

THE CITY OF PROVIDENCE  
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER: 1978-20

459

NO: AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE  
and REPEALING CHAPTER 1977-31 APPROVED July 5, 1977, AS FURTHER AMENDED.

APPROVED: July 28, 1978

BE IT ORDAINED BY THE CITY OF PROVIDENCE:

SECTION 1. The following Compensation Plan is hereby adopted as the official Compensation Plan for all City Officials & Workers services and shall be applied to positions in the service as hereinafter provided. Each salaried position is placed in one of thirty-five "Pay Grades" each of which contains five "Steps" in order to provide for periodic increases. The "Pay Grades", "Steps" and "Annual Range" totals are recorded herein. All other salaries paid to City Officials and employees not in above pay grades shall be specifically specified.

GRADE NUMBER	SALARY STEPS					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	129.00	131.00	133.00	137.00	140.00	6708 - 7280.
2	134.00	137.00	139.00	143.00	146.00	6968 - 7592
3	140.00	142.00	144.00	148.00	151.00	7280 - 7852
4	146.00	148.00	150.00	153.00	157.00	7592 - 8164
5	151.00	153.00	156.00	159.00	162.00	7852 - 8424
6	157.00	159.00	161.00	165.00	168.00	8164 - 8736
7	162.00	165.00	167.00	170.00	173.00	8424 - 8996
8	168.00	170.00	172.00	176.00	179.00	8736 - 9308
9	173.00	177.00	181.00	185.00	190.00	8996 - 9880
10	179.00	182.00	186.00	191.00	196.00	9308 - 10192
11	184.00	188.00	192.00	197.00	202.00	9568 - 10504
12	190.00	194.00	198.00	202.00	207.00	9880 - 10764
13	196.00	199.00	203.00	207.00	213.00	10192 - 11076
14	202.00	207.00	213.00	218.00	224.00	10504 - 11648
15	207.00	213.00	218.00	224.00	229.00	10764 - 11908
16	213.00	218.00	224.00	229.00	235.00	11076 - 12220
17	218.00	224.00	229.00	235.00	240.00	11336 - 12480

GRADE NUMBER	SALARY STEPS					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
18	224.00	229.00	235.00	240.00	246.00	11648 -12792
19	229.00	235.00	240.00	246.00	252.00	11908 -13104
20	235.00	240.00	246.00	252.00	257.00	12220 -13364
21	240.00	247.00	254.00	260.00	268.00	12480 -13936
22	246.00	253.00	259.00	266.00	274.00	12792 -14248
23	252.00	258.00	265.00	272.00	279.00	13104 -14508
24	257.00	263.00	272.00	277.00	284.00	13364 -14768
25	262.00	271.00	278.00	288.00	296.00	13624 -15392
26	268.00	276.00	283.00	294.00	301.00	13936 -15652
27	274.00	281.00	292.00	299.00	307.00	14248 -15964
28	279.00	289.00	295.00	302.00	313.00	14508 -16276
29	284.00	296.00	307.00	318.00	329.00	14768 -17108
30	296.00	308.00	318.00	329.00	340.00	15392 -17680
31	301.00	313.00	323.00	334.00	347.00	15652 -18044
32	313.00	323.00	334.00	345.00	357.00	16276 -18564
33	323.00	334.00	347.00	357.00	368.00	16796 -19136
34	334.00	347.00	357.00	368.00	379.00	17368 -19708
35	345.00	357.00	368.00	379.00	390.00	17940 -20280

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Admin. Asst. to Director of Prov. Human Relations Commission	14
Accountant I	10		
Accountant II	12	Admin. Asst. (Public Works)	23
Accountant III	14	Asst. Supt. Parks for Cultural Affairs	31
Admin. Asst. to Assessor	25	Asst. Supt. Parks for Design	31
Admin. Asst. to Chief Engineer (Water)	25	Admin. Asst. for Fiscal Affairs- Public Safety	25
Admin. Asst. to City Council	29	Animal & Bird Curator	6.4750 hr
Admin. Asst. to Commissioner of Public Safety	25	Appraiser	16

