior years, the Water Supply Board has defeased various bond issues by creating separate irrevocable trust funds. New debt has been issued and the proceeds have been used to purchase U.S. government securities that were placed in the trust funds. The investments and fixed earnings from the investments are sufficient to fully service the defeased debt until the debt is called or matures. For financial reporting purposes, the debt has been considered defeased and therefore removed as a liability from the financial statements. As of June 30, 2010, the amount of defeased debt outstanding but removed from the Water Supply Board's statements was \$4,495.

6. TRANSACTIONS WITH CITY OF PROVIDENCE, RHODE ISLAND

The City of Providence performs various services for the Water Supply Board including certain accounting, personnel and cash management services and working capital support. The total billing to the Water Supply Board for services performed amounted to \$839 for each the years ended June 30, 2010 and 2009, respectively. This amount is established by the City, approved by the Water Supply Board and ultimately approved by the PUC. The Water Supply Board also provides services to various City funds and departments, the charges for which have been included as revenue in the accompanying financial statements. Included within the Due To City of Providence General Fund balance on the statement of net assets are the related balances due for these services, pension and post employment benefit payments which at June 30, 2010 and 2009 totaled \$315 and \$2,067, respectively. Included within the Due From City of Providence General Fund balance on the statement of net assets at June 30, 2010 are \$1,296 of depreciation funds that were transferred by the City in error and returned after the end of the year.

7. LEASES

On July 1, 1988, the City of Providence, through its Water Supply Board, entered into a lease agreement with the Rhode Island Water Resources Board. The Water Supply Board has leased the project, which expires on September 15, 2009. At the expiration of the lease term, the Water Supply Board has the option to purchase the facilities for one dollar (\$1.00). This lease has been accounted for as a capital lease.

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

7. LEASES (CONTINUED)

The assets and liabilities under all capital leases are recorded at the present value of the minimum lease payments. Amortization of these assets charged to expense amounted to \$185 for each of the years ended June 30, 2010 and 2009. Summary of book value is as follows:

	2010	2009
Cost	\$ 13,846	\$ 13,846
Accumulated amortization	(3,068)	(2,883)
Book value	\$ 10,778	\$ 10,963

8. COMMITMENTS AND CONTINGENCIES

Risk Management

The Water Supply Board has a complete comprehensive insurance program protecting all facilities, employees and liability claims.

The Water Supply Board is subject to various claims and litigation that arise in the ordinary course of its operations. Legal counsel and management are of the opinion that the Water Supply Board's liabilities in such cases, if decided adversely to the Water Supply Board, would not materially affect the financial statements.

Union Contract

The labor force of the Water Supply Board, with the exception of management, is covered by a union contract which is effective for the period of July 1, 2008 to June 30, 2011.

Contingent Liability to City of Providence per Rhode Island G.L.

A law passed in 2003 (R.I.G.L. § 39-3-11.3 and § 46-15.3-21) required an annual payment by the Water Supply Board to the City of Providence of 5% of the Board's gross revenues for the fiscal years ending June 30, 2004, 2005 and 2006. The law specifically provides that this payment shall not be included as part of the Water Supply Board's rates for these years. These payments would total approximately \$2,500 per year.

The Water Supply Board has no material funds (other than revenues from rates) from which to make these payments and therefore has not made the payments. Further, since the payments can not be made from rate revenues the Board believes it is not liable for any amount to the City and therefore has not accrued an amount for the potential liability.

No action has been taken by either the City of Providence or the Rhode Island Public Utilities Commission concerning this matter.

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

8. COMMITMENTS AND CONTINGENCIES (CONTINUED)

Lead Service Replacement Program

The Water Supply Board is required to test for lead and copper in its water. In August 2006, 16 of 100 samples taken throughout the water system tested for trace lead levels higher than 15 parts per billion (ppb). The U.S. Environmental Protection Agency (EPA) regulations mandate specific actions that need to be taken by water utilities when more than 10% of test samples exceed the 15 ppb lead level. While there is no detectable lead in the drinking water that leaves the Water Supply Board's treatment plant, some older homes with lead pipes and lead connections to the water main in the street can show trace amounts of lead in the water.

Due to the results of the testing, the Water Supply Board was required by the U.S EPA, through the Rhode Island Department of Health (RIDOH), to engage in public education efforts related to lead in water, and to replace a minimum of 7% (1,800 services) of the 25,600 active lead services in its system by September 30, 2007, and 7% each year thereafter. The Water Supply Board entered into a consent agreement with RIDOH to replace 14% of its active lead services by September 30, 2008, and to then continue on with a minimum of 7% in each ensuing year.

In July 2007, the Water Supply Board embarked on a Lead Service Replacement (LSR) program and engaged an engineering firm for a period of three years to provide assistance in managing the LSR program, and contracted with three construction firms for two-year periods to perform the actual replacement work. The Water Supply Board entered into contracts not to exceed \$22 million with these firms, and not only met but exceeded the requirement for the 3,600 service replacements to be completed by September 30, 2008.

The lead service replacement has been continuing ever since, with new construction contracts having been awarded. As of the end of December 2010, approximately 9,600 lead services have been replaced since the start of the program effort, at a total cost of nearly \$40 million.

Retirees Health Care

During 2006 the City of Providence, as well as the Water Supply Board, discovered that the City was not charging the Water Supply Board for the health care costs for retired Water Supply Board employees. All City retirees are placed into a separate retirement payroll with associated fringe benefits. Former Water Supply Board employees were not separately tracked.

A schedule was prepared of the Water Supply Board's retiree's health care costs for 2006, which was paid to the City of Providence. A schedule was also prepared including the Water Supply Board's actual retiree's health care costs for 2004 and 2005 and the calculated costs for the years from 1997 through 2003. This amount was included in the Water Supply Board's rate filing to the RI Public Utilities Commission (PUC) in March of 2007. During discovery for the rate case, the outstanding obligation amount was revised to \$1,489. The Water Supply Board agreed with the Division of Public Utilities, to a repayment term of six years, without interest. The RI PUC at an open meeting on October 30, 2007 denied the Water Supply Board's request to repay the City of Providence. The City appealed the decision to the Supreme Court which in the fiscal year ended June 30, 2010 upheld the RI PUC ruling.

A liability for \$1,489 was included in Due to City of Providence General Fund on the Statement of Net Assets as of June 30, 2009. As a result of the Supreme Court decision, the Water Supply Board reversed the \$1,489 liability and adjusted operating expenses for the year ended June 30, 2010.

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

9. CAPITAL ASSETS

The following is a summary of the activity in capital assets as of June 30, 2010:

	Balance			Balance	
	June 30, 2009	Additions	Disposals	June 30, 2010	
Capital assets not being depreciated:					
Land	\$ 12,551	\$ 1,023	\$ -	\$ 13,574	
Scituate Reservoir Project	18,682	-	-	18,682	
Construction in progress	32,601	40,509	30,007	43,103	
Total capital assets not being depreciated	63,834	41,532	30,007	75,359	
Capital assets being depreciated:					
Buildings and improvements	37,038	11,599	-	48,637	
Improvements other than buildings	198,827	18,903	-	217,730	
Machinery and equipment	26,293	261	-	26,554	
Assets under capital lease	13,846	-	-	13,846	
	276,004	30,763	-	306,767	
Less accumulated depreciation for:					
Buildings and improvements	25,454	3,103	-	28,557	
Improvements other than buildings	84,843	7,340	-	92,183	
Machinery and equipment	21,357	793	-	22,150	
Assets under capital lease	3,951	185	-	4,136	
	135,605	11,421	-	147,026	
Total capital assets being depreciated, net	140,399	19,342	-	159,741	
Total capital assets, net	\$ 204,233	\$ 60,874	\$ 30,007	\$ 235,100	

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

The following is a summary of the activity in capital assets as of June 30, 2009:

	Balance June 30, 2008	Additions	Disposals	Balance June 30, 2009
Capital assets not being depreciated:				
Land	\$ 11,091	\$ 1,460	\$ -	\$ 12,551
Scituate Reservoir Project	18,682	-	-	18,682
Construction in progress	30,874	24,911	23,184	32,601
Total capital assets not being depreciated	60,647	26,371	23,184	63,834
Capital assets being depreciated:				
Buildings and improvements	31,110	5,928	-	37,038
Improvements other than buildings	184,077	14,750	-	198,827
Machinery and equipment	25,801	492	-	26,293
Assets under capital lease	13,846	-	-	13,846
Total capital assets being depreciated	254,834	21,170	-	276,004
Less accumulated depreciation for:				
Buildings and improvements	23,255	2,199	-	25,454
Improvements other than buildings	77,589	7,254	-	84,843
Machinery and equipment	20,349	1,008	-	21,357
Assets under capital lease	3,766	185	-	3,951
	124,959	10,646	-	135,605
Total capital assets being depreciated, net	129,875	10,524	-	140,399
Total capital assets, net	\$ 190,522	\$ 36,895	\$ 23,184	\$ 204,233

(CONTINUED)

PROVIDENCE WATER SUPPLY BOARD
(An enterprise fund of the City of Providence, Rhode Island)

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2010 AND 2009 (000's)

10. POST EMPLOYMENT BENEFITS

The Water Supply Board adopted GASB Statement No. 45 "Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions", during the fiscal year ended June 30, 2008.

The Water Supply Board's Post-Retirement Benefits Program of the City of Providence (the "Program") is a defined-benefit, single-employer post-retirement health and life insurance program. The Program provides lifetime health care and life insurance benefits to substantially all retired employees and their spouses. Disclosures about this program, as a whole, are presented in the City of Providence, Rhode Island's basic financial statements. As of June 30, 2010 and 2009, the City recorded a liability for unpaid post-retirement contributions of \$23,371 and \$13,047, respectively. Separate actuarial information related to the Water Supply Board employees is not available. Accordingly, only disclosures about the Water Supply Board's participation in the Plan are presented herein.

The Water Supply Board's allocation of the actuarial required contribution was \$970 and no amount was contributed for the year ended June 30, 2009. The unpaid balance of the actuarial required contribution at June 30, 2009 of \$1,417 is included in non-current liabilities on the Statement of Net Assets.

The Water Supply Board's allocation of the actuarial required contribution was \$1,018 and \$1,085 was contributed for the year ended June 30, 2010. The unpaid balance of the actuarial required contribution at June 30, 2010 of \$1,350 is included in non-current liabilities on the Statement of Net Assets.

The historical schedules of employer contributions and funding progress for the Program are included in the City of Providence, Rhode Island's basic financial statements.

(CONCLUDED)

**REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE
AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED
IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**

To the Water Supply Board
City of Providence, Rhode Island

We have audited the financial statements of the Providence Water Supply Board (the "Water Supply Board"), as of and for the year ended June 30, 2010, and have issued our report thereon dated January 27, 2011. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States.

Internal Control Over Financial Reporting

In planning and performing our audit, we considered the Water Supply Board's internal control over financial reporting as a basis for designing our auditing procedures for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Water Supply Board's internal control over financial reporting. Accordingly, we do not express an opinion on the effectiveness of the Water Supply Board's internal control over financial reporting.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect misstatements on a timely basis. A significant deficiency is a deficiency, or combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

A material weakness is a deficiency, or combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the Water Supply Board's financial statements will not be prevented, or detected and corrected, on a timely basis.

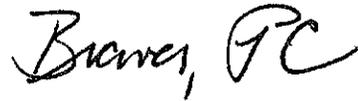
Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and would not necessarily identify all deficiencies in internal control that might be significant deficiencies or material weaknesses. We did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses, as defined above.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Water Supply Board's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

We noted certain matters that we reported to management of the Water Supply Board, in a separate letter dated January 27, 2011.

This report is intended solely for the information and use of management and the Water Supply Board and is not intended to be and should not be used by anyone other than these specified parties.

A handwritten signature in black ink that reads "Brian, PC". The signature is written in a cursive, somewhat stylized font.

Providence, Rhode Island

January 27, 2011

Providence Water Docket 4406

**Data Requests of the Commission
Set 1 (Issued July 22, 2013)**

19. Please provide any reports related to customer complaints/problems received by Providence Water.

Answer: Customer complaints related to billing or collection issues are maintained by our Commercial Services department. A copy of this report since January 2011 is attached as 1-19(a). Customer complaints related to water quality issues are maintained since May 2012, by our Engineering department. A copy of this report since May 2012 is attached as 1-19(b).

680	817376	01/18/11	02/22/11	Customer's letter requesting credit refund given to Theresa for follow up.
681	221213	01/19/11	02/22/11	Customer's letter requesting credit refund given to Theresa for follow up.
682	817418	01/31/11	02/03/11	Customer's letter requesting credit refund for fire service date on fire marshall letter 1/25/11
683	817292	02/15/11	02/15/11	Customer's letter requesting name change
684	245215	03/04/11	03/04/11	Customer's fax disputing the consumption charged
685	201304	03/09/11	03/31/11	Customer's letter requesting credit refund given to Theresa for follow up.
686	349038	03/11/11	03/11/11	Customer's letter requesting credit refund
687	319245	03/17/11	04/15/11	Customer's letter requesting credit refund given to Theresa for follow up.
688	816468	03/23/11	03/23/11	Customer's letter requesting credit refund given to Melody for follow up.
689	365274	03/23/11	04/15/11	Customer's letter requesting credit refund given to Theresa for follow up.
690	459045	03/28/11	03/28/11	Customer's letter water to be turned off no pipes
691	201301	03/29/11	03/29/11	Customer's letter requesting to input middle initial and mailing address
692	460128	03/31/11	05/03/11	Customer's letter requesting credit refund given to Theresa for follow up.
693	357021	04/01/11	05/03/11	Customer's letter requesting credit refund given to Theresa for follow up.
694	220111	04/06/11	04/06/11	Customer's letter disputing bill given to Mark follow up
695	700959	04/08/11	04/08/11	Customer's letter requesting credit refund given to Theresa for follow up.
696	240024	04/12/11	04/12/11	Customer's letter requesting name change in c/o tenant
697	461101	04/13/11	04/13/11	Customer's letter requesting interest be removed.
698	327014	04/14/11	05/19/11	Customer's letter requesting credit refund given to Theresa for follow up.
699	241101	04/20/11	05/19/11	Customer's letter requesting credit refund given to Theresa for follow up.
700	219010	05/11/11	05/11/11	Customer's letter requesting name change due to foreclosure and water turned on
701	817481	05/13/11	05/13/11	Customer's letter requesting interest be removed.
702	506042	06/06/11	07/11/11	Customer's letter requesting credit refund given to Theresa for follow up.
703	1	06/17/11	08/16/11	Customer's letter requesting credit refund given to Theresa for follow up.
704	817565	06/17/11	08/02/11	Customer's letter requesting credit refund given to Theresa for follow up.
705	701474	07/06/11	07/07/11	Customer's letter requesting interest be removed.
705	700713	07/06/11	07/07/11	Customer's letter requesting interest be removed.
706	800643	07/07/11	07/08/11	Customer's letter requesting credit refund given to Theresa for follow up.
707	221232	07/07/11	07/07/11	Customer's letter requesting credit refund given to Theresa for follow up.
708	249247	07/20/11	07/01/11	Customer's letter requesting credit refund given to Theresa for follow up.
709	414080	07/21/11	07/21/11	Customer's letter requesting PWWSB reconsider the water charges due to working in street ga
710	444160	07/28/11	09/09/11	Customer's letter requesting credit refund given to for Melody follow up.
711	155125	08/02/11	09/09/11	Customer's letter requesting credit refund given to Theresa for follow up.
712	433232	08/03/11	08/03/11	Customer's letter requesting water credit due to rusty water gave to Ernie Rowe
713	363093	08/10/11	09/09/11	Customer's letter requesting credit refund given to Theresa for follow up.

