

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER: 1981-41

NO: 439 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE
and REPEALING CHAPTER 1981-13 EFFECTIVE MARCH 23, 1981, AS AMENDED.

Effective: ~~APPROVED~~ July 20, 1981

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	183.00	185.00	187.00	191.00	194.00	9,516.00 - 10,088.00
2	188.00	191.00	193.00	197.00	200.00	9,776.00 - 10,400.00
3	194.00	196.00	198.00	202.00	205.00	10,088.00 - 10,660.00
4	200.00	202.00	204.00	207.00	211.00	10,440.00 - 10,972.00
5	205.00	207.00	210.00	213.00	216.00	10,660.00 - 11,232.00
6	211.00	213.00	215.00	219.00	222.00	10,972.00 - 11,544.00
7	216.00	219.00	221.00	224.00	227.00	11,232.00 - 11,804.00
8	222.00	224.00	226.00	230.00	233.00	11,544.00 - 12,116.00
9	227.00	231.00	235.00	239.00	244.00	11,804.00 - 12,688.00
10	233.00	236.00	240.00	245.00	249.00	12,116.00 - 12,948.00
11	238.00	242.00	246.00	251.00	256.00	12,376.00 - 13,312.00
12	244.00	248.00	252.00	256.00	261.08	12,688.00 - 13,576.16
13	250.00	253.00	257.00	261.08	267.50	13,000.00 - 13,910.00
14	256.00	261.08	267.50	272.85	279.27	13,312.00 - 14,322.04
15	261.08	267.50	272.85	279.27	284.67	13,576.16 - 14,802.04
16	267.50	272.85	279.27	284.67	291.52	13,910.00 - 15,159.04
17	272.85	279.27	284.67	291.52	297.25	14,188.20 - 15,457.00
18	279.27	284.67	291.52	297.25	304.09	14,522.04 - 15,812.68
19	284.67	291.52	297.25	304.09	311.00	14,802.84 - 16,172.00
20	291.52	297.25	304.09	311.00	316.99	15,159.04 - 16,483.48
21	297.25	305.27	313.30	320.63	330.42	15,457.00 - 17,181.84
22	304.09	312.12	319.45	327.96	337.80	15,812.68 - 17,565.60
23	311.00	318.16	326.78	335.34	343.95	16,172.00 - 17,885.40
24	317.52	324.32	335.34	341.49	350.05	16,511.04 - 18,202.60

25	322.34	334.11	347.67	354.92	364.71	16,761.68 - 18,964.92
26	332.56	340.21	348.82	362.30	370.86	17,293.12 - 19,284.72
27	337.80	346.36	359.84	368.45	378.25	17,565.60 - 19,669.00
28	343.95	356.20	363.53	372.09	385.57	17,885.40 - 20,049.64
29	350.05	364.71	378.25	391.67	405.21	18,202.60 - 21,070.92
30	364.71	379.42	391.67	405.21	418.64	18,964.92 - 21,769.28
31	370.86	385.57	397.83	411.31	427.25	19,284.72 - 22,217.00
32	385.57	397.83	411.31	424.79	439.50	20,049.64 - 22,854.00
33	397.83	411.31	427.25	439.50	452.93	20,687.16 - 23,552.36
34	411.31	427.25	439.50	452.93	466.47	21,388.12 - 24,256.44
35	424.79	439.50	452.93	466.47	479.90	22,089.08 - 24,954.80

