

The City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER Chapter 1975-21

APPROVED: August 9, 1975

EMERGENCY

No. 632

AN ORDINANCE ESTABLISHING A COMPENSATION PLAN
FOR THE CITY OF PROVIDENCE AND REPEALING CHAPTER 1974-54,
APPROVED DECEMBER 20, 1974.

BE IT ORDAINED BY THE CITY OF PROVIDENCE:

WHEREAS, the Contract between the City of Providence, Rhode Island and the Rhode Island General Council, on behalf of Public Employees' Local Union 1033, Affiliate of the Laborers' International Union of North America, AFL - CIO, effective for the fiscal year, July 1, 1975 to June 30, 1976, grants increases in salaries of certain City Employees, covered by the subject contract, and

WHEREAS, for the purpose of implementing the Provisions of the said contract, pursuant to Section 3.18 of the Charter of the City of Providence, it is hereby declared that, due to the fact that effective date of this contract, being July 1, 1975 and in order to insure those employees who qualify for increases in salaries, under the Provisions of the said contract, that they not be unduly inconvenienced with additional delay of the benefits accorded to them, it is hereby declared that an emergency situation exists.

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	92.25	94.25	96.25	100.25	103.25	4797- 5369
2	97.25	100.25	102.25	106.25	109.25	5057- 5681
3	103.25	105.25	107.25	111.25	114.25	5369- 5941
4	109.25	111.25	113.25	116.25	120.25	5681- 6253
5	114.25	116.25	119.25	122.25	125.25	5941- 6513
6	120.25	122.25	124.25	128.25	131.25	6253- 6825
7	125.25	128.25	130.25	133.25	136.25	6513- 7085
8	131.25	133.25	135.25	139.25	142.25	6825- 7397
9	136.25	140.25	144.25	148.25	153.25	7085- 7969
10	142.25	145.25	149.25	154.25	159.25	7397- 8281
11	147.25	151.25	155.25	160.25	165.25	7657- 8593
12	153.25	157.25	161.25	165.25	170.25	7969- 8853
13	159.25	162.25	166.25	170.25	176.25	8281- 9165
14	153.00	158.00	164.00	169.00	175.00	7956- 9100
14A	165.25	170.25	176.25	181.25	187.25	8593- 9737
15	158.00	164.00	169.00	175.00	180.00	8216- 9360
15A	170.25	176.25	181.25	187.25	192.25	8853- 9997
16	164.00	169.00	175.00	180.00	186.00	8528- 9672
16A	176.25	181.25	187.25	192.25	198.25	9165-10309
17	169.00	175.00	180.00	186.00	191.00	8788- 9932
17A	181.25	187.25	192.25	198.25	203.25	9425-10569
18	175.00	180.00	186.00	191.00	197.00	9100-10244
18A	187.25	192.25	198.25	203.25	209.25	9737-10881
19	180.00	186.00	191.00	197.00	203.00	9360-10556
19A	192.25	198.25	203.25	209.25	215.25	9997-11193
20	186.00	191.00	197.00	203.00	208.00	9672-10816
20A	198.25	203.25	209.25	215.25	220.25	10309-11453