PUC 1-19(a)

714	501169	08/12/11	09/09/11	Customer's letter requesting credit refund given to Theresa for follow up.
715	455241	08/16/11	08/16/11	Customer's letter requesting water consumption charges
716	429004	08/18/11	08/18/11	Gave to Joe for review.
717	121242	08/18/11	08/18/11	Customer's letter requesting credit refund given to Theresa for follow up.
718	203246	08/19/11	08/19/11	Customer's letter requesting credit refund given to Theresa for follow up.
719	448098	08/22/11	08/22/11	Customer's letter requesting credit refund given to Theresa for follow up.
720	367185	08/25/11	08/25/11	Customer's letter requesting shut off and turn on fee reversed. Given to Gina.
721	453256	09/01/11	09/13/11	Customer's letter requesting explanation for charges on bill gave to Gabby for follow up
722	812731	09/09/11	09/14/11	Customer's letter requesting credit refund given to Theresa for follow up.
723	814026	09/09/11	09/09/11	Customer's letter requesting credit refund given to Theresa for follow up.
724	249173	09/12/11	09/12/11	Customer's letter requesting credit refund given to Theresa for follow up.
725	156053	09/14/11	09/14/11	Customer's letter requesting explanation for water surge in front of property gave to Ken Boo
726	156063	09/14/11	09/14/11	Customer's letter requesting credit refund transfer
727	351211	09/15/11	09/14/11	Customer's letter requesting credit refund given to Theresa for follow up.
728	124026	09/22/11	10/06/11	Customer's letter requesting credit refund given to Theresa for follow up.
729	803161	09/26/11	09/22/11	Customer's letter requesting explanation for charges on bill gave to Ralph for follow up
730	152153	10/12/11	09/26/11	Customer's letter of explanation for legal guardianship of this property
730	447222	10/12/11	11/21/11	Customer's letter requesting credit refund given to Theresa for follow up.
731	301332	10/12/11	11/29/11	Customer's letter requesting credit refund given to Theresa for follow up.
732	238043	10/19/11	10/12/11	Customer's letter requesting credit refund given to Theresa for follow up.
733	135257	10/19/11	11/02/11	Customer's letter requesting credit refund given to Theresa for follow up.
734	811025	10/20/11	11/04/11	Customer's letter requesting credit refund given to Theresa for follow up.
735	368160	10/21/11	10/20/11	Customer's letter requesting credit refund given to Theresa for follow up.
736	433077	10/21/11	11/28/11	Customer's letter requesting credit refund given to Theresa for follow up.
737	236081	10/14/11	11/21/11	Customer's letter requesting credit refund given to Theresa for follow up.
738	243143	10/28/11	10/24/11	Customer's letter requesting credit refund given to Theresa for follow up.
739	368190	10/28/11	11/29/11	Customer's letter requesting credit refund given to Theresa for follow up.
740	136269	10/29/11	10/28/11	Customer's letter requesting credit refund given to Theresa for follow up.
741	366156	10/31/11	11/12/11	Customer's letter requesting credit refund given to Theresa for follow up.
742	308102	11/01/11	11/01/11	Customer's letter requesting credit refund given to Theresa for follow up.
743	350011	11/02/11	11/03/11	Customer's letter requesting credit refund given to Theresa for follow up.
744	234276	11/03/11	11/03/11	Customer's letter requesting credit refund given to Theresa for follow up.
745	208301	11/09/11	11/03/11	Customer's letter requesting to close stop for non-use
746	463275	11/16/11	12/06/11	Customer's letter requesting credit refund given to Theresa for follow up.
747	817859	11/17/11	11/16/11	Customer's letter requesting we remove the shut off fee of \$107 gave to NFS
748	206092	11/29/11	11/17/11	Customer's letter requesting we close the stop fire supply not needed
749	229226	12/02/11	12/22/12	Customer's letter requesting credit refund given to Gabby for follow up.
			12/07/11	Customer's letter requesting credit refund given to Gabby for follow up.

750	139139	12/07/11	12/07/11	Customer's letter requesting a termination fee adjustment processed.
751	817856	12/07/11	12/27/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
752	365254	12/13/11	01/13/12	Customer's letter requesting credit refund given to Gabriela for follow-up.

2012

CC#	Account Number	Date Received	Date Resolved	Brief Description
753	333066	01/03/12	02/03/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
754	213013	01/06/12	01/30/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
755	440107	01/09/12	02/10/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
756	318210	01/09/12	02/03/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
757	228009	01/12/12	03/06/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
758	370270	01/23/12	01/25/12	Customer's letter disputing bill given to Nancy follow up
759	817299	01/23/12	01/24/12	Customer's letter disputing bill given to Nancy follow up
760	811748	01/24/12	03/30/12	Customer's letter requesting credit refund given to Debbie for follow-up.
761	202208	03/01/12	03/30/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
762	345116	03/05/12	03/30/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
763	346216	03/05/12	03/30/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
764	229097	03/14/12	03/19/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
765	various	03/15/01	03/19/12	Customer's letter requesting credit refund given to Gabriela for follow-up. DOT
766	235008	03/19/12	03/19/12	Customer's letter requesting credit refund given to Debbie for follow-up.
767	36207	03/23/12	04/23/12	Customer's letter requesting credit refund given to Debbie for follow-up.
768	420340	03/26/12	03/26/12	Customer requesting mailing address change
769	2	03/26/12	04/01/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
770	242039	03/08/12	03/30/12	Unpaid bills by the previous owner James Franklin
771	413087	04/03/12	04/27/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
772	437145	04/05/12	04/05/12	Customer letter requesting name change
773	151059	04/09/12	04/27/12	Customer's letter requesting credit refund given to Debbie for follow-up.
774	245045	04/10/12	05/25/12	Customer's letter requesting credit refund given to Debbie for follow-up.
775	120140	04/09/12	04/11/12	Customer requesting credit of meter feels he does not use all the water
776	800455	04/24/12	05/25/12	Customer's letter requesting credit refund given to Gabriela for follow-up.
777	110038	04/30/12	04/30/12	Customer requesting mailing address change
778	803503	05/02/12	05/02/12	Customer request to change name and mailing address to husband
779	114144	05/11/12	05/30/12	Customer's letter requesting credit refund given to Debbie for follow-up.
779	435181	04/08/12	05/30/12	Customer's letter requesting credit refund given to Debbie for follow-up.
780	107097	05/21/12	05/21/12	Customer letter requesting we leave them alone regarding AMR
781	220280	05/25/12	05/25/12	Customer requesting tax remove is tax exempt status
782	305187	05/29/12	05/29/12	Customer canceling title request
783	344069	05/29/12	05/29/12	Customer requesting mailing address change
784	813215	05/29/12	05/29/12	Customer requesting name change will pay all bills
785	700265	05/29/12	05/29/12	Customer requesting mailing address change

786	137192	05/29/12	Customer requesting mailing address change
787	208200	06/04/12	Customer request to trans dollars to two accounts
788	434211	06/06/12	Customer request to trans dollars to 434211
789	800177	06/07/12	Customer requesting mailing address change
790	308501	06/13/12	Customer's letter requesting credit refund given to Melody for follow-up.
791	469113	06/14/12	Customer requesting name change and mailing address
792	1	07/16/12	Customer's letter requesting credit refund given to Debbie for follow-up.
793	438050	07/24/12	Customer's letter requesting explanation for charges on bill
794	701228	08/22/12	Customer's letter regarding a meter change
795	413210	09/04/12	Customer disputing \$107 shut off fee gave to Gina
795	311205	09/04/12	Customer requesting name change on mailing address
795	811423	09/13/12	Customer feels that they did not use the water they were charged for referred to PUC
796	343176	09/13/12	Customer's letter requesting credit refund given to Debbie for follow-up.
797	204027	09/14/12	Customer feels that they did not use the water they were charged for referred to Ralph
798	458055	09/14/12	Customer's letter requesting credit refund given to Debbie for follow-up.
799	236096	09/14/12	Customer letter requesting a adjustment on water usage
800	454243	09/28/12	Customer's letter requesting credit refund given to Debbie for follow-up.
801	425123	10/01/12	Customer letter requesting a adjustment on water usage
802	803106	10/03/12	Customer disputing Meter Charge fee gave to Nancy
803	811853	10/18/12	Customer's letter requesting explanation for charges on bill
804	362178	10/18/12	Customer's letter requesting we lower the charges due to toilet leak
805	432228	10/26/12	Customer's letter requesting credit refund given to Debbie for follow-up.
806	811429	11/05/12	Customer letter requesting a adjustment on water usage
807	814397	11/07/12	Customer letter asking to keep water off at 814397
808	139113	11/09/12	Customer letter asking for more time to pay his bill gave to Debbie for follow-up
809	429152	11/16/12	Customer letter requesting a we check meter because summer months to high water usage. Gave to Ralph
810	357141	11/30/12	Customer's letter requesting credit refund given to Debbie for follow-up.
811	414262	12/04/12	Customer's letter disputing high water bill giva to Debbie for follow-up
812	817699	12/06/12	Customer's letter requesting credit refund given to Debbie for follow-up.
813	156002	12/12/12	Customer's letter requesting credit refund given to Debbie for follow-up.
814	800284	12/13/12	Customer's letter requesting credit refund given to Debbie for follow-up.
815	700778		
815	221085	12/13/12	Customer's letter requesting credit refund given to Debbie for follow-up.
816	111120	12/20/12	Customer letter requesting a adjustment on water usage

2013

CC#	Account Number	Date Received	Date Resolved	Brief Description
817	150066	01/03/13	01/14/13	Customer's letter requesting credit refund given to Debbie for follow-up.
818	422542	01/03/13	01/03/13	Customer's letter requesting credit refund given to Debbie for follow-up.
819	327263	01/05/13	01/31/13	Customer's letter requesting credit refund given to Debbie for follow-up.
820	238072	01/07/13	01/07/13	Customer's letter requesting to remove \$.84 interest sent letter to Boyce
821	219304	01/30/13	02/21/13	Customer's letter requesting credit refund given to Debbie for follow-up.
822	810689	02/14/13	02/28/13	Customer's letter requesting credit refund given to Debbie for follow-up.
823	222035	02/27/13	03/01/13	Customer's letter requesting credit refund given to Debbie for follow-up.
823	348197	03/05/13	03/05/13	Customer's letter requesting credit refund given to Debbie for follow-up.
824	364081	03/27/13	03/01/13	Customer's letter requesting credit refund given to Debbie for follow-up.
825	246014	04/03/13	04/03/13	Customer's letter requesting credit refund given to Debbie for follow-up.
826	420238	04/17/13	04/17/13	Customer's letter requesting credit refund Linda for follow-up.
827	149116	05/07/13	05/29/13	Customer's letter requesting credit refund given to Shannon for follow-up.
828	111173	05/08/13	05/29/13	Customer's letter requesting credit refund given to Shannon for follow-up.
829	340058	05/16/13	06/03/13	Customer's letter request credit refund given to Debbie for follow-up.
830	345111	05/23/13	06/13/13	Customer's letter request credit refund given to Debbie for follow-up.
831	201079	05/24/13	06/04/13	Customer's letter request credit refund given to Debbie for follow-up.
832	340225	05/30/13	06/12/13	Customer's letter request credit refund given to Debbie for follow-up.
833	817248	06/03/13	06/17/13	Customer's letter request credit refund given to Debbie for follow-up.
834	122082	06/07/13	06/10/13	Customer's letter request credit refund given to Debbie for follow-up.
835	813584	06/12/13	06/12/13	Customer's letter regarding overpayment
836	469178	6/12/13	06/25/13	Customer's letter request credit refund given to Debbie for follow-up.
837	332186	6/18/13	6/18/13	ATTORNEY MARKOFF PAPERWORK REGARDING LIEN SALE
838	417084	6/26/13	6/27/13	CUSTOMER LETTER REGARDING HIGH BILL GAVE TO DEBBIE FOR FOLLOW-UP
839	815037	6/26/13	6/27/13	Customer's letter request credit refund given to Debbie for follow-up.
840	421221	6/26/13	7/11/13	CUSTOMER LETTER REGARDING HIGH BILL WAITING FOR METER CHANGE
841	352192	7/9/13	7/9/13	CUSTOMER LETTER REQUESTING WE ADJUST BILL
842	314080	7/9/13	7/9/13	Customer letter requesting we change name and phone number on account
843	340089	7/23/13	7/24/13	Customer's letter requesting credit refund given to Debbie for follow-up.
844	810689	7/24/13	7/29/13	Customer's letter requesting credit refund given to Debbie for follow-up.
845	811491	7/24/13	7/24/13	Customer's letter requesting name change
846	110194	7/30/13	7/30/13	Customer's letter requesting credit refund given to Debbie for follow-up.
847	440191	7/31/13	7/31/13	Customer's letter request credit refund given to Debbie for follow-up.
848	317244	8/5/13	8/5/13	Customer's letter requesting credit refund given to Debbie for follow-up.

849

244227

8/5/13

8/5/13

Customer's letter requesting name change to tenant

Water Quality Calls By Month (5/1/2012 thru 7/25/2013)

May 2012

Closed Calls (99)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
89	6	4	0	0

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
57	28	10	4	0	0

June 2012

Closed Calls (149)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
135	2	7	0	1

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
92	43	10	4	0	0

July 2012

Closed Calls (62)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
51	1	9	0	1

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
30	21	10	1	0	0

PUC 1-19(b)

August 2012

Closed Calls (88)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
72	1	8	0	1

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
47	28	6	7	0	0

September 2012

Closed Calls (55)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
48	2	4	0	0

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
26	19	1	9	0	0

October 2012

Closed Calls (78)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
66	2	11	0	0

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
43	23	6	6	0	0

November 2012

Closed Calls (62)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
41	1	16	0	0

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
31	17	6	8	0	0

December 2012

Closed Calls (31)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
28	0	5	0	1

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
25	4	2	0	0	0

January 2013

Closed Calls (71)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
66	0	2	1	0

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
40	24	6	1	0	0

February 2013

Closed Calls (29)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
26	0	3	0	0

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
12	9	4	4	0	0

March 2013

Closed Calls (40)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
32	3	7	0	0

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
20	16	1	3	0	0

April 2013

Closed Calls (46)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
43	2	3	0	0

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
28	14	2	2	0	0

May 2013

Closed Calls (44)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
27	0	13	0	1

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
25	8	6	5	0	0

June 2013

Closed Calls (44)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
29	0	9	0	1

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
30	10	1	3	0	0

July 2013 (7/1 – 7/24)

Closed Calls (27)

Calls by Issue

Discolored Water	Taste/Odor	Low Pressure	High Pressure	No Pressure
22	2	3	0	0

Calls by City

Providence	Cranston	North Providence	Johnston	Pawtucket	Lincoln
8	13	3	3	0	0

Providence Water Docket 4406

**Data Requests of the Commission
Set 1 (Issued July 22, 2013)**

20. With regard to Providence Water's pension plan, please provide the amount of contribution per employee, what percentage of the contribution was made by the employee and what percentage was made by Providence Water. How many employees are currently members in the plan, including retirees and beneficiaries, terminated vested participants and active vested participants.