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Asst. to Finance Director	30
Accountant I	10	Asst. Fire Chief	26,874.64 yr.
Accountant II	12	Asst. Legal Secretary	10
Accountant III	15	Asst. Master Mechanic (Water)	7.08 hr.
Accountant (Utility)	16	Assistant Planner	15
Accountant III (DPUD)	20	Asst. Port Director	17
Accounts Payable Clerk	8	Asst. Supt.-Sewage Disposal	31
Accounts Payable Supervisor	16	Asst. Director (DPUD)	31
Admin. Asst. to Assessor	27	Associate Engineer I	20
Admin. Asst. to Chief Engineer (Water)	25	Associate Engineer II	24
Admin. Asst. - City Council	29	Associate Engineer III	28
Admin. Asst. - Commissioner of Public Safety	25	Associate Engineer IV	31
Admin. Asst. - Controller	20,719.40 yr.	Associate Engineer (Planner)	31
Admin. Asst. - Director of Human Relations Comm.	14	Associate Planner	18
Admin. Asst. (Grounds Maint Services)	20	Attorney-Water	9,000.00 yr.
Admin. Asst. - Public Property	31	Automobile Driver	6.55 hr.
Admin. Asst. - Public Works	23	Automotive Equip. Supt.	19
Animal Handler (Mounted Police)	6.950 hr.	Automotive Mechanic II	8
Admin. Asst. for Fiscal Affairs (Public Safety)	25	Auxillary Member (Zoning Board)	750.00 yr.
Appraiser	24	Bacteriologist I	11
Archivist	27	Bacteriologist II	14
Archival Assistant	8	Bacteriologist III (Sew.Disp.)	25
Asst. City Solicitor	21	Body & Fender Man	6.71 hr.
Assessment Aide	9	Building Custodian	5.85 hr.
Asst. Chief (Fiscal Affairs)	29	Building Custodian III	6.6072 hr.
Asst. Chief (Legal Services)	31	Bldg. Inspector I	11
Asst. City Collector	26	Bldg. Inspector II	16
Asst. City Controller	29	Bldg. Inspector III	22
Asst. City Printer	13	Bldg. Maint. Superv.	13
Asst. Director (Recreation)	26	Bricklayer	6.60 hr.
Asst. Director (Grounds Maintenance Services)	32	Budget Assistant	18
		Budget Analyst	29
		Business Relocation Officer	27
		Case Work Supervisor	19,839.04 yr.

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Cement Finisher	6.2750 hr.	Chief Insp. Plumbing, Drain & Gas Piping	35
Certificate Coordinator	16	Chief Inventory Control Superv.	20
Chairman Bd. of Canvassers	18,000.00 yr.	Chief Radio Engineer	25,077.00 yr.
Chairman, Bldg. Bd-Review	1,500.00 yr.	Chief Superv. Payroll	20,324.72 yr.
Chairman, Housing Bd-Review	1,200.00 yr.	Chief Word Processing	14
Chairman & Secretary (Bureau of Licenses)	14,615.64 yr.	City Architect	25
Chairman (Water Supply Bd)	1,500.00 yr.	City Assessor	26,750.00 yr.
Chairman, (Zoning Bd-Review)	1,500.00 yr.	City Clerk	28,776.80 yr.
Charwoman	172.75 wk.	City Collector	35
Chemist II	253.59 wk.	City Controller	29,999.84 yr.
Chief Appraiser	27	City Registrar of Vital Statistics	21
Chief Chemist (Sew Disp)	26	City Sergeant	12
Chief Chemist (Water)	24	City Solicitor	35
Chief Clerk Collection (Water Section)	12	City Treasurer	23,059.92 yr.
Chief Division of Code Enforcement	35	Clerk I	1
Chief Division of Community Services	31	Clerk II	3
Chief Division of Legal Services	35	Clerk III	5
Chief, Division of Maint. & Repair	21	Clerk IV	9
Chief, Division of Maint.	21	Clerk Probate Court	18
Chief Division of Planning	28,621.32 yr.	Clerk, Prov. Mun Court	22
Chief, Div. of Public Bldgs.	33	Clerk Stenographer I	2
Chief, Div. of Purchasing	18	Clerk Stenographer II	4
Chief Div. of Research	35	Clerk Stenographer III	6
Chief, Design Services	34	Clerk Typist I	1
Chief Engineer (W.S.B.)	28,666.04 yr.	Clerk Typist II	3
Chief, Family Relocation	35	Collection Agent (Mun.Dock)	16
Chief, Fiscal Affairs	35	Commissioner, Bureau of Licenses	12,616.24 yr.
Chief, Gardens	28	Commissioner of Public Safety	33,665.32 yr.
Chief, Green Houses	28	Controller (Mun. Dock)	25
Chief Insp. Elect. Install	25	Control Center Operator	10
Chief Insp. II (P.W.)	16	Council Code Enforcement	26
Chief Insp. Mech. Equip. Installations	25	Coordinator	196.00 wk.
		Cultural Affairs Officer	19
		Curator of Education	19

