

CITY OF PROVIDENCE RHODE ISLAND



The Credo of the Providence City Council is to be Industrious, to be Watchful and to Promote Peace. The bee, as a symbol of industry, is derived from the early colonial saying "Busy as a Bee"; the goose, as a symbol of watchfulness, is derived from the story of the goose whose cackling saved Rome; and the lamb, as a symbol of peace, is derived from the biblical use of the lamb as a symbol of peace.



IN CITY COUNCIL
JUL 24 2025

APPROVED
Sina Z. Mastrosianni
CLERK

CITY COUNCIL

JOURNAL OF PROCEEDINGS

No. 16 City Council Special Meeting, Monday, July 14, 2025, 6:00 o'clock P.M.

PRESIDING

**COUNCIL PRESIDENT
RACHEL M. MILLER**

CALL TO ORDER

**PRESENT: COUNCIL PRESIDENT MILLER, COUNCILOR ANDERBOIS,
COUNCILWOMAN ANTHONY, COUNCILMEN ESPINAL, GONCALVES,
COUNCILWOMEN GRAVES, HARRIS, PETERSON,
COUNCILORS PICHARDO, ROIAS, COUNCILWOMAN RYAN,
COUNCILOR SANCHEZ, COUNCILMEN TAYLOR AND VARGAS – 14.**

ABSENT: COUNCILWOMAN VARGAS – 1.

**ALSO PRESENT: TINA L. MASTROIANNI, CITY CLERK, DONNA M. PELIGIAN,
FIRST DEPUTY CITY CLERK, LAUREN GUTIERREZ, ASSISTANT CLERK,
NAPOLEON ASKIE, CITY SERGEANT AND STEVEN NELSON, SENIOR
ASSISTANT CITY SOLICITOR.**

INVOCATION

PLEDGE OF ALLEGIANCE

COUNCILMAN ESPINAL Moves to Waive the Reading of the Invocation and Pledge of Allegiance, Seconded by COUNCILWOMAN HARRIS.

CALL FOR SPECIAL MEETING

COMMUNICATION FROM

COUNCIL PRESIDENT RACHEL M. MILLER

Request filed with the City Clerk July 10, 2025, Requesting a Special Meeting of the City Council to be called on the 14th day of July, 2025 at 6:00 o'clock P.M., in the City Council Chamber Third Floor, City Hall.

WARRANT FOR SPECIAL MEETING

Warrant of the City Clerk to Napoleon Askie, City Sergeant with Return Certification that he has notified each Member of the City Council of the Special Meeting called for the 14th day of July, 2025 at 6:00 o'clock P.M., in the City Council Chamber, Third Floor, City Hall.

RESULT: RECEIVED

COUNCILMAN ESPINAL Moves to Waive the Reading of items 1 and 2, Seconded by COUNCILWOMAN HARRIS.

COUNCIL PRESIDENT MILLER Receives items 1 and 2.

COUNCILOR SANCHEZ Requests the privilege of the floor to speak on a Point of Personal Expression and states:

“I want to emphasize what I’m about to say with a lot of love and respect for all my colleagues here, the people that we represent. I want to rise today and speak about an incident that happened in our community and I’m sure most of you are aware, I’m speaking about an incident yesterday morning that included ICE Immigration and Providence Police Officers. The Chief has spoken on this item today. In my opinion, there are still a lot of answers that remain: a lot of anger, a lot of hurt, a lot of pain in our community during this time, when it comes to these actions by Federal Agencies and our vulnerable communities, but what is extremely disappointing is our Mayor has not gotten in front of a camera and said a basic thing along the nature of Providence stands with our immigrant community, whether folks are documented or not. These are neighbors that contribute to our society, that are in our schools, our business owners, that support all of us in many different ways. So, to be here 24 plus hours later and have our Chief saying that all policies were followed but not provide any footage, body camera footage, to me, that says an investigation has already happened. So why can’t you let this information out here for the public to feel a little more comfortable. All across the country, we’re seeing families being ripped apart by these Nazi Federal Agencies under ICE and other agencies and for so many months, for the last six months, we have told our constituents Providence Police does not work with ICE and that incident that happened yesterday is not very clear that is the policy that we have in place. Obviously, it might be the case. I don’t want to judge without knowing all the facts, but that’s what I want to know. I want to know the facts. As a city councilor that represents my neighbors, 65% Latino Ward, my phone has been blowing up for the past 24 hours about this situation, this incident, and I don’t have those answers for my neighbors. Right now, is not the time to be silent, to wait for investigations to happen. Right now, is the time to stand up for our neighbors, any possible opportunity we get especially our immigrant community during these hard times. So, until that happens, this business that we are doing is so silly to me. If we are not standing up to families being ripped apart as city councilors, what are we doing here in these chambers? That’s our biggest, if not most important, responsibility. So, I just want to share that with all of you to demand the body footage of yesterday’s incident be released, to demand a basic humanitarian statement from our Mayor. To me, that’s the bare minimum that we all should be doing right now during these horrific times that our communities are enduring. Whether it’s this issue, whether it’s education, whether it’s trans rights. This administration that we have in the White House is coming for us. So, if we don’t take a stand now, then it’s just going to be the next issue. So obviously a bunch of you are like, oh, let’s work on local issues. This is a local issue, colleagues. If this isn’t a local issue, communities and families being ripped apart and our neighbors, then what is a local issue? Obviously, I’m going to be very emotional, very passionate about this issue because most of us come from immigrant backgrounds. And we’re just supposed to look the other way when these attacks happen in our communities. I’d rather die on my knees than live during these times. Our neighbors put us in these positions to be the voices, to use our privilege, to advocate for our neighbors. So please, use your platforms. Obviously, I know some of us are more passionate and involved with these issues but as Providence City Councilors, it’s on all of us to use our platforms and fight for our neighbors. Thank you, Madam President”.