GRADE NUMBER	SALARY STEPS					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
21	191.00	198.00	205.00	211.00	219.00	9932-11388
21A	203.25	210.25	217.25	223.25	231.25	10569-12025
22	197.00	204.00	210.00	217.00	225.00	10244-11700
22A	209.25	216.25	222.25	229.25	237.25	10281-12337
23	203.00	209.00	216.00	223.00	230.00	10556-11960
23A	215.25	221.25	228.25	235.25	242.25	11193-12597
24	208.00	214.00	222.00	228.00	235.00	10816-12220
24A	220.25	226.25	234.25	240.25	247.25	11453-12857
25	213.00	222.00	229.00	239.00	247.00	11076-12844
25A	225.25	234.25	241.25	251.25	259.25	11713-13481
26	219.00	227.00	234.00	243.00	252.00	11388-13104
26A	231.25	239.25	246.25	257.25	264.25	12025-13741
27	225.00	232.00	243.00	250.00	258.00	11700-13416
27A	237.25	244.25	255.25	262.25	270.25	12337-14053
28	230.00	240.00	246.00	253.00	264.00	11960-13728
28A	242.25	252.25	258.25	265.25	276.25	12597-14365
29	235.00	247.00	258.00	269.00	280.00	12220-14560
29A	247.25	259.25	270.25	281.25	292.25	12857-15197
30	247.00	259.00	269.00	280.00	291.00	12844-15132
31	252.00	264.00	274.00	285.00	298.00	13104-15496
32	264.00	274.00	285.00	296.00	308.00	13728-16016
33	274.00	285.00	298.00	308.00	319.00	14248-16588
34	285.00	298.00	308.00	319.00	330.00	14820-17160
35	296.00	308.00	319.00	330.00	341.00	15392-17732

POSITION	PAY GRADE OR RATE	POSITION	PAY GRADE OR RATE
*Account Collector	9	*Animal & Bird Curator	5.425 hr
*Accountant I	10	*Appraiser	16
*Accountant II	14	*Assessment Aide	9
Admin. Asst. to Chief Engineer (Water)	25	Asst. Chief, Division of Legal Services	23
Admin. Asst. to Commissioner of Public Safety	21	Asst. Chief, Fiscal Affairs	25
Admin. Asst. to Director of Prov. Human Relations Commission	14	Asst. City Collector	21
Admin. Asst. (Public Works)	21	Asst. City Controller	29
*Administrative Officer (Civilian Defense)	22	Asst. City Controller (Second)	25
		Asst. City Solicitor	17

*Denotes Member of Laborers Union-
Entitled to Grade A (2nd line of each Salary Range Salaried Employees Only)

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Asst. Dir. of Recreation	14	Chairman, Zoning Bd. of Review	1,500.00 yr
*Asst. Dog Officer	9	*Charwoman	82.00 wk
Asst. Fire Chief	16,380.00	Chief Chemist (Water)	24
*Asst. Master Mechanic (Water)	4.65 hr	Chief Engineer (Water Supply Board)	20,000.00 yr
*Asst. Planner	13	Chief, Division of Code Enforcement	31
Asst. Port Director	17	Chief, Division of Community Services	31
Asst. Supt. of Parks	19	Chief, Division of Legal Services	31
*Asst. Supt. (Sewage Disposal)	15	Chief, Division of Maint. and Repairs	21
Asst. to Director (DPUD)	25	Chief, Division of Planning	31
*Associate Engineer I	16	Chief, Division of Public Bldg	31
*Associate Engineer II	20	Chief, Division of Public Lands and Parks	33
*Associate Engineer III	23	*Chief, Division of Purchasing	16
Associate Engineer IV	28	Chief, Division of Research	31
*Associate Planner	15	Chief, Family Relocation	31
Attorney (Water)	9,000.00	Chief, Fiscal Affairs	31
*Automobile Driver	4.02 hr	Chief, Inspector of Mech. Equipt. Installations	25
Automotive Equipt. Supt.	14	Chief Inspec. of Electrical Installations	25
*Automotive Mechanic II	8	Chief Inspector of Plumbing, Drainage & Gas Piping	25
*Bacteriologist I	11	Chief Inspector of Structures and Zoning	27
*Bacteriologist II	14	Chief Radio Engineer	12,376.00
*Bird & Animal Handler	4.15 hr	Chief Supervisor of Public Lands	16
*Building Custodian	3.45 hr	City Architect	25
*Building Custodian III	4.20 hr	City Assessor	34
*Building Inspector I	10	City Clerk	31
*Building Inspector II	14	City Collector	31
*Building Inspector III	22	City Controller	33
*Building Maint Supervisor	13	City Forester	24
Business Relocation Officer	25	City Registrar of Vital Statistics	14
Case Work Supervisor (DPUD) (Prev. State Wage)		City Sergeant	1.00 yr
*Cement Finisher	4.30 hr	City Solicitor	16,276.00 yr
Chairman, Bd. of Canvassers	9,360.00 yr		
Chairman, Housing Bd. of Review	1,200.00 yr (60.00 per mtg.)		
Chairman, Bldg of Review	1,500.00 yr		
Chairman & Secretary (Bureau of Licenses)	9,932.00 yr		
Chairman, Water Supply Bd	1,500.00 yr (20.00 per mtg.)		