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Counter Clerk Collectors	14	Director of Planning & Urban Dev.	28,880.80 yr.
Curb Setter	6.60 hr.	Director-Programming Serv.	33
Data Processing Coord.	34	Director- Public Buildings	28,776.80 yr.
Departmental Clerk	13	Director- Public Works	28,776.80 yr.
Detention Officer	10,816.00 yr.	Director-Recreation	28,776.80 yr.
Deputy Asst. Fire Chief	24,891.88 yr.	Dispatcher	315.46 wk.
Deputy Fire Chief (Admin)	26,523.12 yr.	Dog Officer	17
Deputy Chief Engineer(Water)	35	Draftsman, Assessors Real Estate	24
Deputy City Clerk-First	22	Draftsman	9
Deputy City Clerk-Second	18	Electrician	18
Deputy City Registrar	14	Electrical Inspector II	16
Deputy City Solicitor	29	Electrical Inspector III	20
Deputy City Treasurer	16	Electronic Instrument Tech.	28
Deputy Clerk, Probate Court	9	Elevator Operator	5.80 hr.
Deputy Clerk, Prov. Mun. Court	13	Engineer's Associate	22
Deputy Director - Communication	26,874.64 yr.	Engineering Aide II	7
Deputy Dir-Civil Defense Preparedness Agency	32	Engineering Aide III	15
Deputy Director & City Engineer (P.W.)	35	Equal Employment Opportunity Officer	26
Deputy Recorder of Deeds	14	Equipment Operator	6.50 hr.
Deputy Supt. Highway & Enviromental	20	Executive Asst. (Park Dept.)	29
Deputy Supt.-Parks	27	Executive Dir. (Prov. Human Relations)	30
Deputy Supt.-Sewer Constr.	20	Fallout Shelter Co-Ord.	21
Deputy Zoo Director	30	Federal Programs Superv.	16
Development Coordinator	29	Financial Specialist	23
Dir. of Bldg. Inspection	28,776.80 yr.	Fire Alarm Technician	18,811.36 yr.
Dir. of Civil Defense Prep.	1.00 yr.	Fire Battalion Chief	23,436.92 yr.
Director, Communications	30,708.08 yr.	Fire Captain	20,219.68 yr.
Director of Development & Environmental Services	33	Fire Chief	30,708.08 yr.
Director of Municipal Port	28,000.00 yr.	Fire Chief Dispatcher	20,219.68 yr.
Director of Finance	45,000.00 yr.	Fire Dept. Dispatcher	346.60 wk.
Director, Gounds Maint.	33	Fire Equip Supt. I	23,436.92 yr.
		Fire Equip Supt. II	26,874.64 yr.
		Fire Lieutenant	18,534.88 yr.

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Fireman	15,067.00 yr. 16,323.84 16,829.28	Land Disposition Officer	27
		Land Management Specialist	418.64 wk
		Landscape Gardner	6.58 hr.
Fire Marshal	23,436.92 yr.	Legal Counsel (Fire Dept)	14
Fire Prevention Lieutenant	18,534.88 yr.	Legal Secretary	14
First Deputy City Sealer	10	Legal Secretary (Law Dept)	16
First Deputy City Sergeant	9	Licensed Plumber	8.025 hr.
First Deputy City Weigher	10	Man-In-Charge Carpenter Shop	21,634.08 yr.
Fiscal Officer	24	Man-In-Charge-Bureau of Operational Control	19,832.28 yr.
Foreman	6.71 hr.	Machinist	16
Fuel Allocation Superv.	20	Mail Room Supervisor	279.27 wk
Forester (Source-Supply)	16	Maintenance Man II	6.52 hr.
Foreman Cable Crew	383.53 wk.	Maintenance Man III	7.00 hr.
Foreman Line Crew	383.53 wk.	Maintenance Supervisor	27
Foreman Traffic Engineering	381.95 wk.	Maintenance Man-Electrician	15
Foreman, St. Cleaning	315.34 wk.	Management Aide II (DPUD)	15
Gas Pump Operator	5.50 hr.	Management Officer	25
General Foreman	7.03 hr.	Manifest Clerk	14
Grants Manager	17	Master Mechanic (Water)	7.50 hr.
Heavy Equip. Operator	6.71 hr.	Mayors Admin Aide I	30
Highway Supt.	31	Mayors Admin Aide II	15,151.76 yr.
Highway Supt. Nights	7.45 hr.	Mayors Admin. Assistant	33
Horticultural Superv.	6.98 hr.	Mayors Admin. Assistant I	32
Human Resource Specialist	15	Mayors Admin. Assistant II	26
Information Aide I	16	Mayor's Executive Secretary	26
Insp. of Public Prop. (OSHA)	31	Mechanic	6.71 hr.
Intergroup Specialist	16	Mechanical Engineer	28
Internal Auditor	514.91 wk.	Mechanical Equip Insp. II	16
Inventory Control Clerk	9	Mechanical Equip. Insp. III	20
Judge, Probate Court	20,686.64 yr.	Member, Bd of Canvassers	18,000.00 yr.
Judge, Prov. Mun. Court	12,012.00 yr.	Member, Bd Review (Housing)	1,000.00 yr.
Laboratory Aide	12	Member, Bd. Tax Assmt Review	3,000.00 yr.
Laboratory Technician II	8	Member, Bldg. Bd-Review	1,000.00 yr.
Laborer	6.45 hr.	Member Water Supply Board	1,200.00 yr.

