

THE CITY OF PROVIDENCE

STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

CHAPTER: 1976-36

NO: 560 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE and REPEALING CHAPTER 1976-11 APPROVED APRIL 13, 1976, AS AMENDED, AND AS FURTHER AMENDED.

Approved: October 29, 1976

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	104.50	106.50	108.50	112.50	115.50	5434- 6006
2	109.50	112.50	114.50	118.50	121.50	5694- 6318
3	115.50	117.50	119.50	123.50	126.50	6006- 6578
4	121.50	123.50	125.50	128.50	132.50	6318- 6890
5	126.50	128.50	131.50	134.50	137.50	6578- 7150
6	132.50	134.50	136.50	140.50	143.50	6890- 7462
7	137.50	140.50	142.50	145.50	148.50	7150- 7722
8	143.50	145.50	147.50	151.50	154.50	7462- 8034
9	148.50	152.50	156.50	160.50	165.50	7722- 8606
10	154.50	157.50	161.50	166.50	171.50	8034- 8918
11	159.50	163.50	167.50	172.50	177.50	8294- 9230
12	165.50	169.50	173.50	177.50	182.50	8606- 9490
13	171.50	174.50	178.50	182.50	188.50	8918- 9802
14	177.50	182.50	188.50	193.50	199.50	9230-10374
15	182.50	188.50	193.50	199.50	204.50	9490-10634
16	188.50	193.50	199.50	204.50	210.50	9802-10946
17	193.50	199.50	204.50	210.50	215.50	10062-11206
18	199.50	204.50	210.50	215.50	221.50	10374-11518
19	204.50	210.50	215.50	221.50	227.50	10634-11830
20	210.50	215.50	221.50	227.50	232.50	10946-12090
21	215.50	222.50	229.50	235.50	243.50	11206-12662
22	221.50	228.50	234.50	241.50	249.50	11518-12974
23	227.50	233.50	240.50	247.50	254.50	11830-13234
24	232.50	238.50	246.50	252.50	259.50	12090-13494
25	237.50	246.50	253.50	263.50	271.50	12350-14118

GRADE NUMBER	SALARY STEPS					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
26	243.50	251.50	258.50	269.50	276.50	12662-14378
27	249.50	256.50	267.50	274.50	282.50	12974-14690
28	254.50	264.50	270.50	277.50	288.50	13234-15002
29	259.50	271.50	282.50	293.50	304.50	13494-15834
30	271.50	283.50	293.50	304.50	315.50	14118-16406
31	276.50	288.50	298.50	309.50	322.50	14378-16770
32	288.50	298.50	309.50	320.50	332.50	15002-17290
33	298.50	309.50	322.50	332.50	343.50	15522-17862
34	309.50	322.50	332.50	343.50	354.50	16094-18434
35	320.50	332.50	343.50	354.50	365.50	16666-19006

POSITION	PAY GRADE		POSITION	PAY GRADE OR RATE
	OR RATE	OR RATE		
Account Collector	9		Asst. City Solicitor	17
Accountant I	10		Asst. Dir. of Recreation	14
Accountant II	14		Asst. Dog Officer	9
Admin. Asst. to Assessor	25		Asst. Fire Chief	19,136.00 yr
Admin. Asst. to Chief Engineer (Water)	25		Asst. Master Mechanic	5.00 hr
Admin. Asst. to City Council	29		Asst. Planner	13
Admin. Asst. to Commissioner of Public Safety	21		Asst. Port Director	17
			Asst. Supt. of Parks	27 19
Admin. Asst. to Director of Prov. Human Relations Commission	14		Asst. Supt. (Sewage Disposal)	15
Admin. Asst. (Public Works)	23		Asst. to Director (DPUD)	25
<i>2.2.</i> Admin. Asst. Supt. Parks FOR Cultural Services AFFAIRS	26		Associate Engineer I	16
			Associate Engineer II	20
<i>2.2.</i> Admin. Asst. Supt. Parks FOR Design	26		Associate Engineer III	23
			Associate Engineer IV	28
Administrative Officer (Prov. Civil Def. Preparedness Agency)	22		Associate Planner	15
			Attorney (Water)	9,000.00 yr
Animal & Bird Curator	5.775 hr		Automobile Driver	4.37 hr
Appraiser	16		Automotive Equipt. Supt.	14
Assessment Aide	9		Automotive Mechanic II	8
Asst. Chief, Division of Legal Services	23		Bacteriologist I	11
			Bacteriologist II	14
Asst. Chief, Fiscal Affairs	25		Bird & Animal Handler	4.50 hr
Asst. City Collector	25		Bldg. Custodian	3.80 hr
Asst. City Controller	29		Bldg. Custodian III	4.55 hr
Asst. City Controller (Second)	25		Bldg. Inspector I	10

2.2.