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Asst. City Solicitor	17	Bldg. Inspector II	16
Assessment Aide	9	Bldg. Inspector III	22
Asst. Chief, (Fiscal Affairs)	25	Bldg. Maint. Supervisor	13
Asst. Chief (Legal Services)	29	Budget Assistant	16
Asst. City Collector	25	Business Relocation Officer	25
Asst. City Controller	29	Caretaker (Locust Grove Cemetery)	5.10 hr.
Asst. City Controller (Second)	25	Case Work Supervisor 13022 - 15124	yr.
Assistant City Printer	13	Cement Finisher	5.35 hr.
Asst. Director-Recreation	26	Chairman Bd. of Canvassers	12,948.00 wk.
Assistant Dog Officer	9	Chairman, Bldg. Bd-Review	1,500.00 yr.
Asst. Fire Chief	23,166.00 yr.	Chairman, Housing Bd - Review	1,200.00 yr.
Assistant Legal Secretary	8	Chairman & Secretary (Bureau-Licenses)	11,843.00 yr.
Asst. Master Mechanic (Water)	5.70 hr.	Chairman, Water Supply Board (20.00 per mtg)	1,500.00 yr.
Assistant Planner	13	Chairman, Zoning Bd-Review	1,500.00 yr.
Asst. Port Director	17	Charwoman	118.75 wk.
Asst. Supt.-Parks (Cultural Affairs)	31	Chief Appraiser	25
Asst. Supt.-Parks (Design Services)	31	Chief Chemist (Water)	24
Assistant Supt.-Parks (Finance)	31	Chief, Division of Code Enforcement	31
Asst. - Director (DPUD)	25	Chief, Division of Community Services	31
Associate Engineer I	16	Chief, Division of Legal Services	31
Associate Engineer II	20	Chief, Division of Maint. & Repair	21
Associate Engineer III	23	Chief, Division of Planning	31
Associate Engineer IV	28	Chief, Division of Public Buildings	31
Associate Planner	15	Chief, Division of Purchasing	18
Attorney (Water)	9,000.00 yr.	Chief, Division of Research	31
Automobile Driver	5.07 hr.	Chief Engineer (Water Supply Bd)	23,400.00 yr.
Automotive Equipt. Supt.	19	Chief, Family Relocation	31
Automotive Mechanic II	8	Chief, Fiscal Affairs	31
Bacteriologist I	11	Chief, Gardens	27
Bacteriologist II	14		
Bird & Animal Handler	5.20 hr.		
Bldg. Custodian	4.50 hr.		
Bldg. Custodian III	5.25 hr.		
Bldg. Inspector I	11		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Chief, Green Houses	27	Detention Officer	7,852.00 yr
Chief, Insp. of Mech. Equipt. Installations	25	Deputy Asst. Fire Chief	<i>JB</i> <del>21,450.00</del> 21,060.00 yr
Chief, Insp. of Electrical Installations	25	Deputy Chief Engineer (Water)	35
Chief, Inspector of Plumbing Drainage & Gas Piping	25	Deputy City Clerk, First	22
Chief Radio Engineer	19,824.48 yr.	Deputy City Clerk, Second	18
Chief Supervisor of Payroll	18	Deputy City Registrar	11
Chief Supervisor of Retirement	18	Deputy City Solicitor	24
City Architect	25	Deputy Clerk. Probate Court	8
City Assessor	35	Deputy Clerk, Providence Municipal Court	13
City Clerk	23,400.00 yr.	Deputy Director Communications	23,166.00 yr
City Collector	33	Deputy Director of Civil Defense Preparedness	32
City Controller	35	Deputy Director, Public Works	35
City Forester	29	Deputy Recorder of Deeds	14
City Registrar of Vital Statistics	21	Deputy Supt. of Parks	27
City Sergeant	12	Director of Building Inspection	23,400.00 yr
City Solicitor	18,824.00 yr.	Director of Civil Defense Preparedness	1.00 yr
City Treasurer	18,824.00 yr.	Director of Communications	26,483.60 yr.
Clerk I	1	Director of Finance	23,400.00 yr.
Clerk II	3	Director of Planning and Urban Development	23,400.00 yr
Clerk III	5	Director of Public Property	23,400.00 yr
Clerk IV	9	Director of Public Works	23,400.00 yr
Clerk, Probate Court	18	Director of Recreation	33
Clerk, Prov. Municipal Court	22	Dog Officer	17
Clerk Stenographer I	2	Draftsman Assessors Real Estate	20
Clerk Stenographer II	4	Draftsman	9
Clerk Stenographer III	6	Electrical Inspector II	16
Clerk Typist I	1	Electrical Inspector III	20
Clerk Typist II	3	Electronic Instrument Technician	28
Commissioner, Bureau of Licenses	9,971.00 yr.	Elevator Operator	4.50 hr
Commissioner, Public Safety	27,390.22 yr.	Engineer's Associate	16
Control Center Operator	10	Engineering Aide II	7
Council- Code Enforcement Co-Ordinator	24 160.00 wk.	Engineering Aide III	11
Curator - Museum	21	Equal Employment Opportunity Officer	26
Curb Setter	5.25 hr.	Equipment Operator	5.15 hr
Data Processing Co-Ordinator	34	Executive Director (Prov. Human Relations Comm.)	30
		Fallout Shelter Co-Ordinator	21

