



Executive Chamber, City of Providence, Rhode Island

Vincent A. Cianci, Jr.
MAYOR

June 29, 1976

The Honorable The City Council
of the City of Providence
Providence, Rhode Island

Gentlemen:

I am vetoing the compensation ordinance because of its obvious political capriciousness in arbitrarily approving increases in compensation for only a few selected personnel.

Respectfully submitted,

VINCENT A. CIANCI, JR.

VAC

IN CITY COUNCIL

JUL 2 1976

READ:

WHEREUPON IT IS ORDERED THAT

THE SAME BE RECEIVED.

CLERKDEPT. OF CITY CLERK
PROVIDENCE, R.I.
JUN 29 3 48 PM '76

FILED

THE CITY OF PROVIDENCE

STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

CHAPTER:

NO: AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE and REPEALING CHAPTER 1976-11 APPROVED APRIL 13, 1976, AS AMENDED.

Approved:

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	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	136.26	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	165.25	170.25	176.25	181.25	187.25	8593- 9737
15	170.25	176.25	181.25	187.25	192.25	8853- 9997
16	176.25	181.25	187.25	192.25	198.25	9165-10309
17	181.25	187.25	192.25	198.25	203.25	9425-10569
18	187.25	192.25	198.25	203.25	209.25	9737-10881
19	192.25	198.25	203.25	209.25	215.25	9997-11193
20	198.25	203.25	209.25	215.25	220.25	10309-11453
21	203.25	210.25	217.25	223.25	231.25	10569-12025
22	209.25	216.25	222.25	229.25	237.25	10881-12337
23	215.25	221.25	228.25	235.25	242.25	11193-12597
24	220.25	226.25	234.25	240.25	247.25	11453-12857
25	225.25	234.25	241.25	251.25	259.25	11713-13481

GRADE NUMBER	SALARY STEPS					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
26	231.25	239.25	246.25	257.25	264.25	12025-13741
27	237.25	244.25	255.25	262.25	270.25	12337-14053
28	242.25	252.25	258.25	265.25	276.25	12597-14365
29	247.25	259.25	270.25	281.25	292.25	12857-15197
30	259.25	271.25	281.25	292.25	303.25	13481-15769
31	264.25	276.25	286.25	297.25	310.25	13741-16133
32	276.25	286.25	297.25	308.25	320.25	14365-16653
33	286.25	297.25	310.25	320.25	331.25	14885-17225
34	297.25	310.25	320.25	331.25	342.25	15457-17797
35	308.25	320.25	331.25	342.25	353.25	16029-18369