ORDINANCES SECOND READING

The Following Ordinances were in City Council July 7, 2025, Read and Passed the First Time and are Severally Returned for Passage the Second Time:

COUNCIL PRESIDENT MILLER, (By Request):

An Ordinance Providing for the Assessment and Collection of 2025 Taxes in a sum not less than Three Hundred Ninety-Six Million Two Hundred Eleven Thousand Forty Four Dollars (\$396,211,044) and not more than Four Hundred Nineteen Million Eight Hundred Seventy-Eight Thousand Fifty-One Dollars (\$419,878,051), being One Hundred Percent (100%) of the 2024-2025 Fiscal Year Tax Collections, Amending Section 21-182 of the Code of Ordinances to set the rates for Fiscal Year 2025-2026, and Amending Section 21-126 of the Code of Ordinances to set the Exemptions for Fiscal Year 2025-2026.

SECTION 1. The City Council of the City of Providence hereby orders the assessment and collection of a tax on the ratable real estate and tangible personal property, in a sum not less than THREE HUNDRED NINETY SIX MILLION TWO HUNDRED ELEVEN THOUSAND FORTY-FOUR DOLLARS (\$396,211,044) AND NOT MORE THAN FOUR HUNDRED NINETEEN MILLION EIGHT HUNDRED SEVENTY-EIGHT THOUSAND FIFTY-ONE DOLLARS (\$419,878,051), being one hundred percent (100%) of the 2025-2026 tax year tax collection. Said tax is for ordinary expense charges and for the payment of interest and indebtedness in whole or in part of the City of Providence and for other purposes.

SECTION 2. The City Assessor shall assess and apportion said tax on inhabitants and ratable real estate and tangible personal property of said City as of December 31, 2024, at midnight Eastern Standard Time, according to law, and shall on completion of said assessment, date and sign, and shall make out and certify to the Collector of the City of Providence, on or before June 15, 2025, or as permitted or extended by law, a complete listing containing: (1) the names of persons taxed and the total value of all real estate taxed to each; (2) the amount of the personal estate, except manufacturer's machinery and equipment, assessed against each person; and, (3) on said real estate, personal estate opposite the name of the person or persons assessed.

The assessment of real estate and personal estate shall appear on separate lists.

Said taxes shall be due and payable on and between July 1, 2025 and July 24, 2025, and all taxes remaining unpaid as of said last named day shall carry until collected a penalty at the rate of twelve percent (12%) per annum upon such unpaid real estate and personal estate.

Said taxes may be paid in four (4) installments, the first installment of twenty-five percent (25%) on or before the July 24, 2025, and the remaining installments as follows:

Twenty-five percent (25%) on October 24, 2025

Twenty-five percent (25%) on January 24, 2026

Twenty-five percent (25%) on April 24, 2026

Each installment of taxes, if paid on or before the last day of each installment period successively and in order, shall be free from any charge for interest. If the first installment or any succeeding installment of taxes is not paid by the last date of the respective installment period, the immediate payment of only that late installment shall at once become due and payable and carries, until collected, a penalty at the rate of twelve percent (12%) per annum on the entire unpaid balance on said real estate and personal estate.

SECTION 3. This ordinance is enacted pursuant to Rhode Island General Laws 44-5-2(a).