Answer: The employee contributes 8% of their pay toward the retirement. Providence Water contributes an amount equal to our pro-rata share of the ARC Actuarially Recommended Contribution as provided by the City Finance Department. Please see the last Buck Report for the retirement system dated June 2011 for the balance of the information (copy attached).

**REPORT ON
THE EIGHTY-FOURTH VALUATION OF
THE EMPLOYEES' RETIREMENT SYSTEM
OF THE CITY OF PROVIDENCE
AS OF JUNE 30, 2011**

buckconsultants

A Xerox Company

January 19, 2012

Retirement Board
Employees' Retirement System of the
City of Providence
City Hall
Providence, Rhode Island 02903

Dear Board Members:

This report presents the results of the eighty-fourth actuarial valuation of the Employees' Retirement System of the City of Providence. This report was prepared as of June 30, 2011 and develops the appropriation required by the City for the fiscal year beginning July 1, 2012.

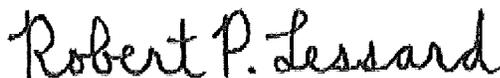
The Table of Contents, which immediately follows, outlines the material contained in the report.

This report was prepared under the supervision of Philip Bonanno, an Associate of the Society of Actuaries, an Enrolled Actuary, a Member of the American Academy of Actuaries and a Fellow of the Conference of Consulting Actuaries, who has met the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,



Philip Bonanno, ASA, MAAA, EA, FCA
Director, Consulting Actuary



Robert P. Lessard
Consultant

TABLE OF CONTENTS

<u>Section</u>	<u>Item</u>	<u>Page</u>
I	Summary of Principal Results.....	1
II	Employee Data.....	4
III	Assets.....	4
IV	Comments on Valuation.....	5
V	Appropriation Payable by City.....	6
VI	Accounting Information	8

Schedule

A	Results of the Valuation as of June 30, 2011	11
B	Outline of Actuarial Assumptions and Methods.....	13
C	Determination of Adjusted Asset Value	18
D	Summary of Main Provisions of Retirement System as Interpreted for Valuation Purposes	19
E	Tables of Employee Data	29
F	28 Year Appropriation Forecast.....	45
G	Changes in Unfunded Liability	46

REPORT ON THE EIGHTY-FOURTH VALUATION OF THE
EMPLOYEES' RETIREMENT SYSTEM OF THE
CITY OF PROVIDENCE
AS OF JUNE 30, 2011

SECTION I - SUMMARY OF PRINCIPAL RESULTS

1. For convenience of reference, the principal results of the current and preceding valuations are summarized below:

Valuation Date	June 30, 2010	June 30, 2011
Number of active members		
Vested	1,849	1,879
Nonvested	<u>1,149</u>	<u>1,108</u>
Total	2,998	2,987
Annual base salaries of active members	\$ 137,355,155	\$ 135,473,706
Average base salary of active members	\$ 45,816	\$ 45,354
Number of retirees and beneficiaries	2,929	2,998
Annual retirement allowances	\$ 78,988,781	\$ 83,117,181
Average retirement allowance	\$ 26,968	\$ 27,724
Number of non-active members with contributions	432	435
Accumulated member contributions	\$ 10,826,649	\$ 11,560,322
Market value of plan assets (accrual basis)	\$ 368,448,768	\$ 416,275,009
Assets for valuation purposes	\$ 427,890,901	\$ 422,839,189
Unfunded accrued liability	\$ 828,484,533	\$ 900,984,913
Contribution rates required		
Class A	21.98%	24.44%
Class B Fire	90.63%	96.61%
Class B Police	64.44%	72.50%

2. Comments on the valuation results as of June 30, 2011 are given in Section IV and the appropriation payable by the City during the fiscal period beginning July 1, 2012 is set out in Section V.
3. The valuation was based on the assumptions as outlined in Schedule B. Changes in assumptions since the previous valuation are as follows:
 - Post-service retirement mortality: Due to recent updates within Actuarial Standard of Practice No. 35 (ASOP 35) of the Actuarial Standards Board (ASB), we have revised the mortality rates for service retirees and beneficiaries to reflect an assumption about mortality improvement after the valuation date. The mortality assumptions are the RP-2000 Mortality Tables for males and females with static projection to 2021 using Scale AA.
 - Discount rate assumption: The assumed discount rate was decreased from 8.50% to 8.25%.
 - Salary scale: The assumed future increases in salary were lowered for all future years.
 - Longevity assumption: The assumed longevity pay percentages were decreased by 1% for all Class A employees due to recent contract negotiations.

4. Schedule D of this report presents a summary of the main provisions of the act governing the System, as interpreted in preparing the actuarial valuation. The provisions were updated to reflect negotiated changes for future members of the Retirement System. None of the changes shown had any impact on this year's valuation.

The valuation reflected the following with respect to annual cost-of-living adjustments (COLAs):

<u>Group</u>	<u>COLA</u>	<u>Number of Recipients</u>
(a) Class A		
(i) Retired prior to 12/19/1991	3% compounded	422
(ii) Retired after 12/18/1991	None	1,231
(iii) Special award	5% compounded	<u>5</u>
Total of Class A		1,658
(b) Class B - Police*		
(i) Retired prior to 1/1/1990	5% compounded	207
(ii) Retired between 1/1/1990 and 12/18/1991	6% compounded	25
(iii) Retired between 12/19/1991 and 12/31/1992	3% compounded	28
(iv) Retired after 12/31/1992	3% compounded	369
(v) Special award	5% compounded	<u>20</u>
Total of Police		649
(c) Class B - Fire*		
(i) Retired prior to 1/1/1990	5% compounded	176
(ii) Retired between 1/1/1990 and 12/18/1991	6% compounded	60
(iii) Retired between 12/19/1991 and 6/30/1995	5% compounded	99
(iv) Retired on or after 7/1/1995	3% compounded	308
(v) Special award	5% compounded	<u>18</u>
Total of Fire		661
(d) Total Number of Class A and Class B retirees and beneficiaries		2,968**

- * There are 40 Class B employees who retired as Non-Union participants and are included in the counts above but each has a simple 3% COLA on the first \$12,000 of the annual benefit.
- ** Excludes elected officials and 30 Class A and B employees who retired prior to June 30, 2011 but were not processed on the June 30, 2011 payroll.

There is a three-year deferral of the initial COLA for current active members when they retire.

SECTION II - EMPLOYEE DATA

1. Employee data were furnished by the City Controller.
2. Tables 1 and 2 of Schedule E show the number and average annual salaries of active members, while the remaining tables of Schedule E show the number and annual retirement allowances of retirees and beneficiaries as of June 30, 2011.

SECTION III - ASSETS

1. The amount of the assets taken into account in the valuation was obtained from information submitted by the City Controller.
2. The market value of the assets of the System as of June 30, 2011 on a “cash basis” was \$361,837,203. This amount was converted this to an “accrual basis” value of \$416,275,009 by adding \$54,437,806, the discounted value of the City’s \$58,928,925 contribution appropriated for the July 1, 2011 to June 30, 2012 fiscal year and assumed deposited on June 30, 2012.
3. The amount of assets used for valuation purposes of \$422,839,189 was determined on an “accrual basis” by the use of a five-year moving average of market values. Schedule C outlines the calculation of this value.

SECTION IV - COMMENTS ON VALUATION

1. Schedule A of this report presents the results of the valuation and shows the present and prospective assets and liabilities of the retirement system of June 30, 2011. Actuarial accrued liabilities consist of \$357,451,711, which equals the actuarial accrued value of prospective benefits of active members; plus \$954,812,069, which equals the present value of obligations to retired members and their beneficiaries; plus \$11,560,322, which equals the value of contributions of non-active members remaining in the fund. These liabilities amount to \$1,323,824,102, which is met by the City and members through annual contributions. Against these prospective liabilities, the system has present assets of \$422,839,189, leaving \$900,984,913 as the unfunded accrued liability.
2. Section V discusses the portion of the total prospective City obligation that is recommended for current payment.
3. Schedule G of the report discusses experience gain/(loss) in the last year. The System's actual experience was worse than expected, resulting in a loss of \$12,722,427. Actuarial assets did not earn the expected rate of return, resulting in a loss of \$18,609,736. It was offset by gains from liability, equal to \$5,887,309. The changes in plan assumptions noted in Section I increased the unfunded liability by \$34,990,503. For more detail on gain/(loss), please see Schedule G.
4. The actuarial value of assets exceeds the market value by about \$6.6 million, due to the deferral of past losses under the asset smoothing method.

SECTION V - APPROPRIATION PAYABLE BY CITY

1. Schedule A gives the basis for determining the appropriation payable by the City during the fiscal period beginning July 1, 2012. In accordance with the law governing the operation of the retirement system, the recommended contribution rates are 24.44% for Class A members, 96.61% for Class B Fire and 72.50% for Class B Police. These rates are based on amortizing the unfunded accrued liability as of June 30, 2011 on a level percentage-of-payroll basis over a 28-year period. If these rates are applied to the annual compensation of active members in this actuarial valuation, increased by \$471,661 to amortize the remaining deferred contribution as of June 30, 1996 over a 30-year period, and adjusted to a monthly basis, contributions payable by the City for the fiscal year beginning July 1, 2012 are as shown below:

Group	Amount
Class A:	
General	\$ 7,670,527
School	7,284,644
School Crossing Guards	862,955
Water	2,771,376
Workforce Development (JTPA)	345,815
Fire Civilians	222,779
Police Civilians	872,042
Total Class A	\$ 20,030,138
Class B:	
Fire	\$ 23,816,081
Police	20,936,902
Total Class B	\$ 44,752,983
Grand Total	\$ 64,783,121

2. The assets and liabilities in the valuation do not take the elected officials' pensions into account. Therefore, in addition, the City should contribute an amount sufficient to provide for the payment of the special pensions to elected officials on a pay-as-you-go basis. Any deficiency that arises on account of elected officials whereby the contribution paid for a fiscal year is not sufficient to cover the special pensions paid that year to such retired members should be met by a special contribution by the City.

SECTION VI - ACCOUNTING INFORMATION

Based on our interpretation of Statement 25 of the Governmental Accounting Standards Board, the results of the June 30, 2010 and June 30, 2011 actuarial valuations are shown below:

	June 30, 2010	June 30, 2011
1. Normal cost for employees	\$ 10,604,240	\$ 8,659,588
2. Normal cost for employers	\$ 9,489,420	\$ 11,511,985
3. Actuarial liability for active members	\$ 366,866,155	\$ 357,451,711
4. Actuarial liability for retired members	\$ 889,509,279	\$ 966,372,391
5. Total actuarial liability	\$ 1,256,375,434	\$ 1,323,824,102
6. System assets	\$ 427,890,901	\$ 422,839,189
7. Unfunded actuarial accrued liability	\$ 828,484,533	\$ 900,984,913
8. Ratio of assets to actuarial liability	34.06%	31.94%
9. Investment return assumption	8.50%	8.25%
10. Rate of salary increase	graded%*	graded%*

* See Schedule B

SCHEDULE OF EMPLOYER CONTRIBUTIONS
(dollar amounts in thousands)

Year Ended June 30	Annual Required Contribution	Percentage Contribution
1997	\$21,089	93.58%
1998	\$35,701	57.52%
1999	\$37,445	56.15%
2000	\$37,415	60.00%
2001	\$38,899	60.60%
2002	\$42,442	64.18%
2003	\$42,008	80.25%
2004	\$46,321	85.99%
2005	\$49,329	92.15%
2006	\$51,454	96.22%
2007	\$50,584	100.20%
2008	\$54,200	100.00%
2009	\$48,509	99.80%
2010	\$50,299	97.66%
2011	\$56,380	100.00%
2012	\$64,783	

SCHEDULE OF FUNDING PROGRESS
(dollar amounts in thousands)

Year Ended June 30	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b-a)/c)
1994	\$286,956	\$500,119	\$213,163	57.38%	\$84,176	253.23%
1995	\$293,454	\$460,567	\$167,113	63.72%	\$88,335	189.18%
1996	\$287,320	\$699,265	\$411,945	41.09%	\$84,178	489.38%
1997	\$288,800	\$732,373	\$443,573	39.43%	\$88,959	498.63%
1998	\$315,000	\$732,775	\$417,775	42.99%	\$99,182	421.22%
1999	\$325,576	\$746,264	\$420,688	43.63%	\$106,717	394.21%
2000	\$341,817	\$798,292	\$456,475	42.82%	\$114,164	399.84%
2001	\$341,986	\$821,363	\$479,377	41.64%	\$116,493	411.51%
2002	\$340,550	\$867,457	\$526,907	39.26%	\$114,265	461.13%
2003	\$334,929	\$899,336	\$564,407	37.24%	\$115,015	490.72%
2004	\$372,128	\$1,025,345	\$653,217	36.29%	\$115,548	565.32%
2005	\$376,690	\$993,029	\$616,339	37.93%	\$118,825	518.70%
2006	\$393,768	\$1,052,805	\$659,036	37.40%	\$126,458	521.15%
2007	\$426,055	\$1,079,017	\$652,962	39.49%	\$132,719	491.99%
2008	\$449,464	\$1,165,183	\$715,719	38.57%	\$133,008	538.10%
2009	\$405,217	\$1,209,981	\$804,763	33.49%	\$135,516	593.85%
2010	\$427,891	\$1,256,375	\$828,485	34.06%	\$137,355	603.17%
2011	\$422,839	\$1,323,824	\$900,985	31.94%	\$135,474	665.06%

Note that the 2011 AAL reflects the changes in assumptions noted in Section I.