*Denotes Member of Laborers Union-

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
City Treasurer	31	Director of Finance	20,000.00
*Clerk I	1	Director of Planning and Urban Development	20,000.00
*Clerk II	3	Director of Public Property	20,000.00
*Clerk III	5	Director of Public Works	20,000.00
*Clerk IV	9	Director of Recreation	33
Clerk, Probate Court	18	*Dog Officer	17
Clerk, Prov. Municipal Court	18	*Draftsman	9
*Clerk Stenographer I	2	*Duplicating Equip. Operator	10
*Clerk Stenographer II	4	*Electrical Inspector I	14
*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	8,060.00 yr	*Elevator Operator	3.45 hr
Commissioner, Public Safety	20,000.00 yr	*Engineer's Associate	16
*Control Center Operator	10	*Engineering Aide II	7
*Curb Setter	4.20 hr	*Engineering Aide III	11
Data Processing Co-Ordinator	34	*Equipment Manager	11
Deputy Asst. Fire Chief	15,184.00	*Equipment Operator	4.10 hr
Deputy Chief Engineer (Water)	33	Executive Director (Prov Human Relations Comm)	30
Deputy City Clerk, First	18	*Fallout Shelter Co-Ordinator (Civilian Defense)	21
Deputy City Clerk, Second	14	*Field Worker (Prov Human Relations Comm)	15
*Deputy City Registrar	7	*Financial Specialist	20
Deputy City Solicitor	24	*Fire Alarm Technician	4.825 hr
*Deputy Clerk, Probate Court	8	Fire Battalion Chief	14,300.00
*Deputy Clerk, Providence Municipal Court	13	Fire Captain	12,688.00
Deputy Director, Communications	15,184.00	Fire Chief	18,824.00
Deputy Director & Chief of Project Development	35	Fire Chief Dispatcher	12,688.00
Deputy Director of Civilian Defense	32	Fire Equipment Supt I	14,300.00
Deputy Director, Public Works	35	Fire Equipment Supt II	16,380.00
Deputy Recorder of Deeds	14	Fire Lieutenant	11,960.00
Detective I	11,908.00) 8% 12,844.00)	Fireman	10,348.00) 10,608.00) 10,764.00)
Director of Building Inspection	20,000.00	Fire Marshal	14,300.00
Director of Civilian Defense	33	*First Deputy City Sealer	10
Director of Communications	18,824.00		

*Denotes Member of Laborers Union-
Entitled to Grade A (2nd line of each Salary Range Salaried Employees Only)