SECTION 4. Section 21-182 of the Code of Ordinances, entitled "Apportionment of taxes," is amended as follows:

Section 21-182—Apportionment of taxes

(a) The following tax classification plan is hereby adopted with the following limitations:

- (1) The designated classes of property shall be limited to the three (3) classes as defined in subsection (b).
- (2) The tax rate for Class 2A shall not be more than two (2) times the tax rate of Class 1A; the and the tax rate for Class 2A shall not be more than three and one-half (3½) times the effective owner-occupied tax rate of Class 1A, whether by homestead exemption or separate rates.
- (3) The provisions of chapter 35 of title 45 relating to property tax and fiscal disclosure apply to the reporting of, and compliance with, this classification plan.

(b) The Classes of property within this plan are pursuant to R.I.G.L. 44-5-11.18:

- (1) Class 1A. Residential real estate consisting of one (1) dwelling unit.
- (2) Class 1B. Residential real estate consisting of two (2) to five (5) dwelling units; land classified as open space; and dwellings on leased land including mobile homes. This class includes residential properties containing partial commercial or business uses with no more than five (5) dwelling units; provided, that for the properties with both residential and commercial or business uses, the residential tax rate will be applied to the residential portion and the commercial tax rate will be applied to the commercial portion. A homestead exemption is authorized for eligible properties within this class as defined in subsection (d):
- (3) Class 1C: Residential real estate consisting of six (6) to ten (10) dwelling units: provided that the tax rate for residential use is applied to the residential portion and the commercial tax rate will be applied to the commercial portion.

- (4) Class 1D: Residential real estate consisting of more than (10) dwelling units: provided that the tax rate for residential use is applied to the residential portion and the commercial tax rate will be applied to the commercial portion.
 - (5) Class 2A. Commercial and industrial real estate.
 - (6) *Class 3.* Properties containing partial commercial or business uses and residential real estate.
 - (7) Class 4. All ratable tangible personal property.
- (c) The Tax Rates within this plan are as follows:
- (1) The non-owner-occupied tax rate applicable to Class 1A shall be \$14.60 per \$1,000 of assessed value. For eligible properties as defined in subsection (d), owner-occupied rate shall be \$8.40 per \$1,000 of assessed value.
 - (2) The non-owner-occupied tax rate applicable to Class 1B shall be \$14.00 per \$1,000 of assessed value. For eligible properties as defined in subsection (d), owner-occupied rate shall be \$7.55 per \$1,000 of assessed value.
 - (3) The tax rate applicable to Class 1C shall be \$26.00 per \$1,000 of assessed value.
 - (4) The tax rate applicable to Class 1D shall be \$28.50 per \$1,000 of assessed value.
 - (5) The tax rates applicable to Class 2A shall be \$29.20 per \$1,000 of assessed value.
 - (6) For Class 3 property, the City shall apply the appropriate residential tax rate to the residential portion of the property and the commercial rate to the commercial portion of the property.
 - (7) The tax rates applicable to Class 4 shall be \$53.40 per \$1,000 of assessed value.
- (d) Homestead *exemption or owner-occupied* eligibility:
- (1) To be eligible for the homestead exemption or the owner-occupied rate, effective as to the assessment date of December 31 at midnight, an applicant must file with the city assessor no later than March 15 an application, together with a declaration, and present evidence, under oath, as to the owner-occupied and/or non-owner-occupied status together with any other proof of residency and ownership and to provide that information in any manner which may be required by the city assessor.
 - (2) Only natural person(s) are qualified to receive a homestead exemption or owner-occupied rate. Real property, which is partially or wholly owned by a business, an institution, a nonprofit organization, a financial institution that has foreclosed on real estate, including, without limitation, HUD and Rhode Island Housing and Mortgage Finance Corporation, or any other such public or private entity, do not qualify for a homestead exemption or owner-occupied rate.
 - (3) For good cause, the city assessor may.
 - (i) Applications for homestead exemption or owner-occupied rate after the filing deadline for the current or previous year's taxes only