ANNUAL PENSION COST AND NET PENSION OBLIGATION FOR
FISCAL YEARS BEGINNING JULY 1, 2010 AND JULY 1, 2011

The pension cost and net pension obligation as required by Statement 27 of the Governmental Accounting Standards Board are:

Fiscal year beginning July 1, 2010

Net Pension Obligation (NPO) at June 30, 2010	\$131,767,105
a. Annual Required Contribution	56,380,436
b. Interest on NPO	11,200,204
c. Amortization of NPO	(7,898,997)
Annual Pension Cost	59,681,643
Contributions Paid (not discounted)	(56,380,436)
Increase in NPO	3,301,207
NPO of June 30, 2011	\$135,068,312

Fiscal year beginning July 1, 2011

Net Pension Obligation (NPO) at June 30, 2011	\$135,068,312
d. Annual Required Contribution	58,928,925
e. Interest on NPO	11,143,136
f. Amortization of NPO	(8,277,242)
Annual Pension Cost	61,794,819
Expected Contributions to be Paid (not discounted)	(58,928,925)
Increase in NPO	2,865,894
Expected NPO of June 30, 2012	\$137,934,207

SCHEDULE ARESULTS OF THE VALUATION AS OF JUNE 30, 2011
(Excluding Elected Officer Funds)

	Class A	Class B			Grand Total
		Fire	Police	Total	
1. Actuarial Accrued Liabilities					
(a) Actuarial accrued value of all future benefits payable to active members	\$ 151,728,278	\$ 100,340,561	\$ 105,382,872	\$ 205,723,433	\$ 357,451,711
(b) Actuarial accrued value of benefits payable to retirees and beneficiaries including benefits payable on death	237,125,275	403,263,559	314,423,235	717,686,794	954,812,069
(c) Employee contributions of non-active members	10,076,095	620,575	863,652	1,484,227	11,560,322
(d) Total accrued actuarial liabilities	\$ 398,929,648	\$ 504,224,695	\$ 420,669,759	\$ 924,894,454	\$ 1,323,824,102
2. Assets of the System	\$ 127,421,074	\$ 161,053,089	\$ 134,365,026	\$ 295,418,115	\$ 422,839,189
3. Unfunded Value of Total Prospective Contributions by the City (1(d) minus 2)	\$ 271,508,574	\$ 343,171,606	\$ 286,304,733	\$ 629,476,339	\$ 900,984,913
4. Amortization (28 years)	\$ 15,910,931	\$ 20,110,524	\$ 16,778,014	\$ 36,888,538	\$ 52,799,469

	Class A	Class B			Grand Total
		Fire	Police	Total	
5. Total Individual Entry Age Normal Cost	\$ 9,136,033	\$ 4,638,871	\$ 5,106,036	\$ 9,744,907	\$ 18,880,940
6. Employee Normal Cost	\$ 5,608,123	\$ 1,502,710	\$ 1,548,755	\$ 3,051,465	\$ 8,659,588
7. Net City Normal Cost with Interest	\$ 3,973,373	\$ 3,532,159	\$ 4,006,453	\$ 7,538,612	\$ 11,511,985
8. Net City Normal Cost without Interest as a Percent of Pay	4.31%	12.72%	12.32%	12.50%	7.54%
9. Amortization of 1995 Deferral	\$ 145,834	\$ 173,398	\$ 152,435	\$ 325,833	\$ 471,667
10. Total City Appropriation (4 plus 7 plus 9)*	\$ 20,030,138	\$ 23,816,081	\$ 20,936,902	\$ 44,752,983	\$ 64,783,121
11. Total Contribution Rate for Fiscal Year Beginning July 1, 2011	24.44%	96.61%	72.50%	83.60%	47.82%
12. Payroll	\$ 81,940,753	\$ 24,652,547	\$ 28,880,406	\$ 53,532,953	\$ 135,473,706

* Assumed payments throughout 2013

SCHEDULE B

OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS

INTEREST RATE: 8.25% per annum, compounded annually, effective July 1, 2011 for General Funds and School Teacher Funds. In the prior valuation, the interest rate assumption was 8.50%.

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed annual rates of withdrawal and deferred retirement, disability, death and service retirement among members in active service are as follows:

CLASS A

Age	Retirement	Disability	
		Ordinary	Accidental
20		.00025	.00010
25		.00030	.00015
30		.00030	.00015
35		.00050	.00025
40		.00080	.00040
45	.0671	.00125	.00060
50	.0925	.00185	.00090
55	.0859	.00255	.00130
59	.1138	.00370	.00185
60	.1229	.00415	.00210
64	.1741	.00625	.00310
65	.2500	.00680	.00340
70	.2500	.00680	.00340
75	1.0000		

Age	Withdrawal and Deferred Retirement	Ordinary and Accidental Death	
		Men	Women
20	.1413	.000231	.000136
25	.1206	.000304	.000154
30	.0644	.000400	.000214
35	.0473	.000696	.000377
40	.0389	.000912	.000514
45	.0272	.001146	.000801
50	.0174	.001460	.001169
54	.0101	.002091	.001963
55		.002422	.002295
60		.004808	.004550
65		.009473	.008736
70		.016167	.015069

CLASS B

Age	Withdrawal and Deferred Disability	Disability		Ordinary and Accidental Death	
		Ordinary	Accidental	Men	Women
20	.0258	.0001	.0008	.000231	.000136
25	.0183	.0001	.0011	.000304	.000154
30	.0104	.0002	.0017	.000400	.000214
35	.0046	.0025	.0023	.000696	.000377
40	.0029	.0004	.0034	.000912	.000514
45	.0024	.0007	.0060	.001146	.000801
50		.0011	.0104	.001460	.001169
55			.0149	.002422	.002295
59			.0194	.004237	.003997

Age	Retirement
40	.07403
45	.07599
50	.08004
55	.08860
56	.09124
57	.09439
58	.09788
59	.10238
60	1.00000

SALARY INCREASES NOT INCLUDING LONGEVITY: 0% for the next two years and 3.50% thereafter. The prior assumption was 4.25% for the next 2 years and 4.50% thereafter.

MEMBER CONTRIBUTIONS: Assumed that 100% of members elect to cease making contributions after 25 years of service.

ANNUAL INCREASE IN AMORTIZATION PAYMENT: 5%

LONGEVITY TABLES:

CLASS A:FOR EMPLOYEES HIRED ON OR PRIOR TO OCTOBER 23, 1999:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>	<u>PRIOR PERCENTAGE AMOUNT</u>
5 years but less than 10 years	4%	5%
10 years but less than 15 years	5%	6%
15 years but less than 20 years	6%	7%
20 years or more	7%	8%

FOR EMPLOYEES HIRED AFTER OCTOBER 23, 1999:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>	<u>PRIOR PERCENTAGE AMOUNT</u>
7 years but less than 12 years	3%	4%
12 years but less than 17 years	4%	5%
17 years but less than 20 years	5%	6%
20 years or more	6%	7%

CLASS B:FIRE:FOR EMPLOYEES HIRED ON OR PRIOR TO JUNE 30, 1996:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>
5 years but less than 10 years	8%
10 years but less than 15 years	9%
15 years but less than 20 years	10%
20 years or more	11%

FOR EMPLOYEES HIRED AFTER JUNE 30, 1996:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>
5 years but less than 10 years	7%
10 years but less than 15 years	8%
15 years but less than 20 years	9%
20 years or more	10%

POLICE:FOR EMPLOYEES HIRED ON OR PRIOR TO JUNE 30, 1998:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>
0 year but less than 6 years	0%
6 years but less than 11 years	8%
11 years but less than 16 years	9%
16 years but less than 21 years	10%
21 years or more	11%

FOR EMPLOYEES HIRED AFTER JUNE 30, 1998 :

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>
0 year but less than 6 years	0%
6 years but less than 11 years	7%
11 years but less than 16 years	8%
16 years but less than 21 years	9%
21 years or more	10%

DEATHS AFTER RETIREMENT: For service retirements, it is based on the RP-2000 Mortality Tables for males and females with static projection to 2021 using Scale AA. For disabilities, it is the RP-2000 Combined Healthy Table set forward 3 years. The mortality assumptions produce the following life expectancies:

Age	CLASS A and B			
	Service		Disability	
	Male	Female	Male	Female
50	32.900	34.725	27.550	30.526
55	28.168	29.971	23.318	26.009
60	23.592	25.401	19.190	21.750
65	19.283	21.102	15.354	17.776
70	15.325	17.147	11.877	14.124

In the prior valuation, the mortality assumption for non-disability retirees was the RP-2000 Combined Healthy Table.

VALUATION METHOD: Individual entry age method. Gains and losses are reflected in the period remaining to liquidate the unfunded accrued liability.

ASSET VALUATION METHOD: Five-year smoothed market value. The actuarial value of assets is determined according to the following general formula, provided such value is within a 20% corridor of the market value:

$$VA = MV - .8I_1 - .6I_2 - .4I_3 - .2I_4$$

where

VA = Valuation assets

MV = Market value of assets as of the valuation date

I_n = Investment gain (loss) during n^{th} year preceding the valuation date

PURCHASED SERVICE LOAD: Due to a lack of purchased service data, loads have been added on to Fire and Police service. The loads were determined by retirement trends found in the period from July 1, 2004 to June 30, 2006 and are as follows:

Fire Service Load = +0.63 years of service

Police Service Load = +2.11 years of service

Class A did not receive a load as trends showed the impact of purchased service was insignificant.

SCHEDULE C
DETERMINATION OF ADJUSTED ASSET VALUE

Reconciliation of Market Value of Plan Assets (accrual basis), 7/1/2007 - 7/1/2011				
	7/1/2007 - 6/30/2008	7/1/2008 - 6/30/2009	7/1/2009 - 6/30/2010	7/1/2010 - 6/30/2011
Market value at beginning of period	413,539,963	361,121,167	298,280,996	316,485,233
Contributions during period	65,663,848	59,642,378	60,590,954	67,248,784
Total investment income	(34,744,385)	(44,215,885)	39,116,922	65,381,313
Benefit payments and expenses	(83,338,259)	(78,266,664)	(81,503,639)	(87,278,128)
Market value at end of period	361,121,167	298,280,996	316,485,233	361,837,203
Expected market value at end of period	436,774,657	377,487,246	301,831,267	322,516,405
Investment gain/(loss) for the year	(75,653,490)	(79,206,250)	14,653,966	39,320,798

<u>Year Ended</u>	<u>Investment Gain / (Loss)</u>		<u>Weight</u>		<u>Weighted Gain / (Loss)</u>
6/30/2011	39,320,798	x	0.80	=	31,456,638
6/30/2010	14,653,966	x	0.60	=	8,792,379
6/30/2009	(79,206,250)	x	0.40	=	(31,682,500)
6/30/2008	(75,653,490)	x	0.20	=	(15,130,698)
					(6,564,181)

Actuarial Value of Assets = Market Value minus weighted gain / (loss) = 368,401,383

Plus discounted value of contribution due to be paid on June 30, 2012 54,437,806

Total 422,839,189

The return on the actuarial value of assets was 3.42% for the prior plan year. The return on a market value basis was about 21.33%.

SCHEDULE D

SUMMARY OF MAIN PROVISIONS OF RETIREMENT SYSTEM

AS INTERPRETED FOR VALUATION PURPOSES

1 - BENEFITS

Final compensation is the average of the highest three years of base compensation including longevity pay earned by a member during his total service as an employee.

Service is total employment by the City plus any purchased service.

Normal Service Retirement Allowance

Conditions for Allowance

The minimum age for normal service retirement is:

For Class A members hired prior to July 1, 1995:

Age 55 or the age at which 25 years of service are completed, if earlier.

For Class A members hired between July 1, 1995 and June 30, 2004:

Age 55 or the age at which 30 years of service are completed, if earlier.

For Class A members hired between July 1, 2004 and June 30, 2009:

Age 60 or the age at which 30 years of service are completed, if earlier.

For Class A members hired on or after July 1, 2009:

Age 62 with 10 years of service or the age at which 30 years of service are completed, if earlier.

For Class B members hired prior to July 1, 2012:

Age 55 or the age at which 20 years of service are completed, if earlier.

For Class B members hired on or after July 1, 2012:

Age 55 or the age at which 25 years of service are completed, if earlier. No members were valued with this eligibility in this valuation.

Amount of Allowance

Provided by Member An annuity which is the actuarial equivalent of his accumulated contributions at the time of his retirement, and

Provided by City For Class A members hired prior to July 1, 1996:
A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of 1/40 of his final compensation for each year of total service credited not in excess of 20 years plus 1/50 of his final compensation for each year of total service credited in excess of 20 years.

For Class A members hired on or after July 1, 1996:
A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of 1/50 of his final compensation for each year of total service credited.

For Police:
A pension which when added to his normal annuity, exclusive of any excess annuity, equals:

1. For members of the bargaining unit hired prior to September 1, 2001:

<u>Eligible Years of Service</u>	<u>Designated Percentage</u>
Prior to 20 years of service	2.5% per year
20 years of service	50%
21 years of service	52%
22 years of service	54%
23 years of service	56%
24 years of service	58%
25 years of service	65%
26 years of service	62%
27 years of service	64%
28 years of service	66%
29 years of service	68%
30 years of service	75%
31 years of service	72%
32 years of service	80%

2. For members of the bargaining unit hired on or after September 1, 2001 and prior to July 1, 2012:

<u>Eligible Years of Service</u>	<u>Designated Percentage</u>
Prior to 20 years of service	2.5% per year
20 years of service	50%
21 years of service	52%
22 years of service	54%
23 years of service	56%
24 years of service	58%
25 years of service	60%
26 years of service	62%
27 years of service	64%
28 years of service	66%
29 years of service	68%
30 years of service	70%
31 years of service	72%
32 years of service	75%

3. For members of the bargaining unit hired on or after July 1, 2012:

<u>Eligible Years of Service</u>	<u>Designated Percentage</u>
Prior to 25 years of service	2.0% per year
25 years of service	50.0%
26 years of service	52.5%
27 years of service	55.0%
28 years of service	57.5%
29 years of service	60.0%
30 years of service	62.5%
31 years of service	65.0%
32 years of service	67.5%
33 years of service	70.0%
34 years of service	72.5%
35 years of service	75.0%

No members were valued with this benefit in this valuation.

For all other Class B:

A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of 1/40 of his final compensation for each year of total service credited not in excess of 20 years plus 1/50 of his final compensation for each year of total service credited in excess of 20 years but not in excess of 32 years and 6 months.

Early Retirement Allowance

Conditions for Allowance	The minimum age for early service retirement for Class A employees hired on or after July 1, 2004 is age 55 and at least 10 years of service. Other employees will not receive early retirement benefits.
Amount of Allowance	<p><u>For Class A members hired between July 1, 2004 and June 30, 2009:</u> The employees' normal retirement benefit reduced by 5/12% per month for each month between retirement commencement and age 60.</p> <p><u>For Class A members hired on or after July 1, 2009:</u> The employees' normal retirement benefit reduced by 5/12% per month for each month between retirement commencement and age 62.</p>

Deferred Retirement Allowance

Conditions for Allowance	A member who has completed at least 10 years of service may retire and receive a deferred retirement allowance commencing at the minimum age for normal service retirement.
Amount of Allowance	
Provided by Member	A deferred annuity which is the actuarial equivalent of his accumulated contributions, and
Provided by City	See "Normal Service Retirement Allowance."

Ordinary Disability Retirement Allowance

Conditions for Allowance	<p><u>For Police:</u> After 10 years but less than 20 years of service.</p> <p><u>For All Others:</u> After 10 years of service, a member under the minimum age for service retirement may be retired for disability upon his own request or upon the request of the head of the department employing him.</p>
--------------------------	--

Amount of Allowance

Provided by Member An annuity which is the actuarial equivalent of his accumulated contributions at the time of his retirement, and

Provided by City If the member is a Class A member:
 A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of 9/10 of 1/50 of his final compensation for each year of total service which would have been credited had he continued in service to the minimum age for service retirement, but such retirement allowance, exclusive of any excess annuity, is not to exceed 45% of his final compensation.

For Police:
 A pension which when added to his normal annuity will give a total retirement allowance, equal to a percentage of his final compensation, as described in the following table:

<u>Eligible Years of Service</u>	<u>Percentage</u>
10 years of service	22.50%
11 years of service	24.75%
12 years of service	27.00%
13 years of service	29.25%
14 years of service	31.50%
15 years of service	33.75%
16 years of service	36.00%
17 years of service	38.25%
18 years of service	40.50%
19 years of service	42.75%

For All other Class B:
 A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of 9/10 of 1/40 of his final compensation for each year of total service which would have been credited had he continued in service to the minimum age for service retirement, but such retirement allowance, exclusive of any excess annuity, is not to exceed 45% of his final compensation.