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Member, Zoning Bd of Review	1,000.00 yr.	Police Patrolman (Upon Appt.) (12 mo.) (18 mo.)	15,476.24 yr. 15,830.88 16,758.56 18,267.08
Meter Reader I	6.71 hr.		
Meter Reader II	6.98 hr.	9%	
Meter Supt.	15	Police Sergeant 9%	18,534.88 yr. 20,203.04
Motor Pool & Inventory Manager	19		
Museum Curator	21	Police Sergeant (Special Force)	20,017.40 yr.
Narcotics Inspector	24,075.39 yr.	Police Woman	15,476.24 yr. 16,758.56 17,174.56
Offset Pressman	11		
Operations, Planning, Training & Public Inform. Officer	25	Port Security Officer	9
Operations Supervisor	27	Pretreatment Supervisor	27
Paralegal I	11	Principal Engineer	31
Parking Meter Maint Man I	6.50 hr.	Principal Planner	29
Parking Meter Maint Man II	6.99 hr.	Printer	16
Payroll Clerk I	6	Program Director (Senior Citizens)	14,466.40 yr.
Payroll Clerk II	13	Program Manager	29
Pension Admin.	20,324.72 yr.	Program Specialist	20
Personnel Clerk	4	Project Counsel	22
Personnel Clerk I	12	Project Supervisor	33
Personnel Director	26	Public Grounds Inspector	21
Personnel Technician	20,324.72 yr.	Public Safety Dept. Medical Officer	10,500.00 yr.
Plan Estimator	25		
Planning & Research Officer	21	Public Works Inspector I	6
Plant Engineer (Sew Disposal)	27	Public Works Inspector II	16
Plumbing Inspector II	16	Purchasing Agent I	12
Plumbing Inspector III	20	Purchasing Agent II	16
Police Captain	22,087.52 yr. 9% 24,075.48	Radio Engineer	21,745.38 yr.
Police Chief	30,991.48 yr.	Rain Gauge Keeper (\$10.00 per instr per wk)	
Police Dispatcher	346.61 hr.	Radio Repair Technician	348.43 wk.
Police Legal Adviser	22,354.28 yr.	Reader of Deeds	16
Police Lieutenant	20,311.20 yr. 9% 22,139.00	Receptionist (DPUD)	5
Police Major	25,121.20 yr.	Recorder of Deeds	21
		Recreation Center Dir.	249.31 wk.

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Real Estate Aide II	20	Sewer Equip. Operator	6.60 hr.
Rehabilitation Specialist	23	Sewing Instructor (Sen.Cit.)	4.521 hr.
Renewal Inspector I	12	Shift Supervisor	25
Renewal Inspector II	15	Shop Supervisor	18
Renewal Inspector III	19	Social Case Worker (DPUD)	14,563.64 yr. 16,566.15
Research Assistant	20	Social Worker (Senior Cit.))	12,685.92 yr.
Rescue Lieutenant	18,534.88 yr.	Solid Waste Manager	24
Rescue Truck Driver	17,674.80 yr.	Special Counsel	14
Scale Man	11	Stat. Equip. Oper.	6.55 hr.
School Crossing Guard	6.32 hr.	Special Asst.-Collector	19
Secretary, Assessor	25	Stock Room Clerk	7
Secretary-Bd-Canvassers	18,000.00 yr.	Stable Superv. (Mounted Police)	8.31 hr.
Secretary Bd-Tax Assm't Review	1,000.00 yr.	Stenographic Reporter (City Council)	11
Secretary, Bldg, Bd-Review	3,332.68 yr.	Stenographic Reporter (City Clerk)	6
Secretary to Director (Park Dept.)	11	Stone Cutter	280.34 wk.
Secretary to Director Public (Buildings & Property)	13	Supt. Bridge Maint.	19
Secretary to Director Public Works	14	Supt. Filtration	30
Secretary-Director (DPUD)	14	Supt. Garbage Collection	7.48 hr.
Secretary, Housing Bd-Review	1,529.32 yr	Supt. Parks	28,776.80 yr.
Secretary to Mayor	17	Supt. Sewage Disposal	33
Secretary, Zoning Bd of Review	13,284.96 yr.	Supt. Sewer Const. & Maint.	19
Security Guards	6.025 hr.	Supt. St. Cleaning	6.71 hr.
Senior Accountant	16	Supt. Water Plant Operator	385.57 wk.
Senior Appraiser	24	Supt. Water Resource	383.43 wk.
Senior Clerk-Assessor's	17	Supt. Weights & Measures	19
Senior Draftsman (DPUD)	15	Supt. Quality Control	385.57 wk.
Senior Mechanic	6.9780 hr.	Superv. Construction	28
Senior Planner	26	Superv.-Current Planning	32
Senior Research Assistant	29	Superv. General Maint.	20
Senior Security Guards	6.075 hr.	Superv. Graphics	29
Sewer Constr. Worker	6.55 hr.	Superv. Inspections	32
Sewer & Drain Inspector	6.60 hr.	Superv. Landscaping	15
		Superv. Long Range Planning	32