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Financial Specialist	20	Machinist	16
Fire Alarm Technician	279.67 wk.	Maintenance Man II	5.175 hr.
Fire Battalion Chief	20,191.60 yr.	Maintenance Man III	5.625 hr.
Fire Captain	17,110.08 yr.	Management Aide II (DPUD)	15
Fire Chief	26,483.60 yr.	Management Officer	21
Fire Chief Dispatcher	17,110.08 yr.	Master Mechanic-Water	5.95 hr.
Fire Dept. Dispatcher	273.68 wk.	Mayor's Administrative Aide I	30
Fire Equipment Supt. I	20,191.60 yr.	Mayor's Administrative Aide II	12,311.00 yr.
Fire Equipment Supt. II	23,166.00 yr.	Mayor's Administrative Asst.	33
Fire Lieutenant	16,122.08 yr.	Mayor's Administrative Asst. I	32
Fireman	13,951.08)	Mayor's Admin. Asst. II	26
	14,313.52)	Mayor's Executive Secretary	26
	14,542.84)		
Fire Marshal	20,191.60 yr.	Mayor's Personal Secretary	12
Fire Prevention Lieutenant	16,122.08 yr.	Mechanic	5.35 hr.
First Deputy City Sealer	10	Mechanical Engineer	23
First Deputy City Sergeant	9	Mechanical Equip. Inspector II	16
First Deputy City Weigher	8	Mechanical Equip. Inspector III	20
Fiscal Officer	21	Member, Bd. of Canvassers	12,948.00 yr.
Foreman	5.35 hr.	Member, Bd. of Review (Housing Bd. of Review)	
Forester (Source of Supply)	16	(50.00 per mtg.)	1,000.00 yr.
Foreman Cable Crew	310.26 wk.	Member, Bd. of Tax Assessment Review	3,000.00 yr.
Foreman Line Crew	310.26 wk.	Member, Bldg. of Review	1,000.00 yr.
General Foreman	5.65 hr.	Member, Water Supply Board (15.00 per mtg)	1,200.00 yr.
Heavy Equipment Operator	5.35 hr.	Member Zoning Bd. of Review	1,000.00 yr.
Highway Superintendent	6.05 hr.	Meter Reader I	5.35 hr.
Human Resource Specialist	15		
Intergroup Specialist	16	Meter Superintendent	15
Inventory Control Clerk	9	Museum Director	27
Inventory Control Supervisor	14	Narcotics Inspector	17,356.04 yr.
Judge, Probate Court	16,796.00 yr.	Offset Pressman	11
Judge, Prov. Municipal Court	9,204.00 yr.	Operations, Planning, Training & Public Information Officer	25
Laboratory Technician II	8	Parking Meter Maint. Man I	5.15 hr.
Laborer	5.10 hr.	Parking Meter Maint. Man II	5.60 hr.
Land Disposition Officer	25	Personnel Director	26
Legal Secretary	14	Personnel Technician	19
Man in Charge-Carpenter Shop	17,110.08 yr.	Plan Estimator	25
Man in Charge Bureau Operational Control	16,122.08 yr.		