Accidental Disability Retirement Allowance

Conditions for Allowance A member may be retired on account of accidental disability occurring in the performance of duty regardless of age or length of service.

Amount of Allowance

Provided by Member Non-Police:
An annuity that is the actuarial equivalent of his accumulated contributions at the time of his retirement.

Police:
In light of the member's receipt of the pension stated below, the only annuity payable is the actuarial equivalent of any accumulated additional contributions at the time of his retirement.

and

Provided by City For All:
A pension of 66-2/3% of his final compensation, but not less than the service retirement allowance. Upon the death of a member within 5 years after accidental disability retirement as a result of an accident while in the performance of duty, a pension of one-half of the member's final compensation is paid to his widow until she dies or remarries, at which point the pension is paid to his child or children until they attain age 19.

Accidental Death Benefit

Conditions for Benefit An accidental death benefit is payable upon the death of any member due to an accident in the performance of duty.

Amount of Benefit A pension of one-half of the member's final compensation is paid to his widow until she dies or remarries, at which point the pension is payable to his child or children until they attain age 19. If there are no other dependents, the pension is payable to his dependent parents. In addition, a lump sum payment of the member's accumulated contributions is made.

Withdrawal or Ordinary Death Benefit

A member who withdraws prior to eligibility for retirement receives his accumulated contributions. Should a member die before retirement his accumulated contributions are paid to his estate or beneficiary; provided, however, if he has attained minimum retirement age and has not made an optional election as described below, and is survived by a spouse, such spouse is entitled, in lieu of the return of the member's accumulated contributions, to a benefit equal to that which would have been payable to such spouse upon the death of the member had the member retired on the day of his death and elected to receive a benefit under the provisions of Option 2, as described below, and nominated his spouse as his designated beneficiary, except that for a Class B member the benefit to the spouse shall not be less than 67½% of the benefit that would have been paid to such retired member without reduction.

Benefit upon Death after Retirement

For Class A:

Benefits under any option. Also, the excess, if any, of the member's accumulated contributions at retirement over all payments paid out on the member's account.

For Class B:

Upon the death of a Class B pensioner, 67½% of his/her retirement allowance is paid to his widow/widower until he/she dies or remarries, at which point the benefit is paid to any dependent children until they attain age 18. Also, the excess, if any, of the member's accumulated contributions at retirement over the total of all payments paid out on the member's account.

Minimum Benefits

The minimum monthly retirement allowance is \$600, prorated for members whose credited service at retirement is less than 25.

Options at Retirement

At retirement, a member may elect to convert his allowance into a benefit of equivalent actuarial value in accordance with one of the options described below:

Option 1. A reduced retirement allowance payable during the retired member's life, with a provision that in case of death before such payments have equaled the present value of his retirement allowance at the date of retirement, the balance shall be paid to the heirs or assigns; or

Option 2. A reduced retirement allowance payable during the retired member's life, with a provision that after his death it shall be continued during the life of and paid to the person nominated by him by written designation at the time of his retirement; or

Option 3. A reduced retirement allowance payable during the retired member's life, with a provision that after his death an allowance at one-half the rate of his reduced allowance shall be continued during the life of and paid to the person nominated by him by written designation at the time of his retirement; or

Option 4. A reduced retirement allowance payable during the retired member's life, with some other benefit payable after his death, provided that the benefit shall be certified by the actuary and approved by the retirement board. This Option is not available to Police who retire on an Accidental Disability Allowance.

Class B members may not elect Options 2 or 3.

Married Class B members may also not elect Option 1.

Options upon Attainment of Minimum Retirement Age

Any member who has attained minimum retirement age may elect, in accordance with Option 2, 3 or 4 above, a reduced retirement allowance with provision for benefits to a person having an insurable interest in his life, other than his wife. The benefit is determined as of the member's date of death or retirement, if prior thereto, in accordance with the provisions of the option selected and is in lieu of the return of the member's accumulated contributions if death occurs during the member's continuance in service after attainment of minimum retirement age. Such election is irrevocable after the option becomes effective unless the designated

beneficiary predeceases the member prior to his retirement.

Cost of Living Adjustment

For Class A:

3% compounded for members who retired prior to 12/18/91; no adjustment for other Class A members.

For Police:

5% compounded for members who retired prior to January 1, 1990; 6% compounded for members who retired between January 1, 1990 and December 18, 1991; 5% compounded for members who retired between December 19, 1991 and December 31, 1992; 3% simple on first \$12,000 of annual benefit for Non-Union Police; 5% compounded for special court awarded members; 3% compounded for other retired members; for all members hired on or after July 1, 2012, the COLA will be based on the Consumer Price Index for the Northeast Region but shall not be less than 1% and shall not exceed 3% simple (no members were valued with this COLA in this valuation); and Police pensions are limited to the current salary of an active participant of the same rank.

For all other Class B Retirees:

5% compounded for members who retired prior to January 1, 1990; 6% compounded for members who retired between January 1, 1990 and December 18, 1991; 5% compounded for members who retired between December 19, 1991 and June 30, 1992; 6% compounded for members who retired between July 1, 1992 and June 30, 1995; 3% simple on first \$12,000 of annual benefit for members who retired between July 1, 1995 and March 16, 2006; 5% compounded for special court awarded members; 3% compounded for other retired members; for all members hired on or after July 1, 2012, the COLA will be based on the Consumer Price Index for the Northeast Region but shall not 3% simple (no members were valued with this COLA in this valuation).

The initial COLA payment is deferred until the January 1 that occurs three years after the member's retirement date.

Provisions for Elected Officials

Any person who has served as Mayor or City Councilman for at least eight full legislative years is entitled to a retirement allowance on the basis of such service as an elected official upon attainment of age 52 or the completion of 20 consecutive years as an elected official, whichever is earlier, or the occurrence of total and permanent disability prior thereto.

Such retirement allowance is currently \$350 for each year of service, provided that no more than 20 years of such service are to be used in determining the allowance.

Upon the death of any such elected official, benefits are payable in accordance with the Class A provisions of the act.

An elected official may elect to withdraw his accumulated contributions in lieu of his rights to the allowance based on service as an elected official.

2 - CONTRIBUTIONS

Provided by Members

For Class A: 8% of their salaries.

For Police: 8% of their salaries

For Firefighters hired on or after July 1, 2011: 9% of their salaries. No members were valued with this contribution rate in this valuation.

For all other Class B Members: 8% of their salaries. In the prior valuation the contribution rate valued was 9½% of their salaries.

The Mayor and members of the City Council are required to contribute at the rate of \$350 per year.

Member contributions may cease after 25 years of service.

Provided by City

The City makes the balance of contributions needed to fund the system.

In addition the City shall contribute from time to time amounts sufficient with the contributions of elected officials to provide the special pensions granted to elected officials.

SCHEDULE E
TABLES OF EMPLOYEE DATA

TABLE 1

The Number and Annual Average Salaries
of Members Distributed By 5th Age and Service
As of June 30, 2011

CLASS A

SERVICE AGE	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-36	37+	TOTAL
<20	1										1 NUMBER
	38,480										38,480 SALARY
20-24	21	11	1								33 NUMBER
	24,927	34,926	37,194								28,631 SALARY
25-29	29	68	18	1							116 NUMBER
	25,903	30,198	38,050	45,729							30,477 SALARY
30-34	26	39	57	40	1						163 NUMBER
	27,937	39,936	37,089	36,161	26,321						36,017 SALARY
35-39	23	50	67	81	22	2					245 NUMBER
	31,342	35,718	36,109	34,112	40,631	37,646					35,340 SALARY
40-44	22	52	60	77	56	29	1				297 NUMBER
	29,790	35,380	39,886	38,432	42,255	44,940	39,741				38,912 SALARY
45-49	26	63	77	88	54	45	4	1			358 NUMBER
	31,647	33,914	35,785	37,960	44,535	49,451	57,400	54,406			39,021 SALARY
50-54	23	47	60	94	63	53	17	11	4	1	373 NUMBER
	27,176	35,770	38,089	32,540	41,660	47,921	52,166	53,048	60,654	41,237	39,059 SALARY
55-59	14	36	47	65	50	40	9	10	15	5	291 NUMBER
	26,014	35,929	43,010	35,040	40,090	39,391	54,076	62,539	54,703	46,110	40,206 SALARY
60-64	6	17	29	33	24	22	6	8	3	13	161 NUMBER
	41,688	51,991	50,491	35,446	42,412	44,700	56,286	49,969	58,244	58,760	46,244 SALARY
65-69		2	14	11	11	4	4	2	2	3	53 NUMBER
		40,962	38,165	38,504	45,233	39,485	57,907	54,622	39,217	48,652	42,652 SALARY
70-74		3	5	6	6	2	1	1	1		25 NUMBER
		56,674	35,713	38,602	48,172	46,080	35,884	46,912	49,100		43,731 SALARY
75-76			1	2							3 NUMBER
			27,538	33,813							31,721 SALARY
77+			2	1	1					2	6 NUMBER
			38,784	10,013	21,708					47,164	33,936 SALARY
TOTAL	191	388	438	499	288	197	42	33	25	24	2,125 NUMBER
	28,680	35,742	38,797	35,659	42,176	45,446	53,525	55,128	54,617	53,165	38,560 SALARY

TABLE 2

The Number and Annual Average Salaries
of Members Distributed By 5th Age and Service
As of June 30, 2011

CLASS B

SERVICE AGE	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-36	37+	TOTAL
20-24		7									7 NUMBER
		49,599									49,599 SALARY
25-29		49	6	1							56 NUMBER
		51,901	53,186	55,087							52,095 SALARY
30-34		39	47	9							95 NUMBER
		52,424	55,950	55,986							54,506 SALARY
35-39		17	40	37	5						99 NUMBER
		54,427	55,271	56,309	54,333						55,467 SALARY
40-44		7	38	34	101	28					208 NUMBER
		54,138	55,992	57,432	57,939	59,039					57,521 SALARY
45-49		2	11	12	74	90	14	1			204 NUMBER
		53,257	55,700	58,066	56,133	58,191	61,342	65,662			57,507 SALARY
50-54			4	6	25	58	34	17			144 NUMBER
			82,137	55,317	55,069	58,166	66,252	65,891			60,997 SALARY
55-59				1	7	9	5	21	4	1	48 NUMBER
				51,406	58,823	58,968	61,448	70,716	73,456	57,109	65,356 SALARY
60+							1				1 NUMBER
							66,048				66,048 SALARY
TOTAL		121	146	100	212	185	54	39	4	1	862 NUMBER
		52,443	56,360	56,752	56,914	58,349	64,530	68,484	73,456	57,109	57,559 SALARY

TABLE 3
 THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES
 OF RETIRED MEMBERS DISTRIBUTED BY
 AGE AS OF JUNE 30, 2011
 SERVICE RETIREMENTS
 CLASS A

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
16	1	\$5,440
45	1	12,446
47	1	26,644
49	2	29,988
50	2	44,168
51	4	85,947
52	5	129,204
53	5	140,724
54	7	257,072
55	21	531,776
56	30	709,281
57	25	656,328
58	38	742,075
59	46	1,124,336
60	37	833,149
61	39	701,720
62	39	851,103
63	44	722,011
64	53	1,071,602
65	39	776,515
66	49	751,393
67	37	631,931
68	48	783,970
69	31	541,369
70	41	572,494
71	54	756,359
72	37	585,192
73	42	494,626
74	38	546,137
75	39	528,437
76	31	444,931

TABLE 3 (CONTINUED)
 THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES
 OF RETIRED MEMBERS DISTRIBUTED BY
 AGE AS OF JUNE 30, 2011
 SERVICE RETIREMENTS

CLASS A		
<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
77	44	\$702,204
78	52	843,748
79	40	585,516
80	43	759,258
81	44	813,424
82	37	668,765
83	29	458,758
84	23	431,965
85	28	422,064
86	24	317,115
87	22	396,660
88	14	152,768
89	17	213,895
90	14	158,150
91	9	104,097
92	8	140,456
93	7	91,506
94	9	102,901
95	4	39,737
96	6	74,923
98	2	33,362
99	1	5,602
103	1	11,616
107	1	3,536
TOTAL	1,365	\$23,620,394

TABLE 4
 THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES
 OF RETIRED MEMBERS DISTRIBUTED BY
 AGE AS OF JUNE 30, 2011
 SERVICE RETIREMENTS

CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
38	1	\$37,467
40	1	26,923
41	1	39,028
42	1	31,859
44	8	233,750
45	6	208,281
46	10	276,157
47	3	81,677
48	10	299,111
49	9	298,828
50	8	238,093
51	8	298,180
52	10	365,717
53	14	522,346
54	18	640,494
55	16	658,165
56	13	441,539
57	25	983,833
58	17	615,608
59	19	715,575
60	23	873,207
61	24	1,044,094
62	22	847,234
63	28	1,171,969
64	31	1,287,602
65	18	723,286
66	19	916,881
67	17	729,303
68	13	618,970
69	7	316,597
70	7	270,673
71	11	538,154

TABLE 4 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES
OF RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

SERVICE RETIREMENTS

CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
72	8	\$229,690
73	9	369,850
74	16	614,070
75	9	346,997
76	9	435,096
77	7	259,432
78	10	437,718
79	11	418,212
80	7	175,845
81	14	430,857
82	14	624,488
83	4	140,007
84	7	364,372
85	6	223,071
86	10	329,931
87	5	114,094
88	7	306,472
89	5	223,207
90	3	71,692
93	1	28,183
TOTAL	580	\$22,493,885

TABLE 5

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES
OF RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

ELECTIVE OFFICIALS AND DEPENDENTS
OF ELECTIVE OFFICIALS

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
56	2	\$8,244
58	1	6,352
59	1	6,199
60	1	2,800
61	2	9,659
62	1	2,258
64	2	8,573
69	2	7,158
70	1	4,915
71	3	11,332
72	1	3,450
73	4	20,690
75	1	3,246
81	2	11,372
84	1	3,179
85	1	5,989
87	3	8,707
91	1	10,113
99	1	5,644
TOTAL	31	\$139,880

TABLE 6

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES
OF RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

DISABILITY RETIREMENTS

CLASS A

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
44	1	\$28,595	2	\$26,391	3	\$54,986
45			1	36,789	1	36,789
46	1	6,432			1	6,432
47			1	23,768	1	23,768
50	2	25,244			2	25,244
51	1	12,906	1	28,926	2	41,832
52			1	15,905	1	15,905
54	2	22,418			2	22,418
56			3	72,501	3	72,501
57	1	4,828	1	17,698	2	22,526
58	1	16,362	5	124,108	6	140,470
59			1	17,796	1	17,796
60			2	33,065	2	33,065
62			2	32,683	2	32,683
63			2	56,562	2	56,562
64	1	4,087	5	121,417	6	125,504
65			1	21,491	1	21,491
67			3	47,878	3	47,878
68	1	20,730	2	40,540	3	61,270
69			6	102,263	6	102,263
70			4	69,734	4	69,734
71	2	15,616	5	81,788	7	97,404
72			3	57,969	3	57,969
73	1	10,903			1	10,903
74			2	22,968	2	22,968
75			3	47,111	3	47,111
76			1	29,562	1	29,562
77			2	38,812	2	38,812
80			3	61,020	3	61,020
81			2	42,426	2	42,426
82			1	24,053	1	24,053

