

THE CITY OF PROVIDENCE

STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

CHAPTER: 1974-20

NO:360 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE and REPEALING CHAPTER 1974, APPROVED JANUARY 9, 1974.

Approved: June 19, 1974

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. All "Steps" are in even dollars. 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 (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	80	82	84	88	91	4160 - 4732
2	85	88	90	94	97	4420 - 5044
3	91	93	95	99	102	4732 - 5304
4	97	99	101	104	108	5044 - 5616
5	102	104	107	110	113	5304 - 5876
6	108	110	112	116	119	5616 - 6188
7	113	116	118	121	124	5876 - 6448
8	119	121	123	127	130	6188 - 6760
9	124	128	132	136	141	6448 - 7332
10	130	133	137	142	147	6760 - 7644
11	135	139	143	148	153	7020 - 7956
12	141	145	149	153	158	7332 - 8216
13	147	150	154	158	164	7644 - 8528
14	153	158	164	169	175	7956 - 9100
15	158	164	169	175	180	8216 - 9360
16	164	169	175	180	186	8528 - 9672
17	169	175	180	186	191	8788 - 9932
18	175	180	186	191	197	9100 - 10244
19	180	186	191	197	203	9360 - 10556
20	186	191	197	203	208	9672 - 10816
21	191	198	205	211	219	9932 - 11388
22	197	204	210	217	225	10244 - 11700
23	203	209	216	223	230	10556 - 11960
24	208	214	222	228	235	10816 - 12220
25	213	222	229	239	247	11076 - 12844

GRADE NUMBER	SALARY STEPS (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
26	219	227	234	245	252	11388 - 13104
27	225	232	243	250	258	11700 - 13416
28	230	240	246	253	264	11960 - 13728
29	235	247	258	269	280	12220 - 14560
30	247	259	269	280	291	12844 - 15132
31	252	264	274	285	298	13104 - 15496
32	264	274	285	296	308	13728 - 16016
33	274	285	298	308	319	14248 - 16588
34	285	298	308	319	330	14820 - 17160
35	296	308	319	330	341	15392 - 17732

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Asst Dog Officer	9
Accountant I	10	Asst Fire Chief	14,560.00
Accountant II	14	Asst Master Mechanic (Water)	3.95 Hr
Admin. Asst. to Chief Engineer (Water)	25	Asst Planner	13
Admin. Asst. to Commissioner of Public Safety	21	Asst Port Director	17
Admin. Asst. to Director of Prov Human Relations Commission	14	Asst Supt of Parks	19
Admin Asst (Public Works)	21	Asst Supt (Sewage Disposal)	15
Administrative Officer (Civilian Defense)	22	Asst to Director (DPUD)	25
Animal & Bird Curator	4.6250 Hr	Associate Engineer I	16
Appraiser	16	Associate Engineer II	20
Assessment Aide	9	Associate Engineer III	23
Asst Chief, Division of Legal Services	23	Associate Engineer IV	28
Asst Chief, Fiscal Affairs	25	Associate Planner	15
Asst City Collector	21	Attorney (Water)	6,032.00
Asst City Controller	29	Automobile Driver	3.32 Hr
Asst City Controller (Second)	25	Automotive Equipt Supt.	14
Asst City Solicitor	17	Automotive Mechanic II	8
Asst Dir. of Recreation	14	Bacteriologist I	11
		Bacteriologist II	14
		Bird & Animal Handler	3.45 Hr
		Bldg Custodian	2.75 Hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bldg Custodian III	3.50 Hr	Chief Inspec. of Electrical Installations	25
Bldg Inspector I	10	Chief Inspector of Plumbing, Drainage & Gas Piping	25
Bldg Inspector II	14	Chief Inspector of Structures and Zoning	27
Bldg Inspector III	22	Chief Supervisor of Public Lands	16
Bldg Maint Supervisor	13	City Architect	25
Business Relocation Officer	25	City Assessor	34
Case Work Supervisor (DPUD) (Prev State Wage)		City Clerk	31
Cement Finisher	3.60 Hr	City Collector	31
Chairman, Bd of Canvassers	9,360.00 Yr	City Controller	33
Chairman, Housing Bd of Review (60.00 per mtg.)	1,200.00 Yr	City Forester	24
Chairman, Bldg. Bd of Review	1,500.00 Yr	City Registrar of Vital Statistics	14
Chairman & Secretary (Bureau of Licenses)	9,932.00 Yr	City Sergeant	1.00 Yr
Chairman, Water Supply Bd. (20.00 per mtg.)	1,500.00 Yr	City Solicitor	16,276.00 Yr
Chairman, Zoning Bd of Review	1,500.00 Yr	City Treasurer	31
Charwoman	68.00 Wk	Clerk I	1
Chief Chemist (Water)	24	Clerk II	3
Chief Engineer (Water Supply Board)	20,000.00 Yr	Clerk III	5
Chief, Division of Code Enforcement	31	Clerk IV	9
Chief, Division of Community Services	31	Clerk, Probate Court	18
Chief, Division of Legal Services	31	Clerk, Prov Municipal Court	18
Chief, Division of Maint. and Repairs	21	Clerk Stenographer I	2
Chief, Division of Planning	31	Clerk Stenographer II	4
Chief, Division of Public Bldg. and Parks	33	Clerk Stenographer III	6
Chief, Division of Purchasing	16	Clerk Typist I	1
Chief, Division of Research	31	Clerk Typist II	3
Chief, Family Relocation	31	Commissioner, Bureau of Licenses	8,060.00 Yr
Chief, Fiscal Affairs	31	Commissioner, Public Safety	20,000.00 Yr
Chief, Inspector of Mech. Equipt. Installations	25	Control Center Operator	6,188.00
		Curb Setter	3.50 Hr
		Data Processing Co-Ordinator	34
		Deputy Asst. Fire Chief	13,438.88