POSITION	PAY GRADE OR RATE	POSITION	PAY GRADE OR RATE
Plumbing Inspector II	16	Renewal Inspector III	14
Plumbing Inspector III	20	Research Assistant	15
Police Captain	18,456.36)	Rescue Lieutenant	16,122.08 yr
8% 19,932.64)		Rescue Truck Driver	15,325.44 yr
Police Chief	26,483.60 yr.	School Crossing Guard	3.90 hr
Police Legal Adviser	18,156.84 yr.	Secretary to Assessor	18
Police Lieutenant	17,155.32)	Secretary Bd. of Canvassers	12,948.00 yr
8% 18,527.60)		Secretary, Bd. of Tax Assm't Review	11,531.00 yr
Police Major	21,450.00 yr.	Secretary, Bldg. Bd. of Review	3,332.68 yr
(upon appt)	13,358.28 yr.	Secretary to Director Public Works	14
Police Patrolman	12 mo. 13,358.28)	Secretary, Housing Bd. of Review	1,529.32 yr
18 mo. 14,447.32)		Secretary, Zoning Bd. of Review	10,270.00 yr
8% 15,635.36)		Senior Appraiser	24
Police Sergeant	16,070.60)	Senior Draftsman (DPUD)	15
8% 17,356.04)		Senior Mechanic	5.60 hr
Police Woman	13,029.64)	Senior Planner	21
	14,477.32)	Senior Research Assistant	26
	14,737.32)	Sewer Construction Worker	5.20 hr
Port Director	22,274.20 yr.	Sewer & Drain Inspector	5.25 hr
Port Security Officer	9	Sewer Equip. Operator	5.25 hr
Principal Engineer	31	Sewing Instructor, Senior Citizens	3.35 hr
Principal Planner	25	Shop Supervisor	18
Printer	16	Social Case Worker (DPUD)	11,687-13,432
Program Director		Social Worker, Senior Citizens	9,932.00 yr
(Senior Citizens)	11,596.00 yr.	Special Counsel	14
Program Specialist	20	Stationary Equip. Operator	5.20 hr
Project Counsel	20	Stenographic Reporter	11
Project Coordinator	14 Rm.	(City Council)	
Project Supervisor	27	Supt. Bridge Maintenance	19
Public Safety Dept. Medical		Supt. of Filtration	30
Officer	10,500.00 yr.	Supt. of Garbage Collection	6.05 hr
Public Works Inspector I	6	Supt. of Parks	35
Public Works Inspector II	16	Supt. of Sewage Disposal	19
Purchasing Agent I	12	Supt. of Sewer Construction and	
Purchasing Agent II	16	Maintenance	19
Radio Engineer	17,189.12 yr.	Supt. of Weights & Measures	17
Rain Gauge Keeper		Supervisor (Current Planning)	29
(\$10.00 - per instr. wk.)		Supervisor (Graphics)	26
Radio Repair Technician	279.67 wk.	Supervisor (Long Range Planning)	29
Recorder of Deeds	21		
Recreation Center Director	196.00 wk.		
Real Estate Aide II	15		
Rehabilitation Specialist	20		
Renewal Inspector I	9		
Renewal Inspector II	11		

POSITION	PAY GRADE OR RATE	POSITION	PAY GRADE OR RATE
Supervisor (Project Planning)	29		
Supervisor, Senior Citizens	7,696.00 yr.	<u>RECREATION HANICAPPED</u>	
Supervisor (Traffic Planning)	26	Co-Ordinator	160.00 wk.
Supervisor of Business Relocation & Property Management	26	Water Safety Director	150.00 wk.
Supervisor-Division of Maint.	17	Water Safety Aide	4.00 hr.
Supervisor-Election Material	9	Physical Education Instructor	120.00 wk.
Supervisor of Enforcement	27	Physical Education Aide	2.65 hr.
Supervisor of Engineering (DPUD)	31	Shower Man & Matron	5.70 hr.
Supervisor of Environment Control	14	Custodian	6.56 hr.
Supervisor, Program Specialists	24	Instructor-Arts & Crafts	6.00 hr.
Supervisor of Public Lands	14	Aide Arts & Crafts	2.65 hr.
Supervisor of Real Estate	26	Coordinator-Human Serv.-Eldery & Handicapped	245.00 wk.
Supervisor of Rehabilitation Services	26	<u>TEMPORARY PART TIME</u>	
Switchboard Operator I	3	Automobile Driver (Part-Time Bd. of Canvassers)	2.65 hr.
Switchboard Operator II	4	Clerk I, Emergency, Temporary & Seasonal	2.65 hr.
Teller	10	Co-Director (Recreation)	11.00 session
Traffic Engineer	21,320.00 yr.	Playground Director	85.00 wk.
Traffic Engineer I	20	Laborers (Emerg. Temp. & Seasonal)	2.65 hr.
Traffic Engineer II	23	Playground Supervisor	90.00 wk.
Traffic Engineer III	25	Recreation Center Director	125.00 wk.
Traffic Marker & Sign Man I	5.35 hr.	Referee (Recreation)	7.00 hr.
Traffic Signal Maint Man I	5.60 hr.	Recreation Leader	2.65 hr.
Traffic Signal Maint Man II	5.85 hr.	School Janitor (Prev. School Dept. Wage)	
Traffic System Analyst	18	Supervisor Activities (Recreation)	4.00 hr.
Tree Trimmer	5.35 hr.	Matron's-Recreation Seasonal	3.88 hr.
Water Service Inpsector	7	Program Coordinator (Recreation)	150.00 wk.
Watershed Manager (Source of Supply-Water)	27	<u>SWIMMING POOLS</u>	
Watchman	4.20 hr.	Pool Attendents	2.65 hr.
Woman Parking Checker	4.25 hr.	Lifeguard (Prev. State Wage)	
Zoning Assistant	14	Pool Directors	125.00 wk.
Zoo Curator	1.00 yr.	Supervisor	160.00 wk.
Zoo Director	34	Watchman (Rec. Seasonal Help)	2.65 hr.
		* * * * *	