TABLE 6 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES
OF RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

DISABILITY RETIREMENTS

CLASS A

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
85			1	\$6,144	1	\$6,144
88			1	22,557	1	22,557
90			1	5,865	1	5,865
92			1	12,601	1	12,601
107			1	15,181	1	15,181
TOTAL	14	\$168,121	70	\$1,357,572	84	\$1,525,693

TABLE 7

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES
OF RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

DISABILITY RETIREMENTS

CLASS B

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
25			1	\$36,028	1	\$36,028
37			1	39,027	1	39,027
38	1	\$10,462			1	10,462
39			2	73,977	2	73,977
40			1	38,173	1	38,173
41	2	33,930	1	43,206	3	77,136
42			2	81,060	2	81,060
43			3	130,067	3	130,067
44			4	112,370	4	112,370
45	1	18,783	2	77,811	3	96,594
46	1	24,003	3	110,088	4	134,091
47	1	20,873	5	184,224	6	205,097
48			5	191,126	5	191,126
49	1	20,389	7	294,923	8	315,312
50			4	222,988	4	222,988
51	1	24,271	7	291,229	8	315,500
52	2	32,644	8	431,682	10	464,326
53			17	834,617	17	834,617
54	1	19,698	8	372,852	9	392,550
55			10	407,130	10	407,130
56			11	537,337	11	537,337
57			10	501,925	10	501,925
58			11	616,543	11	616,543
59			9	394,521	9	394,521
60			14	822,387	14	822,387
61			15	798,275	15	798,275
62			16	902,789	16	902,789
63			20	1,310,689	20	1,310,689
64			24	1,369,763	24	1,369,763
65	1	23,223	14	704,304	15	727,527
66			18	1,140,878	18	1,140,878

TABLE 7 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES
OF RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

DISABILITY RETIREMENTS

CLASS B

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
67			14	\$975,469	14	\$975,469
68			14	845,023	14	845,023
69			9	534,524	9	534,524
70			12	776,106	12	776,106
71			16	1,100,520	16	1,100,520
72			14	1,104,161	14	1,104,161
73			4	230,905	4	230,905
74			6	295,978	6	295,978
75			11	946,830	11	946,830
76			3	132,229	3	132,229
77			11	828,977	11	828,977
78			7	560,409	7	560,409
79			8	563,405	8	563,405
80			8	583,841	8	583,841
81			2	116,141	2	116,141
82			4	281,014	4	281,014
83	1	\$18,194	5	338,698	6	356,892
84			4	166,718	4	166,718
85			3	282,962	3	282,962
86			2	158,926	2	158,926
87			2	74,049	2	74,049
88			1	29,856	1	29,856
89			1	17,328	1	17,328
90			1	34,675	1	34,675
96			2	62,315	2	62,315
TOTAL	13	\$246,470	417	\$24,113,048	430	\$24,359,518

TABLE 8

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF BENEFICIARIES OF
DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

CLASS A

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
38	1	\$7,948
48	1	9,453
52	1	14,609
53	2	25,836
54	1	32,138
55	4	50,679
57	3	18,309
58	1	14,457
59	5	56,598
60	2	29,796
62	4	73,208
63	3	45,390
64	2	12,266
65	2	24,737
67	3	43,667
68	3	24,388
69	5	62,405
70	4	93,684
71	3	43,798
72	4	63,908
73	7	69,977
74	6	64,556
75	7	64,143
76	5	55,170
77	6	94,359
78	7	76,808
79	4	44,866
80	4	71,464
81	10	102,186
82	8	95,018

TABLE 8 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF
BENEFICIARIES OF DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

CLASS A

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
83	12	\$155,029
84	10	163,228
85	12	110,104
86	3	29,779
87	11	145,928
88	5	42,130
89	3	28,099
90	3	41,010
91	5	45,782
92	7	74,162
93	4	26,636
94	5	41,304
95	2	20,951
96	4	33,964
97	1	10,816
98	1	8,838
99	1	4,284
101	1	12,626
102	1	9,175
TOTAL	209	\$2,489,666

TABLE 9

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF BENEFICIARIES OF
DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
14	3	\$36,965
42	1	32,184
43	1	9,430
44	2	32,679
46	3	53,124
47	1	5,460
48	1	7,228
50	2	83,955
52	6	167,441
54	2	29,646
55	1	37,390
56	4	114,579
57	9	288,400
58	7	184,794
59	2	60,800
60	1	57,889
61	8	200,297
62	4	104,005
63	6	223,528
64	5	102,999
65	7	284,250
66	9	294,011
67	4	167,206
68	7	189,398
69	5	164,829
70	6	284,782
71	7	301,543
72	6	275,877
73	7	280,090
74	3	51,667

TABLE 9 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF
BENEFICIARIES OF DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2011

CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
75	7	\$263,559
76	8	196,629
77	8	229,220
78	9	274,396
79	15	570,582
80	5	128,949
81	13	346,467
82	10	317,430
83	10	199,143
84	19	460,386
85	10	243,126
86	10	241,251
87	7	139,640
88	10	240,883
89	6	127,370
90	4	93,605
91	8	191,552
92	1	14,256
93	1	12,281
94	3	50,685
95	2	32,205
98	2	36,389
100	2	34,436
TOTAL	300	\$8,570,886

SCHEDULE F

28 YEAR APPROPRIATION FORECAST

Fiscal Year Ending	Normal Cost	Past Service Amortization	Deferral Amortization	Total	Pay-As-You-Go
6/30/2012	\$9,489,420	\$48,946,899	\$492,606	\$58,928,925	\$85,709,864
6/30/2013	11,511,985	52,799,469	471,667	64,783,121	89,521,287
6/30/2014	11,972,464	55,439,442	471,667	67,883,573	93,348,131
6/30/2015	12,451,363	58,211,414	471,667	71,134,444	97,216,663
6/30/2016	12,949,418	61,121,985	471,667	74,543,070	101,060,817
6/30/2017	13,467,395	64,178,084	471,667	78,117,146	104,937,769
6/30/2018	14,006,091	67,386,988	471,667	81,864,746	108,893,725
6/30/2019	14,566,335	70,756,337	471,667	85,794,339	112,785,910
6/30/2020	15,148,988	74,294,154	471,667	89,914,809	116,573,313
6/30/2021	15,754,948	78,008,862	471,667	94,235,477	120,431,249
6/30/2022	16,385,146	81,909,305	471,667	98,766,118	124,345,142
6/30/2023	17,040,552	86,004,770	471,667	103,516,989	128,281,383
6/30/2024	17,722,174	90,305,009	471,667	108,498,850	131,998,649
6/30/2025	18,431,061	94,820,259	471,667	113,722,987	135,559,442
6/30/2026	19,168,303	99,561,272	471,667	119,201,242	138,883,912
6/30/2027	19,935,035	104,539,336	471,667	124,946,038	141,985,686
6/30/2028	20,732,436	109,766,303	471,667	130,970,406	144,876,230
6/30/2029	21,561,733	115,254,618	471,667	137,288,018	147,575,835
6/30/2030	22,424,202	121,017,349	471,667	143,913,218	149,957,538
6/30/2031	23,321,170	127,068,216	471,667	150,861,053	152,012,659
6/30/2032	24,254,017	133,421,627	-	157,675,644	153,688,111
6/30/2033	25,224,178	140,092,708	-	165,316,886	155,003,325
6/30/2034	26,233,145	147,097,343	-	173,330,488	155,825,620
6/30/2035	27,282,471	154,452,210	-	181,734,681	156,210,653
6/30/2036	28,373,770	162,174,821	-	190,548,591	156,118,982
6/30/2037	29,508,721	170,283,562	-	199,792,283	155,566,042
6/30/2038	30,689,070	178,797,740	-	209,486,810	154,577,275
6/30/2039	31,916,633	187,737,627	-	219,654,260	153,125,399
6/30/2040	33,193,298	-	-	33,193,298	151,269,326
6/30/2041	34,521,030	-	-	34,521,030	148,973,637
6/30/2042	35,901,871	-	-	35,901,871	146,305,744

SCHEDULE G

CHANGES IN UNFUNDED LIABILITY

7/1/2010 Unfunded Liability	\$828,484,533
Expected Unfunded as of 7/1/2011	\$853,271,983
Actual Unfunded as of 7/1/2011 (without Assumption Changes)	\$865,994,410
Gain/(Loss)	(\$12,722,427)
Asset Gain/(Loss)	(\$18,609,736)
Liability Gain/(Loss)	\$5,887,309
Salary Increases	\$4,976,437
New Active Participants	(\$4,200,369)
Active - Retirements	(\$2,255,547)
Active - Terminations	\$4,435,534
Active - Mortality	\$455,244
Active - Disabilities	\$2,106,294
Inactive Mortality and Data Adjustment	\$2,920,523
Other	(\$2,550,807)
Assumption Changes*	\$34,990,503

* The mortality, interest rate, salary scale and longevity assumptions all changed during the past year.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

Comm 1-21. With regard to medical benefits, what steps have been made by Providence Water in requiring employees to contribute to the cost of health and dental benefits? Please provide the cost per employee for health benefits and dental benefits and indicate if said employee is receiving family or individual coverage.

Answer: Providence Water employees have been contributing to the cost of health benefits for many years. Providence Water follows the Collective Bargaining Agreement/City Policy for employee co-shares, see Div 4-9 Analysis of Healthcare Deductions & Co-pays.

See attachment to Comm1-11, which provides healthcare and dental benefits per employee and type of coverage, family or individual.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

Comm 1-22. During the time of the rate year, will any employees be receiving an increase in salary? If so, please indicate the amount each employee will be entitled to receive; the date the employee will receive the increase and the reason for the increase.

Answer: Yes, all full-time employees will receive a 3% increase over the June 30, 2014 rate effective July 1, 2014. Also, employees whom are eligible for step increases usually receive a step on their anniversary date. Please see attachment to Comm 1-11 for the estimated cost of step increases for union and management employees during FY 2014.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

23. What post retirement benefits are employees entitled to? What is the current annual cost per retiree and how many retirees are currently receiving this benefit?

Answer: Retirees are entitled to health coverage as delineated in Collective Bargaining Agreement, Article XVIII, Section 1(F) through 1(H). The level of coverage depends on when the person retired. The annual cost per retiree varies depending on their retirement date. Please see attached for the FY 2013 costs. Please note that employees hired after 7/1/2008 no longer receive health benefits paid for by the employer as noted in the CBA.

PROV HL BENEFIT COSTS

Fiscal Year: 2013

WSB Pension

<u>EMP#</u>	<u>EMPLOYEE NAME</u>	<u>Co. DED</u>	<u>City HL Amount</u>	<u>Ret Date</u>
159	PROVENZO, ANTHONY	HC04	6694.56	2011-01-30
1051151	GREGGSON, ANN M.	HC04	10912.32	1995-06-30
1051445	ROBILLARD, ARTHUR J.	HC04	6498.24	1998-07-10
HL	Ret-PR4X/CIsA/HC2C w/RX ER	HC04 \$24,105.12	
1050553	HOWARD, ROBERT L.	HC06	729.30	1992-06-30
HL	Ret-CCC1/CIsA/Class w/RX ER	HC06 \$729.30	
1050809	CINQUEGRANA, RICHARD	HC07	5228.52	1993-12-16
HL	Ret-CCC1/CIsA/HC2C w/RX ER	HC07 \$5,228.52	
117	POTTER, WILLIAM D.	HCU4	5652.00	2003-03-24
HL	Ret/UNION-PR4X2/CIsA/HC2C ER	HCU4 \$5,652.00	
1	FLORIO, JAMES P.	R4XC	6290.40	2011-02-27
4	GADOURY, PAUL	R4XC	3669.40	2012-06-24
13	PORRECA, AGOSTINO	R4XC	6290.40	2011-12-02
24	GRENNAN, JOSEPH J. JR	R4XC	6290.40	2007-08-23
38	DECESARIS, JUDY A.	R4XC	6290.40	2004-06-30
58	CABRAL, JAMES E.	R4XC	6290.40	2011-12-02
71	PASCALE, MARYANN	R4XC	5766.20	2011-10-17
77	CAPONE, ROBERT	R4XC	6290.40	2011-01-23
79	FEENEY, BRIAN	R4XC	6290.40	2007-01-02
117	POTTER, WILLIAM D.	R4XC	6290.40	2003-03-24
124	DIONNE, EDWARD J. JR	R4XC	6290.40	2010-07-11
129	SANBERG, RICHARD D.	R4XC	6290.40	2010-02-07
131	DELGALLO, RONALD A.	R4XC	6290.40	2010-02-07
134	CARROLL, ROBERT W.	R4XC	6290.40	2011-11-25
140	CHECRALLAH, MARIA A.	R4XC	6290.40	2011-10-23
145	CONTI, ALFRED N. JR	R4XC	6290.40	2011-12-02
146	CUSANO, BENJAMIN	R4XC	6290.40	2004-06-30
150	KAYA, MICHAEL S.	R4XC	6290.40	2011-01-31
153	GUERRA, MICHAEL JR	R4XC	6290.40	2010-07-11
156	BOCCANFUSO, RHONDA	R4XC	6290.40	2004-06-30
160	TUDINO, EGIDIO L.	R4XC	6290.40	2011-10-09
208	GORMAN, CHERYL M.	R4XC	6290.40	2011-12-03
847	WRIGHT, JEFFREY C. SR	R4XC	6290.40	2011-12-02
1356	ANGELL, CHERYL	R4XC	6290.40	2011-09-25
1374	MCMAUGH, NANCY J.	R4XC	6290.40	2011-11-04
2389	RUGGIERO, SUSAN V.	R4XC	6290.40	2008-01-13
2937	RODERICK, RICHARD F.	R4XC	6290.40	2004-06-30
3635	FARGNOLI, JOSEPH A.	R4XC	6290.40	2011-11-28
3977	HOLMES, HOWARD W.	R4XC	6290.40	2011-12-26
5692	BADWAY, RAYMOND J.	R4XC	6290.40	2006-04-26
5748	TEDESCO, VINCENT J.	R4XC	6290.40	2011-07-08
8489	GLEASON, EDWARD F. III	R4XC	6290.40	2011-09-02
8927	NYAN, MOSES	R4XC	6290.40	2011-03-24
1051013	DUGAN, TIMOTHY J.	R4XC	2096.80	1994-09-08