- (ii) Applications from an entity and its shareholder(s)/member(s)/owner(s), as the case may be, upon receiving a sworn declaration from said person(s) that he/she/they primarily resided in the subject real estate as of the applicable assessment date, and that the ownership of the subject property is in said entity's name solely for estate purposes.
- (4) Applicants may only qualify for one (1) homestead exemption or owner-occupied rate in the city at any one point in time. In addition, an owner of real estate in the City of Providence must meet all of the following requirements in order to qualify for a homestead exemption or the owner-occupied rate:
- (i) Neither the applicant nor the applicant's spouse is receiving a homestead exemption or an owner-occupied rate for another piece of real property, located elsewhere in the State of Rhode Island, or in any other state of the United States, for the same period of time the owner is seeking the homestead exemption for property owned in Providence; unless during that time the owner is either legally separated or divorced from the spouse during some or all of the period in which they are claiming more than one homestead exemption or owner occupied rate;
 - (ii) The homestead exemption or owner-occupied rate attaches to the owner(s) of the real property not to the real property itself.
 - (iii) The city assessor shall deny an application for the homestead exemption or owner-occupied rate if the city assessor determines that an execution of record based upon a judgment of the housing court for a real estate code violation(s) against the applicant remains unsatisfied.
 - (iv) Upon purchase of a residence, a homeowner may apply for a homestead exemption or owner-occupied rate as of the date of purchase for the current tax year, notwithstanding the fact that applicant did not own the property as of December 31 of the prior year. The exemption will be granted pro rata for the number of days the applicant owns the property during the year in which the home is purchased. In the event the subject property is sold or transferred during the year for which the homestead exemption or owner-occupied rate is claimed, the homestead exemption or owner-occupied rate is removed for that portion of the year following the sale or transfer should the new buyer not apply and be granted a homestead exemption or owner-occupied rate. The buyer or transferee shall be liable to the city for any tax benefit wrongfully received after the date of sale or transfer.
 - (v) If the taxpayer knowingly gives misinformation as to ownership and/or occupancy of the real estate and/or ownership of motor vehicles on his/her application, the city assessor may, in such event, remove the homestead exemption or owner-occupied rate and recalculate the tax for the period in question and in addition charge the taxpayer the maximum interest permitted by law. If the taxpayer provides incorrect information, knowingly or not, the city assessor may remove the homestead exemption or owner-occupied rate and may impose back taxes up to the full amount owed for the period in question.
- (5) The city assessor is empowered to promulgate any further rules and regulations which he/she deems necessary to carry out the intent and purpose of this section as it relates to the homestead exemption or owner-occupied rate.

SECTION 5. Pursuant to the authorization provided in Rhode Island General Laws 44-3-31 and 44-3-24, Section 21-126 of the Providence Code of Ordinances is hereby amended as follows:

(a) *Veterans' and military exemptions.* The amount of the following exemptions with respect to the assessed value from local taxation on taxable property of veterans, as defined in Rhode Island General Laws §§ 44-3-4(a) and 44-3-4.2, is fixed as follows:

- (1) For veterans or their un-remarried widow or widower: \$36,429 of value, but in no event shall the tax savings be more than \$306.00 per applicant.
- (2) For veterans who are totally disabled, as defined in Rhode Island General Laws § 44-3-4(c): \$73,095 of value, but in no event shall the tax savings be more than \$614.00 per applicant.
- (3) For veterans who are totally disabled and living in specially adapted housing, as defined in Rhode Island General Laws § 44-3-4(b) (but not qualifying under §§ 44-3-4(i)): \$182,619 of value, but in no event shall the tax savings be more than \$1,534.00 per applicant.
- (4) For Gold Star Parents, as defined in Rhode Island General Laws § 44-3-5(a): \$54,762 of value, but in no event shall the tax savings be more than \$460.00 per applicant.
- (5) For prisoners of war or their unmarried widow or widower, as defined in Rhode Island General Laws § 44-3-4(e): \$91,310 of value, but in no event shall the tax savings be more than \$770.00 per applicant.

(b) *Other exemptions.*

- (1) For any person sixty-five (65) years of age or over: \$89,286 of value, but in no event shall the tax savings be more than \$750.00 per applicant.
- (2) For persons who are one hundred percent (100%) disabled as determined pursuant to Title II and Title XVI of the Social Security Act, 42 U.S.C. § 401 et seq., and 42 U.S.C. § 1381 et seq., as amended, or who, by reason of their being one hundred percent (100%) disabled, are receiving disability payments from sources other than the social security administration (such as employees of the railroad, federal civil service, postal service, and the Providence police and fire departments): \$59,405 of value, but in no event shall the tax savings be more than \$499.00 per applicant.
- (3) For any person sixty-two (62) through sixty-four (64) years of age who is receiving social security benefits: \$54,762 of value, but in no event shall the tax savings be more than \$499.00 per applicant.

(c) Any such increase in exemption provided for in subsections (a) or (b) over the amount heretofore provided by general or special law shall apply only to real property within class 1A

- (d) Pursuant to Rhode Island General Laws § 44-5.3.1, there is instituted an exemption on the aggregate amount of all ratable, tangible personal property not otherwise exempt from taxation in the amount of fifty thousand dollars (\$50,000).

SECTION 6. This ordinance shall take effect upon its passage.

An Ordinance in Amendment of Chapter 2024-36, No. 321, Approved June 28, 2024 of the Ordinances of the City of Providence, making an Appropriation of Five Hundred Ninety-Nine Million Seven Hundred Seventy-One Thousand Eight Hundred Seventy-Six Dollars and No Cents (\$599,771,876), for the Fiscal Year Ending June 30, 2025.