SECTION 2. The minimum rate of pay for any class of position shall be payable to any person on his first appointment to the position allocated to the class, provided however, that with the recommendation of the Director of Finance and approval of the Mayor, he may enter the position at any other step in the "Pay Grade" and provided further, that if a person already in the service is transferred, he may with the recommendation of the Director of Finance and approval of the Mayor, enter the new position at the same rate of pay as he had previously received.

SECTION 3. Any employees employed in a position allocated to a class carrying minimum and maximum pay rates may be granted a pay increase from one step to the next higher step within established grade, subject to the following:

1. One "Pay Grade" step per year
2. Recommendations for step increases shall be made by department heads or the Chairman of Bureaus or Commissioners at the time of submission of annual budget estimates, and at no other time. Such recommendations shall be made on the basis of the quality of work and the seniority of individual employees.
3. The Director of Finance shall review such proposed step increases for availability of funds and conformity to the provisions of this Ordinance, and shall recommend approval or disapproval of the increase to the Mayor.
4. An employee entering the city service shall be eligible for a step increase on the first day of the succeeding January, April, July or October next following the completion of twelve months of service by said employee in accordance with the provisions of sub-section 1, 2, 3 and 5 of this Section.
5. Any employee who is transferred from a position not carrying a minimum and maximum pay rate to one that carries a minimum and maximum pay rate shall receive either his present salary or the minimum salary of the new position, whichever is greater, but in no case shall the new salary exceed the maximum salary of his new position.
6. Increased compensation received by an individual as the result of promotion from a lower to a higher class shall not be deemed a step increase in the sense of the term as used in this section and in the event of promotion shall automatically receive the minimum salary for the class to which he has been promoted. If such minimum salary is the same or less than the salary he received prior to his promotion, he may receive a salary which shall be one full increment higher than his prior salary, but in no case to exceed the maximum.

SECTION 4. A given rate of pay as expressed in the compensation plan may be commuted to weekly, daily or hourly rate and established by a department head or Chairman of a Bureau or Commission with the approval of the Mayor and the Director of Finance, as the rate of pay for employees of a particular class: provided, however, that all employees of a given class in a given unit of a department shall be paid on the same basis, excepting part-time and temporary employees.

SECTION 5. No officer or employee of the City shall issue a check for payment of, or pay any salary or compensation to any person holding, or claiming to hold a position in the classified service, unless the Personnel Director shall have first certified that the persons named on the payroll or account of such compensation have been appointed and are employed in accordance with this ordinance.

SECTION 6. Chapter 1977-31 of the Ordinance approved July 5, 1977 with all amendments thereto is hereby repealed.

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

IN CITY COUNCIL

JUL 24 1978  
FIRST READING  
READ AND PASSED

*Rose M. Mendonca* CLERK

IN CITY COUNCIL

JUL 27 1978  
FINAL READING  
READ AND PASSED

*Ralph Targuila*  
PRESIDENT  
*Rose M. Mendonca*  
CLERK

*Approved*

*Vincent A. Cianci*

*Mayor*

*July 28, 1978*



FILED  
JUL 14 3 44 PM '78  
DEPT. OF CITY CLERK  
PROVIDENCE, R.I.

Councilman Brachman and Councilman Peatman (By Request)