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bldg. Inspector II	14	Chief, Inspector of Structures and Zoning	27
Bldg. Inspector III	22	Chief Radio Engineer	14,248.00 yr
Bldg. Maint. Supervisor	13	<i>CHIEF SUPERVISOR OF PAYROLL SECTION 18</i>	<i>2.2.</i>
Business Relocation Officer	25	Chief Supervisor of Public Lands	16
Caretaker Locust Grove Cemetery	4.40 hr	<i>CHIEF SUPERVISOR OF RETIREMENT SECTION 18</i>	<i>2.2.</i>
<i>2.2.</i> Case Work Supervisor (DPUD)	11,748-13,850.	City Architect	25
	11,111 -13,213	City Assessor	35
Cement Finisher	4.65 hr	City Clerk	22,000. yr <i>2.2.</i> 21,000.00 yr
Chairman, Bldg. Bd. of Review	1,500.00 yr	City Collector	31
Chairman, Housing Bd. of Review (60.00 per mtg.)	1,200.00 yr	City Controller	33
Chairman & Secretary (Bureau of Licenses)	10,569.00 yr	City Forester	28
Chairman, Water Supply Bd. (20.00 per mtg.)	1,500.00 yr	City Registrar of Vital Statistics	21
Chairman, Zoning Bd. of Review	1,500.00 yr	City Sergeant	12
Charwoman	94.25 wk	City Solicitor	17,550.00 yr
Chief Appraiser	25	City Treasurer	17,550.00-31 yr. <i>2.2.</i>
Chief Chemist (Water)	24	Clerk I	1
Chief, Division of Code Enforcement	31	Clerk II	3
Chief, Division of Community Services	31	Clerk III	5
Chief, Division of Legal Services	31	Clerk IV	9
Chief, Division of Maint. and Repairs	21	Clerk, Probate Court	18
Chief, Division of Planning	31	Clerk, Prov. Municipal Court	18 22
Chief, Division of Public Bldg.	31	Clerk Stenographer I	2
Chief, Division of Purchasing	16	Clerk Stenographer II	4
Chief, Division of Research	31	Clerk Stenographer III	6
Chief, Engineer (Water Supply Board)	22,000.00 yr	Clerk Typist I	1
Chief, Family Relocation	31	Clerk Typist II	3
Chief, Fiscal Affairs	31	Commissioner, Bureau of Licenses	8,697.00 yr
Chief, Inspector of Mech. Equipt. Installations	25	Commissioner, Public Safety	22,000.00 yr
Chief, Inspector of Electrical Installations	25	Control Center Operator	10
Chief, Inspector of Plumbing, Drainage & Gas Piping	25	<i>CURATOR MUSEUM SECTION</i>	21 <i>2.2.</i>
		Curb Setter	4.55 hr
		Data Processing Co-Ordinator	34
		Deputy Asst. Fire Chief	17,732.00 yr
		Deputy Chief Engineer (Water)	33
		Deputy City Clerk, First	18 21 <i>2.2.</i>
		Deputy City Clerk, Second	14 18 <i>2.2.</i>
		Deputy City Registrar	9
		Deputy City Solicitor	24