WHEREAS, The receipts for the fiscal year ending June 30, 2026, have been estimated to amount to SIX HUNDRED TWENTY FOUR MILLION SEVEN HUNDRED EIGHTY SIX THOUSAND FIVE HUNDRED NINETY TWO DOLLARS AND NO CENTS (\$624,786,592) made up as follows:

	FY2026 Adopted Revenues
Tax Revenues	395,042,979.00
Tax Stabilizations	17,855,169.00
Payment in Lieu of Taxes	17,297,914.00
State Revenue	131,824,993.00
State Grants	-
Federal Grants	202,500.00
Investment Income	3,941,920.00
Fines & Forfeitures	14,719,920.00
Departmental Revenue	25,920,615.00
Miscellaneous Receipts	7,249,252.00
Transfers From Funds	10,731,330.00
	624,786,592.00

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF PROVIDENCE:

Section 1. To defray the expenses of the City of Providence for the fiscal year ending June 30, 2023, the sums of money or so much thereof, as are authorized by law, indicated in the accompanying schedule, are hereby appropriated for the objects and purposes, and in amounts expressed therein provided that payments there under shall be subject to the provisions of the Home Rule Charter of 1980, validated by the General Assembly of the State of Rhode Island at its January Session, A.D., 1981, and approved November 4, 1980, and subject to the provisions of the City Ordinances relative to the expenditures of money from the City Treasury. Fiscal Assistance to State and Local Governments rules and regulations shall govern the portion of this Budget so designated.

Section 2. The City has appropriated \$147,000,000 to the Providence School Department for the fiscal year 2026. Pursuant to Section 808 of the Home Rule Charter, all payments made by the state or federal governments to the City of Providence for the support of public schools, together with tuition fees earned by the school department and all miscellaneous receipts of the school department now available to it for expenditure in accordance with the provisions of state law shall be paid over and credited to the school fund by the city treasurer. Any surplus resulting from excess revenue receipts overestimates and unencumbered balances of appropriations at the end of any fiscal year shall revert to the general fund current operating surplus account and shall be subject to such reservations or other disposition as the city council may direct.

Section 3. Any transfer to the General Fund from Expendable Trust Funds shall be restricted to and deemed to be utilized for the reduction of debt obligations of the City of Providence, as provided for in Section 808 of the Home Rule Charter.

Section 4. The provisions included in this ordinance supersede any prior ordinances or any provisions thereof.

Section 5. Notwithstanding the provisions of Section 17-185 and Section 17-186 of the Code of Ordinances, the amount of \$ 96,479,551 is hereby appropriated to the Pension Accumulation Fund based on a 20-year amortization of the pension liability.

Section 6. No payments can be made from the general fund to employees that were originally hired under non-local source funds without prior approval from the City Council through an Ordinance.

Section 7. The City shall make an appropriation for Rainy Day Fund of no less than \$100,000.

Section 8. All legal counsel hired by any department, board, agency or quasi city agency shall fall under the direction of the City Solicitor unless hired under Providence Home Rule Charter Section 401(d).

Section 9. Not less than Thirty-five percent (35%) of revenue generated from School Zone Speed Cameras, less contractual costs associated with School Zone Speed Cameras and up to \$75,000 of direct personnel cost associated with School Zone Speed Camera, shall be placed in a revolving fund for the purpose of citywide traffic calming and school safety initiatives. The Department of Public Works, through its Traffic Engineering Division will produce an annual plan to utilize School Zone Speed Camera funds as designated by the City Council to perform the following activities to help mitigate and reduce speeding throughout the city, with a focus on school safety initiatives:

1. Conduct Traffic Studies to analyze areas where speeding is an issue
2. Install Speed bumps/raised crosswalks
3. Install speed limit and other traffic calming signage
4. Stripe streets in order to reduce speeding
5. Improve traffic signal functionality and install new signals where appropriate
6. Make neighborhoods and areas near schools more pedestrian friendly and safe
7. Employ the use of speed sleds and other devices to slow traffic
8. Where possible coordinate with Police Department to establish radar posts
9. Improve visibility of crosswalks with new striping and portable crosswalk signs
10. Engage in Public Outreach.Campaigns to reduce speeding
11. Purchase of marked patrol vehicles

The Department shall provide a quarterly report to the City Council on activities conducted. The program shall rotate throughout the city in order to ensure the funds are spent equitably in each area of the city.

Section 10. No collective bargaining unit employee shall receive additional compensation in excess of the Collective Bargaining Agreement without agreement from the respective union.

Section 11. If an eligible resident failed to meet the March 15th deadline to qualify for a personal exemption, as stated in the Code of Ordinances, Section 21-125, the City Assessor shall qualify the resident up until December 31st for which such relief is claimed.