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Deputy Chief Engineer (Water)	33	Engineering Aide II	7
Deputy City Clerk, First	18	Engineering Aide III	11
Deputy City Clerk, Second	14	Equipment Manager	11
Deputy City Registrar	7	Equipment Operator	3.40 Hr
Deputy City Solicitor	24	Executive Director (Prov Human Relations Comm)	30
Deputy Clerk, Probate Court	8		
Deputy Clerk, Providence Municipal Court	13	Fallout Shelter Co-Ordinator (Civilian Defense)	21
Deputy Director, Communications	12,624.56	Field Worker (Prov Human Relations Comm)	15
Deputy Director & Chief of Project Development	35	Financial Specialist	20
Deputy Director of Civilian Defense	32	Fire Alarm Technician	4.125 Hr
Deputy Director, Public Works	35	Fire Battalion Chief	12,624.56 Yr
Deputy Recorder of Deeds	14	Fire Captain	11,648.00
Detective I	10,985.00) 8% 11,863.80)	Fire Chief	16,805.36
Director of Building Inspection	20,000.00	Fire Chief Dispatcher	11,648.00
Director of Civilian Defense	33	Fire Equipment Supt I	12,480.00
Director of Communications	16,805.36	Fire Equipment Supt II	13,572.00
Director of Finance	20,000.00 Yr	Fire Lieutenant	10,972.00
Director of Planning and Urban Development	20,000.00 Yr	Fireman	9,516.00) 9,724.00) 9,880.00)
Director of Public Property	20,000.00 Yr	Fire Marshall	12,480.00
Director of Public Works	20,000.00 Yr	First Deputy City Sealer	10
Director of Recreation	33	First Deputy City Sergeant	9
Dog Officer	17	First Deputy City Weigher	8
Draftsman	9	Fiscal Officer	21
Duplicating Equipt Operator	10	Foreman	3.60 Hr
Electrical Inspector I	14	Forester (Source of Supply)	16
Electrical Inspector II	16	Foreman Cable Crew	4.375 Hr
Electrical Inspector III	20	Foreman Line Crew	4.375 Hr
Electronic Instrument Technician	28	General Foreman	3.90 Hr
Elevator Operator	2.75 Hr	Heavy Equipment Operator	3.60 Hr
Engineer's Associate	16	Highway Field Supervisor	4.35 Hr
		Highway Yard Supervisor	4.35 Hr
		Horticultural Supervisor	3.90 Hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Intergroup Specialist	16	Member, Bd of Tax Assessment Review	3,000.00 Yr
Inventory Control Clerk	9	Member, Bldg Bd of Review	1,000.00 Yr
Judge, Probate Court	14,248.00 Yr	Member Water Supply Board (15.00 per mtg)	1,200.00 Yr
Judge, Prov Municipal Court	6,656.00 Yr	Member Zoning Bd of Review	1,000.00 Yr
Laboratory Technician II	6	Meter Reader I	3.60 Hr
Laborer	3.35 Hr	Meter Reader II	3.85 Hr
Land Disposition Officer	25	Meter Superintendent	15
Man in Charge-Carpenter Shop	11,648.00	Museum Director	27
" " " Bur Operational Cont	10,972.00	Narcotics Inspector	11,863.80
Machinist	16	Operations & Planning Officer (Civilian Def)	25
Maintenance Man II	3.425 Hr	Parking Meter Maint Man I	3.40 Hr