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Deputy Clerk, Probate Court	8	Fallout Shelter Co-Ordinator (Prov. Civil Defense Preparedness Agency)	21
Deputy Clerk, Providence Municipal Court	13	Financial Specialist	20
Deputy Director Communications	17,732.00 yr	Fire Alarm Technician	5.175 hr
Deputy Director Civil Defense Preparedness	32	Fire Battalion Chief	16,692.00 yr
Deputy Director & Chief of Project Development	35	Fire Captain	14,669.20 yr
Deputy Director, Public Works	35	Fire Chief	21,892.00 yr
Deputy Recorder of Deeds	14	Fire Chief Dispatcher	14,669.20 yr
Director of Building Inspection	22,000.00 yr	Fire Equipment Supt. I	16,692.00 yr
Director of Civil Defense Preparedness	33	Fire Equipment Supt. II	19,136.00 yr
Director of Communications	21,892.00 yr	Fire Lieutenant	13,822.64
Director of Finance	22,000.00 yr	Fireman	11,961.04) 12,299.56) 12,468.56)
Director of Planning and Urban Development	22,000.00 yr	Fire Marshal	16,692.00 yr
Director of Public Property	22,000.00 yr	Fire Prevention Lieutenant	13,822.64 yr
Director of Public Works	22,000.00 yr	First Deputy City Sealer	10
Director of Recreation	33	First Deputy City Sergeant	9
Dog Officer	17	First Deputy City Weigher	8
Draftsman Assessors Real Estate	20	Fiscal Officer	21
Draftsman	9	Foreman	4.65 hr
<i>v.v.</i> Duplicating Equip. Operator	14 10	Forester (Source of Supply)	16
Economic Planner	26	Foreman Cable Crew	5.425 hr
Electrical Inspector I	14	Foreman Line Crew	5.425 hr
Electrical Inspector II	16	General Foreman	4.95 hr
Electrical Inspector III	20	Heavy Equipment Operator	4.65 hr
Electronic Instrument Technician	28	Highway Yard Supervisor	5.40 hr
Elevator Operator	3.80 hr	Horticultural Supervisor	5.40 hr ^{2.5} <i>v.v.</i>
Engineer's Associate	16	Human Resource Specialist	15
Engineering Aide II	7	Intergroup Specialist	16
Engineering Aide III	11	Inventory Control Clerk	9
Equipment Manager	11	Judge, Probate Court	15,522.00 yr
Equipment Operator	4.45 hr	Judge, Prov. Municipal Court	7,930.00 yr
Executive Director (Prov. Human Relations Comm)	30	Laboratory Technician II	6
		Laborer	4.40 hr
		Land Disposition Officer LEGAL SECRETARY	25 13 <i>v.v.</i>
		Man in Charge-Carpenter Shop	14,669.20 yr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Man in Charge Bureau Operational Control	13,822.64 yr	Offset Pressman	11
Machinist	16	Operations & Planning Officer (Prov. Civil Defense Preparedness Agency)	25
Maintenance Man II	4.475 hr	Parking Meter Maint. Man I	4.45 hr
Maintenance Man III	4.925 hr	Parking Meter Maint. Man II	4.90 hr
Management Aide I (DPUD)	9	Personnel Director	26
Management Aide II (DPUD)	15	Personnel Technician	14 2.2.
Management Officer	21	Plan Estimator	25
Master Mechanic-Water	5.25 hr	Plumbing Inspector I	14
Matrons-Rec. Seasonal Help	3.53 hr	Plumbing Inspector III	20
Mayor's Administrative Aide I	30	Police Captain	15,823.60) 17,089.28)
Mayor's Administrative Aide II	11,037.00 yr	Police Chief	21,892.00 yr
Mayor's Administrative Asst.	33	Police Lieutenant	14,708.72) 15,884.96)
Mayor's Administrative Asst. I	32	Police Major	17,732.00 yr
Mayor's Admin. Asst II	16,655.00 yr	Police Matron	6,006.00 yr
Mayor's Executive Secretary	26	(upon appt)	11,171.16 yr
Mayor's Personal Secretary	9	Police Patrolman 12 mo.	11,453.00)
Mechanic	4.65 hr	18 mo.	12,412.40)
Mechanical Engineer	23	8%	13,405.08)
Mechanical Equip. Inspector I	12	Police Sergeant	13,822.64) 14,928.16)
Mechanical Equip. Inspector II	15	Police Woman	11,171.16) 11,453.00) 12,412.40)
Member, Bd. of Canvassers	11,674.00 yr	Port Director	21,000.00 yr
Member, Bd. of Review (Housing Bd. of Review)	1,000.00 yr (50.00 per mtg)	Port Security Officer	9
Member, Bd. of Tax Assessment Review	3,000.00 yr	Principal Engineer	31
Member, Bldg. Bd of Review	1,000.00 yr	Principal Planner	25
Member, Water Supply Board (15.00 per mtg)	1,200.00 yr	Program Director (Senior Citizens)	9,685.00 yr
Member Zoning Bd of Review	1,000.00 yr	Program Director-Handicapped	20
Meter Reader I	4.65 hr	Program Specialist	20
Meter Reader II	4.90 hr	Project Counsel	20
Meter Superintendent	15	Project Supervisor	27
Museum Director	27	Public Works Inspector I	6
Narcotics Inspector	14,928.16 yr	Public Works Inspector II	16
		Purchasing Agent I	12
		Radio Engineer	12,688.00 yr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Rain Gauge Keeper (7.42 per instr. wk)		Supt. of Filtration	30
Radio Repair Technician	10,764.00 yr	Supt. of Garbage Collection	5.35 hr
Recorder of Deeds	21	Supt. of Highway	5.35 hr
Real Estate Aide II	15	Supt. of Parks	35 2.2.
Rehabilitation Specialist	20	Supt. of Sewage Disposal	19
Renewal Inspector I	9	Supt. of Sewer Construction and Maintenance	19
Renewal Inspector II	11	Supt. of Weights & Measurer	17
Renewal Inspector III	14	Supervisor of Warehouse & Inventory	24
Research Assistant	15	Supervisor (Current Planning)	29
Rescue Lieutenant	13,823.64 yr	Supervisor (Graphics)	26
Rescue Truck Driver	13,315.12 yr	Supervisor (Long Range Planning)	29
School Crossing Guards	3.20 hr	Supervisor (Project Planning)	29
Second Deputy City Sealer	5	Supervisor, Senior Citizens	5,785.00 yr
Secretary, Bd. of Tax Assm't Review	10,257.00 yr	Supervisor (Traffic Planning)	26
Secretary, Bldg. Bd. of Review	3,332.68 yr	Supervisor of Business Relocation & Property Management	26
Secretary, Housing Bd. of Review	1,529.32 yr	Supervisor-Division of Maint.	17
Secretary, Zoning Bd. of Review	8,996.00 yr	Supervisor of Enforcement	27
Senior Appraiser	24	Supervisor of Engineering (DPUD)	31
Senior Draftsman (DPUD)	15	Supervisor of Environment Control	14
Senior Mechanic	4.90 hr	Supervisor, Program Specialists	24
Senior Planner	21	Supervisor of Public Lands	14
Senior Research Assistant	26	Supervisor of Real Estate	26
Sewer Construction Worker	4.50 hr	Supervisor of Rehabilitation Services	26
Sewer & Drain Inspector	4.55 hr	Switchboard Operator <u>I</u>	2 3 2.2.
Sewer Equip. Operator	4.55 hr	" " <u>II</u>	4 2.2.
Sewing Instructor, Senior Citizens	2.65 hr	Traffic Engineer	35
Shop Supervisor	18	Traffic Enginner II	20
Social Case Worker (DPUD)	10,413-12,158	Traffic Engineer III	25
Social Worker, Senior Citizens	8,021.00 yr	Traffic Marker & Sign Man I	4.65 hr
Special Counsel	14	Traffic Planner	20
Stationary Equip. Operator	4.50 hr	Traffic Signal Maint Man I	4.90 hr
Stenographic Reporter (City Council)	11 9	Traffic Signal Maint Man II	5.15 hr
Supt., Bridge Maintenance	19	Training & Public Information Officer (Prov. Civil Defense Preparedness Agency)	25
		Tree Trimmer	4.65 hr