Section 12. Any unexpended or unobligated funds from Chapter 2021-25 No. 341 “Relief for Small Business in Providence” shall be made available in this budget as revenue recovery and shall be equally divided by ward for small business infrastructure and other capital improvements.

Section 13. If required, \$5,000,000 is available for expenditures for the Industrial Trust Towers (111 Westminster Street) through savings in attrition. Should the attrition not be sufficient, the balance shall be made available from Capital Assets Fund, Fund 856.

Section 14. Prospectively, vacation accrual for non-union employees shall follow the Code of Ordinances, Section 17-91. Any amounts in excess of the ordinance shall be deemed as personal time off (PTO) and shall not be entitled to any compensatory value upon separation from city employment.

Section 15. This ordinance shall take effect upon passage.

Summary of Budgeted Expenditures for Fiscal Year 2026

		FY2026 Adopted Expenditures
101 - Mayor's Office		4,177,813
	Salaries	2,709,469
	Employee Benefits	1,198,290
	Services	121,454
	Supplies	148,600
104 - City Sergeant		129,690
	Salaries	67,532
	Employee Benefits	62,158
105 - Law Department		7,854,407
	Salaries	2,933,446
	Employee Benefits	1,870,088
	Services	2,491,700
	Supplies	559,173
208 - Board of Tax Assessment & Review		17,224
	Salaries	16,000
	Employee Benefits	1,224
205 - City Collector		2,412,514
	Salaries	942,812
	Employee Benefits	701,942
	Services	758,540
	Supplies	9,220
202 - City Controller		1,818,582
	Salaries	1,064,932
	Employee Benefits	727,100
	Services	18,600
	Supplies	7,950
207 - City Tax Assessor		2,147,594
	Salaries	1,261,471
	Employee Benefits	804,687
	Services	74,436
	Supplies	7,000

201 - Finance		1,486,323
	Salaries	896,455
	Employee Benefits	468,532
	Services	108,860
	Supplies	12,476
901 - Recorder of Deeds		657,736
	Salaries	293,642
	Employee Benefits	268,599
	Services	88,700
	Supplies	6,795
203 - Retirement Office		640,154
	Salaries	359,725
	Employee Benefits	262,289
	Services	11,900
	Supplies	6,240
204 - Information Technology		8,250,691
	Salaries	2,216,473
	Employee Benefits	1,299,633
	Services	4,041,723
	Supplies	692,862
800 - Total Rewards		29,552,708
	Salaries	565,266
	Employee Benefits	28,947,442
	Services	40,000
919 - Diversity, Equity, Inclusion, & Belonging		185,329
	Salaries	59,923
	Employee Benefits	113,406
	Services	12,000
212 - Personnel		1,951,098
	Salaries	1,108,881
	Employee Benefits	680,801
	Services	154,166
	Supplies	7,250
227 - Workers Compensation		2,541,380
	Salaries	252,360
	Employee Benefits	2,003,020
	Services	286,000

301 - Commissioner of Public Safety		1,583,633
	Salaries	470,631
	Employee Benefits	431,426
	Supplies	681,576
304 - Communications		11,815,154
	Salaries	5,810,386
	Employee Benefits	4,348,586
	Services	3,320
	Supplies	1,652,862
907 - Emergency Management		1,006,254
	Salaries	359,880
	Employee Benefits	257,973
	Services	270,710
	Supplies	117,691
303 - Fire		96,810,836
	Salaries	47,437,392
	Employee Benefits	46,848,287
	Services	415,015
	Supplies	2,110,142
302 - Police		118,168,807
	Salaries	59,239,368
	Employee Benefits	49,463,173
	Services	5,537,871
	Supplies	3,928,395
908 - Planning & Urban Development		3,457,511
	Salaries	1,785,922
	Employee Benefits	1,259,197
	Services	141,000
	Supplies	271,392
01803 - Heat & Power		8,457,302
	Supplies	8,457,302
1803 - Heat, Power, & Light		-
	Supplies	-
1804 - Sustainability		901,477
	Salaries	523,560
	Employee Benefits	176,517
	Services	79,966
	Supplies	121,434

909 - Office of Economic Development	1,809,436
Salaries	901,909
Employee Benefits	297,254
Services	280,500
Supplies	329,773
905 - Bureau of Licenses	987,877
Salaries	503,032
Employee Benefits	336,245
Services	138,550
Supplies	10,050
502 - Engineering & Sanitation	1,466,123
Salaries	956,351
Employee Benefits	468,772
Services	15,000
Supplies	26,000
506 - Environmental Control	18,401,159
Salaries	826,282
Employee Benefits	611,013
Services	16,957,864
Supplies	6,000
515 - Garage R&M Equipment	1,265,229
Salaries	563,576
Employee Benefits	418,653
Supplies	283,000
508 - Highway	6,131,666
Salaries	3,058,179
Employee Benefits	2,231,987
Services	500,000
Supplies	291,500
Capital	50,000
516 - Parking Administration	826,766
Salaries	257,521
Employee Benefits	209,245
Services	305,000
Supplies	55,000
501 - Public Works Administration	1,312,394
Salaries	821,129
Employee Benefits	456,567
Services	12,000
Supplies	22,698