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Asst. City Controller (Second)	25
Accountant I	10	Asst. City Solicitor	17
Accountant II	14	Asst. Dir. of Recreation	20
Admin. Asst. to Assessor	25	Asst. Dog Officer	9
Admin. Asst. to Chief Engineer (Water)	25	Asst. Fire Chief	17,472.00 yr
Admin. Asst. to City Council	29	Asst. Master Mechanic (Water)	4.65 hr
Admin. Asst. to Commissioner of Public Safety	21	Asst. Planner	13
Admin. Asst. to Director of Prov. Human Relations Commission	14	Asst. Port Director	17
<i>2.2.</i> Admin. Asst. (Public Works)	25 <i>23</i>	Asst. Supt. of Parks	27 <i>19</i> <i>2.2.</i>
<i>2.2.</i> Admin. Asst. (Sewer Constr.)	29	Asst. Supt. (Sewage Disposal)	15
<i>2.2.</i> Admin. Asst. - Street Line Property	29	Asst. to Director (DPUD)	25
Admin. Asst. Supt. Parks Cultural Services	26	Associate Engineer I	16
Admin. Asst. Supt. Parks Design	26	Associate Engineer II	20
Administrative Officer (Prov. Civil Def. Preparedness Agency)	22	Associate Engineer III	23
Animal & Bird Curator	5.425 hr	Associate Engineer IV	28
Appraiser	16	Associate Planner	15
Assessment Aide	9	Attorney (Water)	9,000.00 yr
Asst. Chief, Division of Legal Services	23	Automobile Driver	4.02 hr
Asst. Chief, Fiscal Affairs	25	Automotive Equipt. Supt.	14
Asst. City Collector	25	Automotive Mechanic II	8
Asst. City Controller	29	Bacteriologist I	11
		Bacteriologist II	14
		Bird & Animal Handler	4.15 hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bldg. Custodian	3.45 hr	Chief Inspector of Plumbing, Drainage & Gas Piping	25
Bldg. Custodian III	4.20 hr	Chief Inspector of Structures and Zoning	27
Bldg. Inspector I	10	Chief Radio Engineer	13,104.00 yr
Bldg. Inspector II	14	Chief Supervisor of Payroll Section	18
Bldg. Inspector III	22	Chief Supervisor of Public Lands	24 16 2.2.
Bldg. Maint. Supervisor	13	Chief Supervisor of Retirement Section	18
Business Relocation Officer	25	City Architect	25
Caretaker Locust Grove Cemetery	4.05 hr	City Assessor	35
Case Work Supervisor (DUPD)	11,111-13,213	City Clerk	20,000.00 yr
Cement Finisher	4.30 hr	City Collector	35 31 2.2.
Chairman, Bldg. Bd. of Review	1,500.00 yr	City Controller	35 33 2.2.
Chairman, Housing Bd. of Review (60.00 per mtg.)	1,200.00 yr	City Forester	24
Chairman & Secretary (Bureau of Licenses)	9,932.00 yr	City Registrar of Vital Statistics	21
Chairman, Water Supply Bd. (20.00 per mtg.)	1,500.00 yr	City Sergeant	12
Chairman, Zoning Bd. of Review	1,500.00 yr	City Solicitor	16,913.00 yr
Charwoman	82.00 wk	City Treasurer	31 16,913.00 22.
Chief Appraiser	25	Clerk I	1
Chief Chemist (Water)	24	Clerk II	3
Chief, Division of Code Enforcement	31	Clerk III	5
Chief, Division of Community Services	31	Clerk IV	9
Chief, Division of Legal Services	31	Clerk, Probate Court	18
Chief, Division of Maint. and Repairs	21	Clerk, Prov. Municipal Court	18 22 ~ 2.2.
Chief, Division of Planning	31	Clerk Stenographer I	2
2.2. Chief, Division of Public Bldg.	33 31	Clerk Stenographer II	4
Chief, Division of Purchasing	16	Clerk Stenographer III	6
Chief, Division of Research	31	Clerk Typist I	1
Chief, Engineer (Water Supply Board)	21,000.00 yr	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 22,500.00 yr 2.2.
Chief, Inspector of Mech. Equipt. Installations	25	Control Center Operator	10
Chief Inspec. of Electrical Installations	25	Curb Setter	4.20 hr
		Data Processing Co-Ordinator	34
		Deputy Asst. Fire Chief	16,172.00 yr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Deputy Chief Engineer (Water)	33	Equipment Operator	4.10 hr
2.2. Deputy City Clerk, First	18 22	Executive Director (Prov. Human Relations Comm.)	30
2.2. Deputy City Clerk, Second	14 18	Fallout Shelter Co-Ordinator (Prov. Civil Defense Preparedness Agency)	21
Deputy City Registrar	9	Financial Specialist	20
Deputy City Solicitor	24	Fire Alarm Technician	4.825 hr
Deputy Clerk, Probate Court	8	Fire Battalion Chief	15,236.00 yr
Deputy Clerk, Providence Municipal Court	13	Fire Captain	13,520.00 yr
Deputy Director Communications	16,172.00 yr	Fire Chief	20,000.00 yr
Deputy Director Civil Defense	32	Fire Chief Dispatcher	13,520.00 yr
Deputy Director & Chief of Project Development	35	Fire Equipment Supt. I	15,236.00 yr
Deputy Director, Public Works	35	Fire Equipment Supt. II	17,472.00 yr
Deputy Recorder of Deeds	14	Fire Lieutenant	12,740.00 yr
Director of Building Inspection	21,000.00 yr	Fireman	11,076.00) 11,336.00) 11,492.00)
Director of Civil Defense Preparedness	33	Fire Marshal	15,236.00 yr
Director of Communications	20,000.00 yr	Fire Prevention Lieutenant	12,740.00 yr
2.2. Director of Finance	20,000.00 25,000.00 yr	First Deputy City Sealer	10
2.2. Director of Planning and Urban Development	20,000.00 22,500.00 yr	First Deputy City Sergeant	9
2.2. Director of Public Property	20,000.00 22,500.00 yr	First Deputy City Weigher	8
2.2. Director of Public Works	20,000.00 22,500.00 yr	Fiscal Officer	21
Director of Recreation	33	Foreman	4.30 hr
Dog Officer	17	Forester (Source of Supply)	16
Draftsman Assessors Real Estate	20	Foreman Cable Crew	5.075 hr
Draftsman	9	Foreman Line Crew	5.075 hr
Duplicating Equip. Operator	14	General Foreman	4.60 hr
Economic Planner	26	Heavy Equipment Operator	4.30 hr
Electrical Inspector I	14	Highway Yard Supervisor	5.05 hr
Electrical Inspector II	16	Horticultural Supervisor	25 22 2.2.
Electrical Inspector III	20	Human Resource Specialist	15
Electronic Instrument Technician	28	Intergroup Specialist	16
Elevator Operator	3.45 hr	Inventory Control Clerk	9
Engineer's Associate	16	Judge, Probate Court	14,885.00 yr
Engineering Aide II	7	Judge, Prov. Municipal Court	7,293.00 yr
Engineering Aide III	11	Laboratory Technician II	6
Equipment Manager	11	Laborer	4.05 hr
		Land Disposition Officer	25