Maintenance Man III	3.875 Hr	Parking Meter Maint Man II	3.85
Management Aide I (DPUD)	9	Personnel Director	26
Management Aide II (DPUD)	15	Personnel Technician	14
Management Officer	21	Plan Estimator	25
Master Mechanic-Water	4.55 Hr	Playground Director	2
Matrons-Rec. Seasonal Help	2.83 Hr	Playground Supervisor	4
Mayor's Administrative Aide	24	Plumbing Inspector I	14
Mayor's Administrative Asst	29	Plumbing Inspector III	20
Mayor's Admin. Asst. for Public Safety	31	Police Captain	12,624.56) 8% 13,634.40)
Mayor's Admin. Asst. for Urban Affairs	16,016.00 Yr	Police Chief	16,805.36
Mayor's Executive Secretary	26	Police Lieutenant	11,695.32 8% 12,630.80)
Mayor's Personal Secretary	9	Police Major	13,438.88
Mayor's Police Aide	11,695.32	Police Matron	1
Mayor's Stenographer	9	Police Patrolman	8,788.00) 9,837.36) 8% 10,624.12)
Mayor's Typist	4	Police Sergeant	10,985.00) 8% 11,863.80)
Mechanic	3.60 Hr	Police Woman	9,491.04) 10,624.12)
Mechanical Engineer	23	Port Director	27
Mechanical Equipt Inspector I	12		
Mechanical Equipt Inspector II	15		
Member, Bd of Canvassers	9,360.00 Yr		
Member, Bd of Review (Housing Bd. of Review) (50.00 per mtg)	1,000.00 Yr		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Port Security Officer	9	Secretary, Zoning Bd of Review	7,956.00 Yr
Principal Engineer	31	Senior Appraiser	24
Principal Planner	25	Senior Draftsman (DPUD)	15
Program Director (Senior Citizens)	9,048.00 Yr	Senior Mechanic	3.85 Hr
Program Specialist	20	Senior Planner	21
Project Counsel	20	Senior Research Assistant	26
Project Supervisor	27	Sewer Construction Worker	3.45 Hr
Public Works Inspector I	6	Sewer & Drain Inspector	3.50 Hr
Public Works Inspector II	16	Sewer Equipt Operator	3.50 Hr
Purchasing Agent I	12	Sewing Instructor, Senior Citizens	2.22 Hr
Radio Engineer (Fire)	11,648.00 Yr	Shop Supervisor	18
Radio Engineer (Communica- tions)	10,504.00 Yr	Social Case Worker (DPUD) (Prev State Wage)	
Rain Gauge Keeper (7.42 per instr. Wk.)		Social Worker, Senior Citizens	7,384.00 Yr
Radio Repair Technician	4.1250 Hr	Special Counsel	14
Recorder of Deeds	21	Stationary Equipt Operator	3.45
Real Estate Aide II	15	Stenographic Reporter (City Council)	9
Recreation Center Director	10	Supt., Bridge Maintenance	19
Recreation Leader	2.00 Hr	Supt. of Filtration	30
Rehabilitation Specialist	20	Supt. of Garbage Collection	16
Renewal Inspector I	9	Supt. of Highway	19
Renewal Inspector II	11	Supt. of Parks	1.00 Yr
Renewal Inspector III	14	Supt. of Sewage Disposal	19
Research Assistant	15	Supt. of Sewer Construction and Maintenance	19
Rescueman In Charge	10,972.00	Supt. of Weights & Measures	17
Rescue Truck Driver	10,556.00	Supervisor of Warehouse & Inventory	16