1051507	PILDERIAN, RICHARD	R4XC	6290.40	1999-04-29
1051758	COPPOLI, BERNARD F.	R4XC	6290.40	2001-07-25
HL	Retiree-PR4X/ClsA w/ExtBen-ER	R4XC	----- \$219,115.60	
1051038	MARTINO, MICHAEL W.	RA3C	6848.52	1995-06-30
HL	Retiree - PR3/CLS A-ER	RA3C	----- \$6,848.52	
52	FLYNN, RICHARD J. JR	RA4C	1644.64	2003-06-30
HL	Retiree-PR4/ClsA w/o ExtB-ER	RA4C	----- \$1,644.64	
121	MARINO, ANDREW J.	RBLC	1740.00	2011-07-03
3654	TORTOLANI, THERESA	RBLC	870.00	2011-11-25
1003115	ROCHE, KATHLEEN A.	RBLC	1740.00	1988-09-11
1050299	NAPOSITANO, ARNOLD S.	RBLC	3480.00	1991-02-22
1050360	CASSIN, HELEN F.	RBLC	1740.00	1991-06-28
1050536	PETRUSKA, ALBERT J.	RBLC	1740.00	1992-06-30
1050542	ANTONUCCI, CARL A.	RBLC	1740.00	1992-06-30
1050553	HOWARD, ROBERT L.	RBLC	1740.00	1992-06-30
1050728	DILLON, MARY T.	RBLC	3480.00	1993-07-01
1050802	BEATTIE, TERESA M.	RBLC	1740.00	1994-01-08
1050878	PERRUCCI, YOLANDA M.	RBLC	1740.00	1994-08-31
1051137	TETREAULT, ARTHUR	RBLC	1740.00	1995-06-30
1051252	DEGLIANGELI, PAUL	RBLC	3480.00	1996-03-24
1051399	PATRIARCA, SAVERIO	RBLC	3480.00	1998-01-20
1051447	SALVATORE, ROBERT V.	RBLC	1740.00	1998-06-01
1051605	RAINONE, JOHN J.	RBLC	3480.00	2000-02-14
1051943	CONNORS, CAROL A.	RBLC	1740.00	2003-02-23
HL	Ret-997/All Retirees BluChp-ER	RBLC	----- \$37,410.00	
1051081	BOSCIA, JAMES J.	RCHC	12774.96	1995-06-30
1051290	LOMBARDI, JAMES A.	RCHC	4959.96	1996-06-30
HL	Retiree-CCC1/ClsA/Cls ExtB-ER	RCHC	----- \$17,734.92	
10	CIOLLI, ANTHONY J. JR	RCRC	4747.20	2010-05-23
142	EKDAHL, JOHN	RCRC	4747.20	2010-01-24
6255	TITZMANN, PAUL	RCRC	4747.20	2011-07-31
HL	Retiree-City200 w/RX-ER	RCRC	----- \$14,241.60	
101	HINDLEY, DOUGLAS A.	RDWC	1874.88	2010-07-04
103	FONTAINE, ALFRED	RDWC	1874.88	2005-08-25
3969	MURPHY, VINCENT P.	RDWC	1874.88	2009-01-18
4422	CANNAL, MARVIN R.	RDWC	3749.76	2004-04-11
1003115	ROCHE, KATHLEEN A.	RDWC	1874.88	1988-09-11
1050354	MATHEWSON, EDWARD H.	RDWC	3749.76	1991-07-07
1050519	DIONNE, EDWARD J.	RDWC	1718.64	1992-06-30
1050524	SPREMULLI, ELEANOR A.	RDWC	1874.88	1992-06-30
1050525	HIGHAM, JAMES J.	RDWC	3749.76	1992-06-30
1050617	DI SANO, LOUIS	RDWC	1874.88	1992-08-31
1050755	CERVONE, MARY G.	RDWC	1874.88	1993-09-23
1050944	TETRAULT, JAMES N.	RDWC	3749.76	1995-03-06
1050996	MANCINI, ELAINE C.	RDWC	1874.88	1995-06-30
1051469	MACCARONE, JOHN C.	RDWC	3749.76	1999-01-31
1051604	PERRY, ROSEMARIE	RDWC	1874.88	2000-01-31
1051627	ZOMPA, ARTHUR A.	RDWC	1874.88	1999-06-30
1051684	RIGNEY, KATHLEEN P.	RDWC	1874.88	2000-10-02
HL	Retiree - Plan 65 with RX-ER	RDWC	----- \$41,091.12	

28	SPAZIANO, ANTHONY J.	RP5C	1874.88	2007-07-01
52	FLYNN, RICHARD J. JR	RP5C	1249.92	2003-06-30
89	MENDELSON, MARTIN	RP5C	1874.88	2004-06-30
98	LINSTROM, RICHARD B.	RP5C	1874.88	2004-06-30
778	DIFILIPPO, ALBERT JR	RP5C	1874.88	2011-04-17
784	RUSSO, MICHAEL	RP5C	1874.88	2011-02-27
2147	MOZZETTA, ANITA	RP5C	1874.88	2008-01-06
3654	TORTOLANI, THERESA	RP5C	937.44	2011-11-25
4420	CORRENTE, UMBERTO	RP5C	1874.88	2003-06-30
4780	PAULEY, SYL JR	RP5C	1874.88	2007-08-08
5728	CUNHA, FERNANDO S.	RP5C	1718.64	2012-03-15
7379	SALEMA, DENNIS	RP5C	1874.88	2011-07-31
7393	KURTZ, J.R.	RP5C	1874.88	2008-07-01
7566	JEHOURLIAN, BOGHOS K.	RP5C	1874.88	2011-07-06
1002197	STAFFIER, RAYMOND E.	RP5C	1874.88	1995-08-31
1003103	FITZSIMMONS, GEORGE H.	RP5C	3749.76	1988-07-24
1003122	COTTER, THOMAS A.	RP5C	1874.88	1988-09-25
1050024	ANTONELLI, SILVIO G.	RP5C	1874.88	1989-07-28
1050349	IZZO, JOHN R.	RP5C	1406.16	1991-07-07
1050378	BERGEY, HANS T.	RP5C	3749.76	1991-07-26
1050453	FITZPATRICK, JOHN R.	RP5C	3749.76	1991-07-25
1050528	SANTORO, DANIEL A.	RP5C	3749.76	1992-06-30
1050937	D'TORJO, DAVID P.	RP5C	3749.76	1994-06-23
1051013	DUGAN, TIMOTHY J.	RP5C	1249.92	1994-09-08
1051019	ARCHER, WILEY J.	RP5C	3749.76	1995-05-23
1051038	MARTINO, MICHAEL W.	RP5C	1874.88	1995-06-30
1051071	REGINE, NICHOLAS M. JR	RP5C	3749.76	1995-06-03
1051407	HAFEY, JUDITH A.	RP5C	3749.76	1998-02-09
1051409	HICKEY, JOHN R.	RP5C	624.96	1998-01-05
1051437	FERRANDI, BARBARA E.	RP5C	1874.88	1998-06-15
1051466	FERRAZZANO, DELORES	RP5C	937.44	1998-09-28
1051549	VIII, RICHARD	RP5C	1874.88	1999-08-02
1051657	DESROSIERS, ADELARD J.	RP5C	1874.88	2000-08-01
1051667	RAFANOVIC, RICHARD O.	RP5C	3749.76	2000-07-16
HL	Retiree - Plan 65 ER Only	RP5C	----- \$75,620.16	
6465	KANE, TERRENCE J.	RUDC	5073.96	2005-07-03
HL	Retiree-UNTD no RX-ER	RUDC	----- \$5,073.96	
4800	ASHTON, KENNETH	RURC	4747.20	2008-02-19
HL	Retiree-UNTD w/RX-ER	RURC	----- \$4,747.20	
WSB TOTAL City Health Deductions			----- \$398,771.98	

Providence Water Docket 4406

Data Requests of the Commission

Set 1 (Issued July 22, 2013)

24. What planning mechanisms has the utility undertaken to sustain financial security?

Answer: Providence Water has requested and received a revenue reserve fund from the RIPUC. This will provide a “rainy day” fund for Providence Water to draw on when consumption based revenues are low. Providence Water also prepares a 20 year IFR Plan as required by the RI DOH. This identifies our long term rehabilitation/replacement of assets. We also work hard to keep our bond rating as high as possible to allow for borrowing at the lowest possible costs. Lastly, we prepare and file for rate adjustments on a periodic basis to result in managed rate adjustments.

Providence Water Docket 4406

**Data Requests of the Commission
Set 1 (Issued July 22, 2013)**

25. Please provide the results of any and all studies and/or demand analyses performed by the utility regarding the effects of conservation and/or low consumption on water utilities.

Answer: While Providence Water has not commissioned any such studies or analyses, we did review studies performed by the AWWARF (AWWA Research Foundation), manuals and various articles on this topic. Providence Water reviewed the attached manuals, studies and articles listed below:

1. AWWA M1 Manual "Principles of Water Rates, Fees and Charges", 2000,
 - Chapter 12 Increasing Block Rates
2. "Water Conservation-Oriented Rates: Strategies to Extend Supply, Promote Equity, and Meet Minimum Flow Levels", 2005
 - Chapter 1 Introduction
 - Chapter 2 Experience with WCORs (Water Conservation Oriented Rates) through page 13
3. "The Conservation Conundrum: How Declining Demand Affects Water Utilities", by Janice Beecher, AWWA Journal February 2010.

The following AWWA Research Foundation Studies:

Cost Allocation and Rate Design
Residential Water Conservation Price and Nonprice programs
Long-Term Effects of Conservation Rates
A Balanced Approach to Water Conservation in Utility Planning
Water Budgets and Rate Structures: Innovative Management Tools

The following Magazine Articles/web articles:

- AWWA Journal February 2010 – Conservation
- AWWA Journal February 2013 – Conservation
- Primer on Water Pricing, Janice A Beecher, Ph.D., November 2011
- Worth Every Penny: A Primer on Conservation-Oriented Water Pricing, Oliver Brandes, Steven Renzetti and Kirk Stinkhcombe, May 2010
- Why Do We Pay For Water?, G. Symmonds, Trevor Hill, June 2011
- The Value of Water, Maureen Duffy, 2013

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

26. How has the utility communicated with customers regarding the long term benefits of conservation?

Answer: Providence Water's communications to consumers concerning water conservation include conservation messages on our invoices to customers (in the form of actual water savings based upon behavioral changes) and references to a conserving water section and a domestic water use calculator program on our website, provwater.com.

In addition, we refer customers on an active home page scroll of topical messages to a link connecting them to the WaterSense program sponsored by the EPA, which shows customers exactly how to lower their consumption of water by installing WaterSense-approved faucets and other plumbing devices that lower water use. The hook we use on that home page scroll is "Want to lower your water and sewer bills? Click here to learn more."

Providence Water Docket 4406

Data Requests of the Commission Set 1 (Issued July 22, 2013)

27. What cost cutting measures has Providence Water undertaken to balance revenues and costs?

Answer: Every year Providence Water prepares a budget that is balanced. Providence Water then monitors the budget to ensure that revenues and costs remain balanced. However, when external factors outside of our control increase costs, we have to request an increase in rates to provide the revenue necessary to maintain the quality of the water we produce and to continue to provide responsive service to our customers.

Some cost cutting initiatives we have done are

- Appealed and negotiated property tax treaties in several communities to reduce costs.
- Re-negotiated our Sludge maintenance contract saving millions
- Increased our insurance deductibles saving on premiums
- Aggressively managed our worker's comp program to reduce costs/switched to self-insured program
- Installed a comprehensive Acoustic Leak Detection System that identifies un-metered leaks on mains and services. Allows us to plan for repairs pro-actively as opposed to react to breaks.
- Implemented a wireless Work Order System that eliminates paper work in the field and data entry in the office.
- Upgraded to 100W ERT's that allow us to obtain interval meter readings, data logging, leak detection, tampering and reverse flow.
- Encouraged competition amongst vendors through the procurement process.
- Purchased and installed Custodian Fire Hydrants with ARRA funding, which virtually eliminates illegal use of fire hydrants.
- Improved automotive maintenance/preventive maintenance allowed for the extension of vehicle replacements from every 7 years to every 9 years.
- Installed motion detectors and replaced lighting fixtures as a recommendation of an energy audit.
- Increased our recycling efforts for paper, bottles, cans, etc.
- Locked in Electric & Natural gas costs by locking in the rate with group purchasing power.
- Implemented stand-by on demand Generator power whereby Providence Water is reimbursed monthly.

Providence Water also experienced reduced costs when the City of Providence re-negotiated the Collective Bargaining Agreement in 2011. This cut costs for the City and Providence Water by

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

1-27 Continued:

cutting employee salaries and benefits. This is one of the reasons that we were able to delay a rate filing until 2013. Providence Water's last rate increase was April 27, 2010 and this filing will adjust rates as of January 1, 2014, a span of almost 4 years.

In addition, 80% of the proposed rate increase is for Water Quality related expenses, such as IFR funding, chemicals/sludge maintenance and Unidirectional flushing. Only 20% of our proposed rate increase is for Operational expenses, such as salaries, benefits, property taxes, insurance, rate case, inflation and reserves.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

28. Please provide the bad debt expense for FY 2011, FY 2012 and FY 2013.

Answer: FY 2011 \$ (524,135.14) reduction in Allowance
 FY 2012 \$ 445,333.45 increase in Allowance
 FY 2013 \$ (1,320,106.86) reduction in Allowance

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

29. Please explain Providence Water's collections practices and whether there have been any changes in policy over the past three years.

Answer: Providence Water's collection practices have not changed over the past three years.

Providence Water has increased its efforts in collecting money. Providence Water sends out Collection Letters more frequently and through the services of Send Word Now, an automated calling program, has increased the frequency of calls to customers who have a delinquent balance.

Providence Water posts and shuts properties for unpaid water balances, in accordance with the PUC Rules and Regulations, twelve (12) months a year.

Providence Water also periodically conducts tax lien sales to collect money. We recently conducted a Lien Sale on March 8, 2013.

Providence Water Docket 4406

**Data Requests of the Commission
Set 1 (Issued July 22, 2013)**

Comm 1-30. Please provide the amount of longevity each employee receives and any educational incentives or additional stipends each employee receives – and include a total salary column that includes these additional salary increases.

Answer: Please see the attachment to Comm 1-11 for longevity amounts for each employee, as well as stipends or contractual agreements. Employees do not receive an educational incentive as the State of RI employees do.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

Comm 1-31. Please provide the quarterly Restricted Funds Reconciliation reports for the following periods ending: 10/31/2010, 2/28/2011, 2/28/2012.

Answer: Please see attached reports for periods ending: 10/31/2010, 2/28/2011 and 2/29/2012.



552 Academy Avenue
Providence, RI 02908

401-521-6300
www.provwater.com

February 8, 2011

Mrs. Luly Massaro
Commission Clerk
Public Utilities Commission
89 Jefferson Boulevard
Warwick, RI 02888

RE: Docket 3832 Restricted Funds Reconciliations through October 31, 2010

Dear Mrs. Massaro:

Enclosed please find an original and nine copies of Providence Water's four (4) month report on the funding of our restricted accounts as required by item #4 of Report and Order number 19145, effective on November 1, 2007. This report is for the period ending 10/31/10. The next report will be filed for the 4-month period ending 2/28/11.

If there are any questions, I can be reached at extension 7217.

Respectfully,


Mary L. Deignan-White
Manager of Regulatory

cc: Pamela M. Marchand
Boyce Spinelli
Jeanne Bondarevskis
Paul Gadoury
Michael R. McElroy, Esq.
John Bell
Pat Dodd
Steve Scialabba
Leo Wold, Esq.
File ✓

The Hon. Roger Taubert

RI 02908

Samuel W. B. ...

Chief Engineer
General Manager

...

...

...

...

...

...

...

...

...

...

...

...