2.2.

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Utility Inspector	14
Water Service Inspector	7
Watershed Manager (Source of Supply-Water)	27
Watchman	3.50 hr
Woman Parking Checker	3.55 hr
Zoning Assistant	9
Zoo Curator	1.00 yr
Zoo Director	29

RECREATION HANDICAPPED

SWIMMING POOLS

Co-Ordinator	160.00 wk	Pool Attendants	73.50 wk
Water Safety Director	150.00 wk	Lifeguard (Prev. State Wage)	
Water Safety Aide	92.00 wk	Pool Directors	125.00 wk
Physical Education Instructor	120.00 wk	Supervisor	150.00 wk
Physical Education Aide	92.00 wk	Watchman (Recreation Seasonal Help)	2.30 hr
Shower Man & Matron	5.70 hr		
Custodian	6.56 hr	*****	
Instructor-Arts & Crafts	6.00 hr		
Aide Arts & Crafts	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, and the provisions within shall be retroactive to July 1, 1976.

APR 13 1976
CITY CLERK
CITY CLERK
CITY CLERK

IN CITY COUNCIL

JUL 29 1976

FIRST READING
REFERRED TO COMMITTEE ON

FINANCE

Vincent Vespi
CLERK

THE COMMITTEE ON

FINANCE

Recommends

Vincent Vespi *Continued*

Clerk

8/25/76

*Councilman Gorodetsky
and
Councilman Pearlman,
by Request*

APPROVED

MAYOR

Vincent Vespi

OCT 29 1976

THE COMMITTEE ON

FINANCE

Approves Passage of
The Within Ordinance
AS FURTHER ATTENDED.

Vincent Vespi

Chairman

9/30/76

IN CITY
COUNCIL
OCT 21 1976

FINAL READING
READ AND PASSED

Ralph Tamm
ACTING PRESIDENT

CLERK

IN CITY COUNCIL

OCT 7 1976

FIRST READING
READ AND PASSED

Vincent Vespi
CLERK