511 - Sewer Construction		1,623,892
	Salaries	870,886
	Employee Benefits	588,006
	Supplies	110,000
	Capital	55,000
510 - Storm Response		2,203,500
	Salaries	500,000
	Services	150,000
	Supplies	1,553,500
305 - Traffic Engineering		1,793,137
	Salaries	896,718
	Employee Benefits	557,319
	Services	20,000
	Supplies	319,100
601 - Recreation		3,417,944
	Salaries	1,853,579
	Employee Benefits	1,171,665
	Services	170,700
	Supplies	222,000
602 - Recreation Seasonal		2,022,716
	Salaries	1,874,000
	Employee Benefits	148,716
707 - Botanical / Greenhouse		764,423
	Salaries	427,467
	Employee Benefits	336,956
703 - Forestry Services		1,897,307
	Salaries	978,875
	Employee Benefits	767,826
	Services	140,250
	Supplies	10,356
702 - Neighborhood Parks Services		8,735,353
	Salaries	4,327,355
	Employee Benefits	3,595,558
	Services	201,900
	Supplies	610,540
708 - Museum of Natural History		666,559
	Salaries	380,152
	Employee Benefits	267,907
	Services	2,500
	Supplies	16,000

710 - North Burial Ground		890,295
	Salaries	465,560
	Employee Benefits	424,735
709 - Superintendent of Parks		2,193,861
	Salaries	1,139,551
	Employee Benefits	802,972
	Services	233,650
	Supplies	17,688
706 - Zoological Services		3,798,847
	Salaries	2,115,704
	Employee Benefits	1,683,143
401 - Building Administration		2,001,028
	Salaries	809,324
	Employee Benefits	576,833
	Services	338,008
	Supplies	276,863
407 - Building Board		14,414
	Salaries	13,390
	Employee Benefits	1,024
404 - Electrical Installation		425,973
	Salaries	246,952
	Employee Benefits	179,021
403 - Plumbing Drainage & Gas Piping		509,682
	Salaries	321,985
	Employee Benefits	187,697
402 - Structures & Zoning		2,439,374
	Salaries	1,503,377
	Employee Benefits	935,977
406 - Zoning Board of Review		19,958
	Salaries	18,540
	Employee Benefits	1,418
1801 - Public Property		8,689,888
	Salaries	1,875,651
	Employee Benefits	1,502,962
	Services	1,352,175
	Supplies	3,454,100
	Capital	505,000

1802 - Purchasing		749,145
	Salaries	402,259
	Employee Benefits	305,286
	Services	37,500
	Supplies	4,100
917 - Housing and Human Services		2,367,496
	Salaries	715,839
	Employee Benefits	346,825
	Services	1,123,947
	Supplies	180,885
916 - Arts, Culture, Film, & Tourism		1,758,064
	Salaries	492,666
	Employee Benefits	299,191
	Services	736,983
	Supplies	229,224
1311 - PERA		519,898
	Salaries	278,459
	Employee Benefits	128,529
	Services	44,235
	Supplies	68,675
906 - Human Relations		121,723
	Salaries	66,135
	Employee Benefits	27,588
	Services	25,000
	Supplies	3,000
904 - Board of Canvassers		889,961
	Salaries	491,075
	Employee Benefits	334,886
	Services	55,500
	Supplies	8,500
903 - Vital Statistics		442,129
	Salaries	290,914
	Employee Benefits	143,065
	Services	1,150
	Supplies	7,000
913 - Archives		792,227
	Salaries	353,057
	Employee Benefits	222,664
	Services	37,306
	Supplies	179,200

103 - City Clerk		1,865,749
	Salaries	1,079,317
	Employee Benefits	642,032
	Services	91,000
	Supplies	53,400
102 - City Council		799,324
	Salaries	314,875
	Employee Benefits	220,949
	Services	46,500
	Supplies	217,000
910 - City Council Administration		2,635,084
	Salaries	1,684,078
	Employee Benefits	805,606
	Services	85,400
	Supplies	60,000
911 - Office of the Internal Auditor		1,056,616
	Salaries	395,404
	Employee Benefits	214,532
	Services	411,080
	Supplies	35,600
209 - Treasury		815,658
	Salaries	322,302
	Employee Benefits	180,856
	Services	309,200
	Supplies	3,300
110 - Housing Court		493,188
	Salaries	301,462
	Employee Benefits	183,406
	Services	5,500
	Supplies	2,820
106 - Municipal Court		1,810,040
	Salaries	1,007,869
	Employee Benefits	661,517
	Services	83,400
	Supplies	57,254
107 - Probate Court		828,046
	Salaries	439,497
	Employee Benefits	286,549
	Services	92,900
	Supplies	9,100