School Crossing Guards	2.50 Hr	Supervisor (Current Planning)	29
Second Deputy City Sealer	5	Supervisor (Graphics)	26
Second Deputy City Sergeant	6	Supervisor (Long Range Planning)	29
Secretary, Bd of Canvassers	1,040.00 Yr	Supervisor (Project Planning)	29
Secretary, Bd of Tax Assm't Review	3,900.00 Yr	Supervisor, Senior Citizens	5,148.00 Yr
Secretary, Bldg Bd of Review	3,172.00 Yr		
Secretary, Housing Bd of Review	1,456.00 Yr		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Supervisor (Traffic Planning)	26	<u>TEMPORARY-PART-TIME</u>	
Supervisor of Business Reloca- tion & Property Management	26	Automobile Driver (Part-time Bd. of Canvassers)	2.03 Hr
Supervisor-Division of Maint.	17	Clerk I, Emergency, Temporary & Seasonal	2.00 Hr
Supervisor of Enforcement	27	Co-Director (Recreation)	11.00 session
Supervisor of Engineering (DPUD)	31	Laborers (Emergency, Temporary & Seasonal)	2.00
Supervisor of Environment Control	14	Recreation Center Director	62.50 Wk
Supervisor, Program Specialists	24	Referee (Recreation)	5.00 game
Supervisor of Public Lands	14	School Janitor (Prev School Dept Wage)	
Supervisor of Real Estate	26	Supervisor of Activities (Recreation)	4.00 Hr
Supervisor of Rehabilitation Services	26		
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	3.60 Hr	Lifeguard (Prev. State Wage)	
Traffic Planner	20	Small Pool Manager	90.00 Wk
Traffic Signal Maint Man I	3.85 Hr	Supervisor	110.00 Wk
Traffic Signal Maint Man II	4.10 Hr	Watchman (Recreation, Seasonal Help)	1.70 Hr
Training & Public Information Officer (Civ. Def.)	25		
Tree Trimmer	3.60 Hr	* * * * *	
Utility Inspector	12		
Water Service Inspector	7		
Watershed Manager (Source of Supply-Water)	27		
Watchman	2.45 Hr		
Woman Parking Checker	2.50 Hr		
Zoning Assistant	9		
Zoo Curator	1.00 Yr		
Zoo Director	24		

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, 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 1974-4 of the Ordinance approved January 9, 1974 with all amendments thereto is hereby repealed.

SECTION 7. This Ordinance shall take effect July 1, 1974.

DEPARTMENT OF CITY CLERK

RECEIVED

May 13, 1974

11:00 A.M. (EST)

Vincent Vespe

Vincent Vespe

CITY CLERK OF PROVIDENCE, R. I.

APPROVED

MAYOR

Joseph A. Doolley Jr.

JUN 1 9 1974

THE COMMITTEE ON
FINANCE

Approves Passage of
The Within Ordinance, As Amended

Vincent Vespe

Chairman

June 1, 1974

Clerk

IN CITY COUNCIL

MAY 26 1974

FIRST READING

REFERRED TO COMMITTEE ON

FINANCE

Vincent Vespe

IN CITY COUNCIL

JUN 6 1974

FIRST READING

READ AND PASSED, As Amended

Vincent Vespe

CLERK

IN CITY
COUNCIL

JUN 17 1974

FINAL READING
READ AND PASSED, As Amended

Vincent Vespe

PRESIDENT

CLERK