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Superv. Project Planning	32	Woman Parking Checker	6.47 hr.
Superv. Senior Citizens	10,293.40 yr.	Zoning Assistant	16
Superv. Traffic Planning	32	Zoo Curator	1.00 yr.
Superv. Business Relocation & Property Management	29	Zoo Keeper	6.51 hr.
Superv. Div. of Maint.	9.063 hr.	Zoo Director	34
Superv. Elections Materials	9		
Superv. of Enforcement	29	<u>RECREATION HANDICAPPED</u>	
Superv. Engineering (DPUD)	35	Coordinator	179.00 wk.
Superv. of Envir. Control	14	Water Safety Director	150.00 wk.
Supervisor of Payroll	21	Physical Education Instr.	120.00 wk.
Superv. Personal Property Tax	14	Water Safety Aide	4.00 hr.
Superv. Program Specialist	31	Physical Education Aide	3.35 hr.
Superv. Property Tax (Real Estate)	14	Shower Man & Matron	5.70 hr.
Superv. Public Lands	14	Custodian	6.56 hr.
Superv. Real Estate	31	Instructor, Arts & Crafts	6.00 hr.
Superv. Warehouse & Inventory	24	Aide, Arts & Crafts	3.35 hr.
Superv. Rehabilitation Serv.	29	Co-ordinator-Human Service - Elderly & Handicapped.	333.17 wk.
Superv. Water Maint. Crew	7.50 hr.	<u>TEMPORARY - PART-TIME</u>	
Switchboard Operator I	4	Automobile Driver (Part-time) Bd. of Canvassers	3.35 hr.
Switchboard Operator II	5	Clerk I, Emerg. Temporary & Seasonal Employees	3.35 hr.
Systems Analyst	34	Co-Director (Recreation)	11.00 per session
Teller	12	Playground Director	117.25 wk.
Traffic Engineer	26,228.80 yr.	Laborers (Emerg. Temp. & Seasonal Employees)	3.35 hr.
Traffic Marker & Sign Man I	6.7143 hr.	Playground Supervisor	117.25 wk.
Traffic Signal Maint. Man	6.56 hr.	Recreation Center Director	125.00 wk.
Traffic Signal Maint. Man II	8.6310 hr.	Referee (Recreation)	7.00 game
Traffic Signal Maint. Man Helper	6.9818 hr.	Recreation Leader	3.35 hr.
Traffic Systems Analyst	18	School Janitor	Prev. School Dept. Wage
Tree Trimmer	6.71 hr.	Superv. Activities (Rec.)	4.00 hr.
Water Service Inspector	7	Matrons, Rec. Seasonal	3.88 hr.
Watershed Manager (Source)	27	Program Coordinator (Rec.)	150.00 wk.
Watchman	5.55 hr.		
Water Systems Mechanic	6.71 hr.		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
<u>SWIMMING POOLS</u>	
Pool Attendants	3.35 hr.
Lifeguards	Prev. State Wage
Pool Directors	125.00 wk.
Supervisor	160.00 wk.
Watchman	
Recreation Seasonal Help	3.35 hr.

IN CITY COUNCIL

JUL 6 1981
FIRST-READING
READ AND PASSED

Rose M. Mendonca CLERK

IN CITY
COUNCIL

JUL 9 1981
FINAL READING
READ AND PASSED

Rose M. Mendonca
PRESIDENT
Rose M. Mendonca
CLERK

Effective without the Mayor's
signature July 20, 1981.

Rose M. Mendonca