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
*First Deputy City Sergeant	9	*Mayor's Stenographer	9
*First Deputy City Weigher	8	*Mayor's Typist	4
*Fiscal Officer	21	*Mechanic	4.30 hr
*Foreman	4.30 hr	*Mechanical Engineer	23
Forester (Source of Supply)	16	*Mechanical Equip. Inspector I	12
*Foreman Cable Crew	5.075 hr	*Mechanical Equip. Inspector II	15
*Foreman Line Crew	5.075 hr	Member, Bd. of Canvassers	9,360.00 yr
*General Foreman	4.60 hr	Member, Bd. of Review	1,000.00 yr
*Heavy Equipment Operator	4.30 hr	(Housing Bd. of Review) (50.00 per mtg)	
Highway Yard Supervisor	5.05 hr	Member, Bd of Tax Assessment Review	3,000.00 yr
*Horticultural Supervisor	4.60 hr	Member, Bldg Bd of Review	1,000.00 yr
*Intergroup Specialist	16	Member Water Supply Board	1,200.00 yr
*Inventory Control Clerk	9	(15.00 per mtg)	
Judge, Probate Court	14,248.00	Member Zoning Bd of Review	1,000.00 yr
Judge, Prov Municipal Court	6,656.00	*Meter Reader I	4.30 3.95 hr
*Laboratory Technician II	6	*Meter Reader II	4.55 4.20 hr
*Laborer	4.05 hr	Meter Superintendent	15
*Land Disposition Officer	25	Museum Director	27
Man in Charge-Carpenter Shop	12,688.00	Narcotics Inspector	12,844.00
" " " Bur Operational Control	11,960.00	*Operations & Planning Officer (Civilian Defense)	25
Machinist	16	*Parking Meter Maint Man I	4.10 hr
*Maintenance Man II	4.125 hr	*Parking Meter Maint Man II	4.55 hr
*Maintenance Man III	4.575 hr	Personnel Director	26
*Management Aide I (DPUD)	9	*Personnel Technician	14
*Management Aide II (DPUD)	15	*Plan Estimator	25
*Management Officer	21	Playground Director	2
*Master Mechanic-Water	4.90 hr	Playground Supervisor	4
*Matrons-Rec. Seasonal Help	3.18 hr	*Plumbing Inspector I	14
Mayor's Administrative Aide	24	*Plumbing Inspector III	20
Mayor's Administrative Asst.	29	Police Captain	13,780.00)
Mayor's Admin. Asst. for Public Safety	31		8% 14,872.00)
Mayor's Admin. Asst. for Urban Affairs	16,016.00	Police Chief	18,824.00
Mayor's Executive Secretary	26	Police Lieutenant	12,740.00)
*Mayor's Personal Secretary	9		8% 13,780.00)
Mayor's Police Aide	12,636.00	Police Major	15,184.00
		*Police Matron	1

*Denotes Member of Laborers Union- 9
Entitled to Grade A (2nd line of each Salary Range Salaried Employees Only)

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Police Patrolman	9,568.00) 10,712.00) 8% 11,544.00)	*Secretary, Housing Bd of Review	1,456.00 yr
Police Sergeant	11,960.00) 8% 12,896.00)	*Secretary, Zoning Bd of Review	7,956.00 yr
Police Woman	9,568.00) 10,712.00)	*Senior Appraiser	24
Port Director	27	*Senior Draftsman (DPUD)	15
*Port Security Officer	9	*Senior Mechanic	4.55 hr
Principal Engineer	31	*Senior Planner	21
Principal Planner	25	Senior Research Assistant	26
Program Director (Senior Citizens)	9,048.00	*Sewer Construction Worker	4.15 hr
*Program Specialist	20	*Sewer & Drain Inspector	4.20 hr
Project Counsel	20	*Sewer Equip. Operator	4.20 hr
Project Supervisor	27	*Sewing Instructor, Senior Citizens	2.57 hr
*Public Works Inspector I	6	Shop Supervisor	18
*Public Works Inspector II	16	Social Case Worker (DPUD) (Prev State Wage)	
*Purchasing Agent I	12	*Social Worker, Senior Citizens	7,384.00
*Radio Engineer	11,232.00	Special Counsel	14
Rain Gauge Keeper (7.42 per instr. wk)		*Stationary Equip. Operator	4.15 hr
*Radio Repair Technician	9,308.00	*Stenographic Reporter (City Council)	9
Recorder of Deeds	21	Supt. Bridge Maintenance	19
*Real Estate Aide II	15	Supt. of Filtration	30
Recreation Center Director	10	Supt. of Garbage Collection	16
Recreation Leader	2.10 hr	Supt. of Highway	19
*Rehabilitation Specialist	20	Supt. of Parks	1.00 yr
*Renewal Inspector I	9	Supt. of Sewage Disposal	19
*Renewal Inspector II	11	Supt. of Sewer Construction and Maintenance	19
*Renewal Inspector III	14	Supt. of Weights & Measures	17
*Research Assistant	15	*Supervisor of Warehouse & Inventory	16
Rescueman In Charge	11,960.00	*Supervisor (Current Planning)	29
Rescue Truck Driver	11,492.00	*Supervisor (Graphics)	26
*School Crossing Guards	2.85 hr	*Supervisor (Long Range Planning)	29
*Second Deputy City Sealer	5	*Supervisor (Project Planning)	29
*Second Deputy City Sergeant	6	*Supervisor, Senior Citizens	5,148.00
Secretary, Bd of Canvassers	1,040.00 yr	*Supervisor (Traffic Planning)	26
Secretary, Bd of Tax Assm't Review	9,000.00 yr		
*Secretary, Bldg Bd of Review	3,172.00 yr		