Only Tap Water DELIVERS

OK

Providence Water
 Restricted Funds Reconciliation
 For the period ending 6/30/10
 10/31/10

	845	848	849	857	874	875	876	877	878	880
	Capital	Infrastructure	AMR/Meter	Insurance	Rev. Reserve	Equipment	Property Tax	WCWDS	Chemical/Sludge	Watershed Protection
Beginning Cash Balance 7/01/10	\$ 5,504,474	\$ 7,907,155	\$ 663,038	\$ 1,220,622	\$ 827,772	\$ 1,222,073	\$ 464,220	\$ 1,252,792	\$ 2,006,641	\$ 4,873,345
Due From Operating	1,225,000	11,899,570	750,000	2,184,127	5,078	307,415	0	31,034	836,315	0
Due From Restricted	0	9,790	0	0	0	0	0	0	0	0
Due To Operating	0	-960,172	0	0	-7,001	0.00	0.00	0	-5,636	0
Due To Other Restricted	-912	0	-3,960	1,071	-520	0	0	0	0	0
Due To/From Interfund	0	-525,762	0	0	0	0	0	0	0	0
Sub-total Due To/Froms	\$ 6,728,562	\$ 18,430,580	\$ 1,309,079	\$ 3,405,820	\$ 832,850	\$ 1,621,966	\$ 464,220	\$ 1,283,826	\$ 2,837,320	\$ 4,873,345
Funding										
Tfr of Docket Revenue	816,667	5,797,438	333,333	582,354	371,284	200,000	0	20,690	819,647	0
Tax Refund	0	0	0	0	0	0	0	0	0	0
Interest	16	16,292	6	0	0	0	0	212	0	0
Impact Fees	816,683	5,813,731	333,340	592,354	371,284	200,000	0	62,368	819,647	2,663
Sub-total Funding	\$ 816,683	\$ 5,813,731	\$ 333,340	\$ 592,354	\$ 371,284	\$ 200,000	\$ -	\$ 62,368	\$ 819,647	\$ 2,663
Expenses										
Debt Service Principal	96	2,112,750	154	0.00	0.00	0.00	0.00	115,121	0.00	0.00
Debt Service Interest	1,717	661,837	2,747	0.00	0.00	0.00	0.00	29,126	0.00	0.00
Sub-total Debt	\$ 1,813	\$ 2,774,587	\$ 2,901	\$ -	\$ -	\$ -	\$ -	\$ 144,247	\$ -	\$ -
Salary & Fringes		125,079								
Payroll Reimbursement		0								
Impact Fees										
Autos and Trucks										
Chemicals/Sludge Maintenance									2,888,790 *	0
Insurance										812,831
Claims										
Computers										47,804
Legal										25,367
Project Costs		273,375								
Land										
Private Contractors										1,784,873
Accrued Interest Payables									0	25,520
Misc Expenses	66,304	1,000								
Materials/Equipment		11,500								0
Furniture										0
Prop Tax Reimbursement										0
Sub-total Expenses	\$ 359,679	\$ 9,194,947	\$ 81,226	\$ 820,032	\$ -	\$ 49,889	\$ 25,367	\$ -	\$ 2,888,790	\$ 1,810,393
Ending Balance 10/31/10	\$ 7,183,752	\$ 12,274,777	\$ 1,558,291	\$ 3,178,142	\$ 1,204,134	\$ 1,672,077	\$ 438,853	\$ 1,201,947	\$ 768,177	\$ 3,065,616

* Includes \$2,177,780 for sludge maintenance which was accrued back to 6/30/10.

Providence Water
 Restricted Funds Reconciliation
 For the period ending 2/28/11

	845	848	849	857	874	875	876	877	878	880
	Capital	Infrastructure	AMR/Meter	Insurance	Rev. Reserve	Equipment	Property Tax	WCWDS	Chemical/Sludge	Watershed Protection
Beginning Cash Balance 1/01/10	\$ 4,146,894	\$ 565,339	\$ 481,812	\$ 1,700,335	\$ 1,111,313	\$ 1,176,207	\$ 438,853	\$ 1,150,223	\$ 322,762	\$ 3,065,615
Due From Operating	2,041,667	12,988,675	1,083,333	1,480,177	92,821	607,415	0	51,724	1,451,050	
Due From Restricted	524									
Due from 843	1,000,000	4,918	0			-7,001				
Due from 845		2,725								
Due from 849	8,860									
Due from 878	1,000,000									
Due to 848	-2,726	-1,000,000	-6,860						-1,000,000	
Due to 601	-2,608	-641,879							-5,838	
Due To/From Interfund		-651,862	6	-2,570		-4,544			0	
Sub-total Due To/Froms	\$ 7,183,752	\$ 12,274,776	\$ 1,558,291	\$ 3,178,142	\$ 1,204,134	\$ 1,672,077	\$ 438,853	\$ 1,201,947	\$ 768,177	\$ 3,065,615
Funding										
Tf of Docket Revenue	816,667	5,611,796	333,333	592,364	371,284	200,000		20,690	819,647	
Tax Refund										
Reimbursements from other Funds	143,713									
Interest										
Impact Fees										1,283
Sub-total Funding	\$ 960,380	\$ 5,611,796	\$ 333,333	\$ 592,364	\$ 371,284	\$ 200,000	\$ -	\$ 20,690	\$ 819,647	\$ 1,283
Expenses										
Debt Service Principal										
Debt Service Interest										
Sub-total Debt	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Salary & Fringes	110,239									
Payroll Reimbursement	228,672									
Impact Fees										
Autos and Trucks						55,072				
Chemicals/Sludge Maintenance								603,776		
Insurance										
Claims										
Computers/Communication Equip		71,800				35,661				
Legal										
Project Costs	2,659,839	6,364,819	12,136							
Land										
Private Contractors										1,526,737
Maintenance & Services	2,999							520,000		26,500
Accrued Interest Payables		2,000								
Misc Expenses										75
Materials/Equipment		149,324		18,663		4,290			0	
Furniture										
Prop Tax Reimbursement									0	
Sub-total Expenses	\$ 2,659,839	\$ 6,955,730	\$ 236,260	\$ 617,962	\$ -	\$ 97,123	\$ -	\$ -	\$ 1,123,776	\$ 1,553,312
Ending Balance Cash & Due To/From Accounts 2/28/11	\$ 5,484,293	\$ 11,190,842	\$ 1,555,365	\$ 3,152,544	\$ 1,575,418	\$ 1,774,953	\$ 438,853	\$ 1,222,637	\$ 464,048	\$ 1,513,586

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

Comm 1-32. Please explain why the ending balance for the end of the period is not the same as the beginning balance for the following period? Please see the attached reports.

Answer: For the most part, the balances match. However, the balances may change if the report is submitted and then entries or adjustments are posted back to the period of the report. This is particularly true if the report is submitted 30 days after the period in question. In order to meet the deadline, Providence Water has to run the reports before all entries are posted.

Also, the descriptions are not clear and may be misleading, this will be corrected. The ending balance on the Restricted Funds Reconciliation Report reflects the cash and due to/from balance. The beginning balance is cash only and when the due to/froms are added to it (as shown about $\frac{1}{4}$ of the way down the sheet), they should match the prior period's ending balance.

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

- Comm 1-33. Please itemize the expenses included in the following Miscellaneous Expenses accounts for the Test Year and for FY 2013 (if there were no expenses, please explain what would be included in the account):
- a. Account 67510 (Source of Supply)
 - b. Account 67520 (Source of Supply)
 - c. Account 67523 (Pumping Expenses)
 - d. Account 67526 (Pumping Expenses)
 - e. Account 67530 (Water Treatment)
 - f. Account 67540 (Water Treatment)
 - g. Account 67550 (T&D)
 - h. Account 67560 (T&D)
 - i. Account 67570 (Customer Accounts)
 - j. Account 67580 (Customer Accounts)
 - k. Account 67580 (Administrative & General)

Answer: Please see attached worksheet detailing expenses for the test year. Fiscal year ending 6/30/13 is still in the process of being closed and the information is not available.

Commission 1-33

Vendor	Test Year	Description
a) Account 67510 (Source of Supply)		Miscellaneous expenses including office supplies, printing, postage, travel, advertisement, dues and subscriptions, and miscellaneous service contracts.
	\$ 64,976	Security/Maintenance Contract
	\$ 925	Uniforms
	\$ 464	Safety Equipment
	\$ 600	Badge Reels/Acc Bundles
	\$ 500	Membership Dues
	\$ 449	Repairs to Buildings
	\$ 39	Advertisement
	\$ 197	Membership Dues
	\$ 300	Misc. expenses
	\$ 684	Printer Ink
	\$ 69,132	
b) Account 67520 (Source of Supply)	\$ 4,550	Concrete Finishes
c) Account 67523 (Pumping)	\$ -	Miscellaneous expenses for pumping operations.
d) Account 67526 (Pumping)	\$ -	Miscellaneous expenses for pumping maintenance.
e) Account 67530 (Water Treatment)		Miscellaneous expenses including travel, postage, dues and subscriptions, and water sampling services.
	\$ 13,692	Weston Sampson Engineering Professional Engineering Services
	\$ 32,500	General Treasurer License for Plant
	\$ 17,937	Triumvirate Environmental Hazardous Waste Disposal and Containment
	\$ 1,890	MWH Lab Water Testing
	\$ 8,376	New England Testing Lab Testing
	\$ 3,614	Analytical Services Water Testing
	\$ 1,301	ERA QC Samples
	\$ 4,780	Premier Labs Water Testing
	\$ 131	Suburban Propane Propane
	\$ 3,151	RI Dept of Health RI Dept Health Compliance Regulations
	\$ 2,775	RI Dept Environmental Management Air Quality Violation
	\$ 208	Society of American Forestry Membership Dues
	\$ 85	AWWA Membership Dues
	\$ 508	American Public Health Ass Standard Methods
	\$ 238	American Water Works Registration Fees
	\$ 915	Petty Cash Misc. expenses
	\$ 532	Ralph's catering/Dunkin Donuts Refreshments for event
	\$ 1,803	Various vendors Office Supplies
	\$ 2,099	FedEx Postage
	\$ 184	UPS Postage
	\$ 96,719	
f) Account 67540 (Water Treatment)		Miscellaneous expenses including travel, miscellaneous services, and petty cash.
	\$ 1,083	Schindler Elevator Elevator Maintenance
	\$ 29	Petty Cash Misc expenses
	\$ 418	City Locks Locksmith Services
	\$ 497	Big Bear Hunting Wildlife Control
	\$ 2,027	
g) Account 67550 (T&D)		Miscellaneous expenses including dues and subscriptions, mark-out services, petty cash, and answering services.
	\$ 2,874	New England and Touch After Hours Answering Service
	\$ 30,939	Dig Safe Mark-out Services
	\$ 16	Cranston Welding Propane
	\$ 61	Industrial Welding Bottled Gasses
	\$ 10	Nuance Communication Shipping Services
	\$ 365	Salvatore Fazio Engineering Services
	\$ 59	Pollard Co Shipping Services
	\$ 500	Broomfield & Sons Burlap
	\$ 11	Mt Pleasant Hardware Misc Supplies
	\$ 3,000	Admin Fees Administrative Fees
	\$ 159	Petty Cash Misc expenses
	\$ 37,994	

Commission 1-33

	Vendor	Test Year	Description
h)	Account 67560 (T&D)	\$ -	Miscellaneous expenses for T&D maintenance
		\$	
i)	Account 67570 (Customer Accounts)		Miscellaneous expenses including office supplies, printing, postage, and customer refunds.
	Logic	\$ 123,193	Printing Services
	Petty Cash/other	\$ 549	Employee Reimbursement of expense
	US Postal Service	\$ 795	Postage
	Document Technologies	\$ 64,944	Printing Services
	Sir Speedy	\$ 480	Printing Services
	Virginia Riggs	\$ 3,620	Customer refund
	Shawn Malosh	\$ 599	Customer refund
		\$ 194,180	
j)	Account 67580 (Customer Accounts)		Account does not exist.
k)	Account 67580 (Admin & General)		Miscellaneous Admin and General expenses including books, membership fees, legal services, appraisal fees, vehicle registration fees, and IT consulting services for billing.
	Zandar	\$ 28,000	Software Conversion
	Adaptive Minds	\$ 125,528	Billing Software/Oracle Support
	EOS	\$ 44,202	Consulting Services
	Sensoucy	\$ 35,000	Appraisal Service
	Partridge Snow & Hahn	\$ 69,933	Legal Services/ Strategic Plan
	AOK Printing	\$ 725	Printing
	Narragansett	\$ 5,048	Waste Water
	Kent Custom	\$ 88	Name Plates
	Business Systems	\$ 144	Typewriter Maintenance
	Cyber Communications	\$ 945	Radios/Microphones
	Fastenal	\$ 99	Rags
	Systech Int	\$ 600	Inspection Stickers
	Division of Motor Vehicles	\$ 538	Registration Fees
	Industrial Welders	\$ 48	Fisher Regulator
	Graphic Image	\$ 720	Inspection Books
	Tec Tool EQ	\$ 715	Tools
	Petty Cash	\$ 876	Misc. expenses
	Amazon	\$ 206	Wireless Boost
	At A Glance	\$ 15	Monthly Planner
	Payden & Co	\$ 2,975	Retirement Gifts
	Amazon	\$ 124	Misc. materials
	Quality logistics	\$ 235	Steel Travel Miugs
	Eagle Day	\$ 37	Calander Filler
	AWWA	\$ 382	Membership Fees
	New Resources Group	\$ 1,057	Conservation Kits
	Orchard Garage	\$ 7,920	Parking Passes
	Fedex	\$ 200	Shipping Services
	Palmieri Pizza	\$ 367	Refreshments for Meetings/Training Sessions
	Ralph's Catering	\$ 725	Catering Services for Meetings/Training Sessions
	Deluise Bakery	\$ 45	Refreshments for Meetings/Training Sessions
	Millionzi Fine Catering	\$ 1,841	Catering Services for Meetings/Training Sessions
	Venda Ravioli	\$ 75	Refreshments for Meetings/Training Sessions
	Leader Uniform	\$ 120	Uniforms
	AFA Protective Systems	\$ 17,252	Alarm Testing
	Jefferson Electric	\$ 8,373	Electrical Services
	Admiral Fire	\$ 856	Replace Smoke Detectors
	Other	\$ 1,905	Miscellaneous Other
	East Greenwhich Photo	\$ 500	Photography Services
		\$ 358,418	

Providence Water Docket 4406

Data Requests of the Commission
Set 1 (Issued July 22, 2013)

Comm 1-34. Please itemize the source of the revenues included in Miscellaneous Revenue during the Test Year and FY 2013.

Answer: Please see below miscellaneous revenue by source for test year and for FYE 6/30/13. Please note FYE 6/30/13 miscellaneous revenues are unaudited.

<u>CATEGORY</u>	<u>FY 2012</u>	<u>FY 2013</u>
Admin Fee-NBC	25,000	25,000
Forest Product Sales	28,809	14,847
Interest Delinquent Accts.	472,048	430,557
Miscellaneous State Revenue	189,348	160,980
Other Miscellaneous	210,795	228,229
New Water Meter	38,443	54,787
Shut off/on Revenue	<u>214,726</u>	<u>178,863</u>
Total Miscellaneous	1,179,169	1,093,263