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Legal Secretary	13	Offset Pressman	11
Man in Charge-Carpenter Shop	13,520.00 yr	Operations & Planning Officer (Prov. Civil Defense Preparedness Agency)	25
Man in Charge Bureau Operational Control	12,740.00 yr	Parking Meter Maint. Man I	4.10 hr
Machinist	16	Parking Meter Maint. Man II	4.55 hr
Maintenance Man II	4.125 hr	Personal Secretary to Comm.	12 2.2.
Maintenance Man III	4.575 hr	Personnel Director	29 26 2.2.
Management Aide I (DPUD)	9	Personnel Technician	18
Management Aide II (DPUD)	15	Plan Estimator	25
Management Officer	21	Plumbing Inspector I	14
Master Mechanic-Water	4.90 hr	Plumbing Inspector III	20
Matrons-Rec. Seasonal Help	3.18 hr	Police Captain	14,586.00) 8% 15,752.88)
Mayor's Administrative Aide I	30	Police Chief	20,000.00 yr
Mayor's Administrative Aide II	10,400.00 yr	Police Lieutenant	13,556.40) 8% 14,640.60)
Mayor's Administrative Asst.	33	Police Major	16,172.00 yr
Mayor's Administrative Asst. I	32	Police Matron	5,369.00 yr
Mayor's Admin. Asst. II	16,653.00 yr	(upon appt)	10,296.00)
Mayor's Executive Secretary	26	Police Patrolman	12 mo. 10,556.00) 18 mo. 11,440.00) 8% 12,355.20)
Mayor's Personal Secretary	12	Police Sergeant	12,740.00) 8% 13,759.00)
Mayor's Secretary for	5	Police Woman	13,759.20) 10,296.00) 11,440.00)
Convention Coordinator		Port Director	20,000.00 yr
Mechanic	4.30 hr	Port Security Officer	9
Mechanical Engineer	23	Principal Engineer	31
Mechanical Equip. Inspector I	12	Principal Planner	25
Mechanical Equip. Inspector II	15	Program Director	
Member, Bd. of Canvassers	11,037.00 yr	(Senior Citizens)	9,685.00 yr
Member, Bd. of Review	1,000.00 yr	Program Director-Handicapped	20
(Housing Bd. of Review) (50.00 per mtg)		Program Specialist	20
Member, Bd. of Tax Assessment Review	3,000.00 yr	Project Counsel	20
Member, Bldg. Bd of Review	1,000.00 yr	Project Supervisor	27
Member, Water Supply Board	1,200.00 yr	Public Works Inspector I	6
(15.00 per mtg)		Public Works Inspector II	16
Member Zoning Bd of Review	1,000.00 yr	Purchasing Agent I	12
Meter Reader I	4.30 hr	Radio Engineer	11,960.00 yr
Meter Reader II	4.55 hr	Rain Gauge Keeper (7.42 per instr. wk)	
Meter Superintendent	15	Radio Repair Technician	10,036.00 yr
Museum Director	27		
Narcotics Inspector	14,586.00 yr		

2.2.