*Denotes Member of Laborers Union -
Entitled to Grade A (2nd line of each Salary Range Salaried Employees Only)

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
* Supervisor of Business Reloca- tion & Property Management	26	<u>TEMPORARY-PART-TIME</u>	
*Supervisor-Division of Maint.	17	Automobile Driver (Part-time Bd. of Canvassers)	2.03 hr
*Supervisor of Enforcement	27	Clerk I, Emergency, Temporary & Seasonal	2.00 hr
Supervisor of Engineering (DPUD)	31	CO-Director (Recreation)	11.00 session
*Supervisor of Environment Control	14	Laborens (Emergency, Temporary & Seasonal)	2.00
*Supervisor, Program Specialists	24	Recreation Center Director	62.50 wk
*Supervisor of Public Lands	14	Referee (Recreation)	5.00 game
*Supervisor of Real Estate	26	School Janitor (Prev.School Dept. Wage)	
*Supervisor of Rehabilitation Services	26	Supervisor of Activities (Recreation)	4.00 hr
*Switchboard Operator	2	<u>SWIMMING POOLS</u>	
Traffic Engineer	35	Asst. Small Pool Manager	80.00 wk
Traffic Engineer II	20	Counter Person	1.60 hr
Traffic Engineer III	25	Hygiene Inspector	64.00 wk
*Traffic Marker & Sign Man I	4.30 hr	Lifeguard (Prev. State Wage)	
*Traffic Planner	20	Small Pool Manager	90.00 wk
*Traffic Signal Maint Man I	4.55 hr	Supervisor	110.00 wk
*Traffic Signal Maint Man II	4.80 hr	Watchman (Recreation, Seasonal Help)	1.70 hr
*Training & Public Information Officer (Civ. Def.)	25	* * * * *	
*Tree Trimmer	4.30 hr		
*Utility Inspector	12		
*Water Service Inspector	7		
Watershed Manager (Source of Supply-Water)	27		
*Watchman	3.15 hr		
*Woman Parking Checker	3.20 hr		
*Zoning Assistant	9		
Zoo Curator	1.00 yr		
Zoo Director	29		

*Denotes Member of Laborers Union -
Entitled to Grade A (2nd line of each Salary Range Salaried Employees Only)

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-sections 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, which ever is greater.
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 of 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 1974-54 of the Ordinance approved December 20, 1974 with all amendments thereto is hereby repealed.

SECTION 7. This Ordinance shall take effect retroactive to July 1, 1975.

THE COMMITTEE ON
FINANCE

Approved Passage of
The Within Ordinance
as an Emergency Ordinance
Unanimous Consent
July 31, 1975
C. J. [unclear]
Clerk

APPROVED

MAYOR

AUG 9 1975

Unanimous Consent

IN CITY COUNCIL

AUG 7 1975

READ AND PASSED

AS AN EMERGENCY ORDINANCE

Ralph Ferguson
PRES.
ACTING

Unimut Vespa
CLERK