POSITION	PAY GRADE OR RATE	POSITION	PAY GRADE OR RATE
Recorder of Deeds	21	Supt. of Parks	33
Real Estate Aide II	15	Supt. of Sewage Disposal	19
Rehabilitation Specialist	20	Supt. of Sewer Construction and Maintenance	19
Renewal Inspector I	9	Supt. of Weights & Measures	17
Renewal Inspector II	11	Supervisor of Warehouse & Inventory	24
Renewal Inspector III	14	Supervisor (Current Planning)	29
Research Assistant	15	Supervisor (Graphics)	26
Rescueman In Charge	12,740.00 YR	Supervisor (Long Range Planning)	29
Rescue Truck Driver	12,272.00 YR	Supervisor (Project Planning)	29
School Crossing Guards	2.85 hr	Supervisor, Senior Citizens	5,785.00 hr yr. 2-2
Second Deputy City Sealer	5	Supervisor (Traffic Planning)	26
Secretary, Bd. of Tax Assm't Review	9,620.00 YR	Supervisor of Business Relocation & Property Management	26
Secretary, Bldg. Bd. of Review	3,332.68 YR	Supervisor-Division of Maint.	17
Secretary, Housing Bd. of Review	1,529.32 YR	Supervisor of Enforcement	27
Secretary, Zoning Bd. of Review	8,359.00 YR	Supervisor of Engineering (DPUD)	31
Senior Appraiser	24	Supervisor of Environment Control	14
Senior Draftsman (DPUD)	15	Supervisor, Program Specialists	24
Senior Mechanic	4.55 hr	Supervisor of Public Lands	14
Senior Planner	21	Supervisor of Real Estate	26
Senior Research Assistant	26	Supervisor of Rehabilitation Services	26
Sewer Construction Worker	4.15 hr	Switchboard Operator I	2.2.
Sewer & Drain Inspector	4.20 hr	" " II	5 4 2.2.
Sewer Equip. Operator	4.20 hr	Traffic Engineer	35
Sewing Instructor, Senior Citizens	2.30 hr	Traffic Engineer II	20
Shop Supervisor	18	Traffic Engineer III	25
Social Case Worker (DPUD)	9,776-11,521	Traffic Marker & Sign Man I	4.30 hr
Social Worker, Senior Citizens	8,021.00 YR	Traffic Planner	20
Special Counsel	14	Traffic Signal Maint Man I	4.55 hr
Stationary Equip. Operator	4.15 hr	Traffic Signal Maint Man II	4.80 hr
Stenographic Reporter (City Council)	9 //	Training & Public Information Officer (Prov. Civil Defense Preparedness Agency)	25
Supt., Bridge Maintenance	19	Tree Trimmer	4.30 hr
Supt. of Filtration	30	Utility Inspector	14
Supt. of Garbage Collection	5.00 hr	Water Service Inspector	7
Supt. of Highway	5.00 hr	Watershed Manager (Source of Supply-Water)	27
		Watchman	3.15 hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Woman Parking Checker	3.20 hr
Zoning Assistant	9
Zoo Curator	1.00 yr
Zoo Director	35

RECREATION HANDICAPPED

Co-Ordinator	160.00 wk
Water Safety Director	150.00 wk
Water Safety Aide	92.00 wk
Physical Education Instructor	120.00 wk
Physical Education Aide	92.00 wk
Shower Man & Matron	5.70 hr
Custodian	6.56 hr
Instructor-Arts & Crafts	6.00 hr
Aide Arts & Crafts	2.30 hr

SWIMMING POOLS

Pool Attendants	73.50 wk
Lifeguard (Prev. State Wage)	
Pool Directors	125.00 wk
Supervisor	150.00 wk
Watchman (Recreation, Seasonal Help)	2.30 hr

* * * * *

TEMPORARY-PART-TIME

Automobile Driver (Part-time Bd. of Canvassers)	2.30 hr
Clerk I, Emergency, Temporary & Seasonal	2.30 hr
Co-Director (Recreation)	11.00 session
Playground Director	80.00 wk.
Laborers (Emergency, Temporary & Seasonal)	2.30 hr
Playground Supervisor	85.00 wk
Recreation Center Director	73.50 wk
Referee (Recreation)	7.00 game
Recreation Leader	2.30 hr.
School Janitor (Prev. School Dept. Wage)	
Supervisor Activities (Recreation)	4.00 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-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 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 1976-11 of the Ordinance approved April 13, 1976 with all amendments thereto is hereby repealed.

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

IN CITY COUNCIL

MAY 13 1976
FIRST READING
REFERRED TO COMMITTEE ON

FINANCE

Vincent Cooper
CLERK

Councilman Pearlman
and
Councilman Bradshaw

THE COMMITTEE ON
FINANCE

Approves Passage of
The Within Ordinance, AS AMENDED

Vincent Cooper
June 22, 1976 Clerk
Acting Pres. Ralph Fagnola

IN CITY
COUNCIL
JUN 28 1976

FINAL READING
READ AND PASSED, AS
AMENDED

Vincent Cooper
PRESIDENT
CLERK

I hereby disapprove
and veto this ordinance

Vincent Cooper
June 29, 1976

IN CITY COUNCIL

JUN 24 1976
FIRST READING
READ AND PASSED, AS AMENDED

Vincent Cooper
PRESIDENT
CLERK