1500 - Ceremonies		9,330
	Supplies	9,330
223 - Debt Service		71,123,628
	Services	71,123,628
1400 - Grants Commissions & Misc.		7,006,850
	Supplies	7,006,850
1309 - Housing Authority		7,054
	Salaries	2,162
	Employee Benefits	4,892
1319 - League of Cities & Towns		72,364
	Services	72,364
000 - Non Departmental		146,290,000
	Salaries	(3,500,000)
	Supplies	149,790,000

COUNCIL PRESIDENT MILLER, COUNCILMEN GONCALVES AND VARGAS, (By Request):

An Ordinance Establishing a Compensation Plan for the City of Providence and Repealing Ordinance Chapter 2024-37, No. 322, Approved June 28, 2024, As Amended.

COMPENSATION FOR THE PERIOD OF JULY 1, 2025, THROUGH JUNE 30, 2026

Job Title	Compensation
Account Analyst Public Safety	A14
Accounts Payable Clerk	GRADE 16
Accounts Payable Officer - Public Works	GRADE 24
Accounts Payable Supervisor	87,486.00
Administrative Aide	GRADE 21
Administrative Aide-City Council	GRADE 28
Administrative Assistant	GRADE 34
Administrative Assistant - Assessor	GRADE 21
Administrative Assistant - Emergency Management	1,008.00
Administrative Assistant - Finance Director	GRADE 30
Administrative Assistant - Inspections & Standards	GRADE 28
Administrative Assistant - Parks	GRADE 28
Administrative Assistant - Planning	GRADE 18
Administrative Assistant - Public Works	GRADE 34
Administrative Assistant - Treasury	GRADE 28
Administrative Assistant to City Solicitor	GRADE 28
Administrative Assistant to Commissioner	A13
Administrative Assistant to Director	1,155.69
Administrative Assistant to Fire Chief	GRADE 24
Administrative Assistant to Fire Chief - Bilingual	GRADE 25
Administrative Assistant to the Superintendent	GRADE 25
Administrative Assistant/Purchasing Clerk	GRADE 20
Administrative Coordinator - Inspections & Standards	GRADE 30
Administrative Crew Chief	2,005.60
Administrator for Elections	A21
Administrator of Community Relations & Diversion	124,370 - 146,213
Air Pollution & Mechanical Inspector	GRADE 30
Air Supply Technician	94,842 - 100,562
Alternate Building Official	A20
Animal Control Officer	35.01
Animal Control Technician	24.46
Animal Handler-Mounted Police	24.13
Application Programmer Analyst	IT5
Application Project Manager	A21 - A24
Applications Administrator	IT8

Appraiser - Certified	80,178
Appraiser - Commercial	88,519
Appraiser - Residential	GRADE 32
Appraiser I	GRADE 29
Archival Clerk/Records Management	GRADE 22
Asset & Risk Manager	A16 - A17
Assistant Athletic Coordinator	GRADE 12
Assistant Budget Analyst	A13
Assistant Camp Coordinator	16.50
Assistant Chief Engineer	A18 - A21
Assistant Chief of Fire Department	167,853 - 173,721
Assistant City Assessor	A19 - A21
Assistant City Collector	A19 - A21
Assistant City Solicitor	A15 - A19
Assistant Claims Examiner/Bilingual	GRADE 24
Assistant Clerk to Deputy Clerks and City Clerk	GRADE 30
Assistant Coordinator - Support Services	A1
Assistant Deputy to City Archivist	A9 - A12
Assistant Director Fiscal Operations	1,209.11
Assistant Director Project Management & Construction	89,736.71
Assistant Electrician	41.10
Assistant Gymnasium Coordinator	15.38
Assistant Legal Secretary-Housing Prosecution	GRADE 15
Assistant Program Coordinator - Recreation	15.38
Assistant Recreation Center Director	A6 - A8
Assistant Shop Supervisor	36.04
Assistant Supervisor - Structures & Zoning	GRADE 28
Assistant Supervisor of Activities	16.50
Assistant to Accounts Payable Supervisor / Secretary	GRADE 27
Assistant to Chief Information Officer	A15
Assistant to Internal Auditor	A11
Assistant to Payroll Supervisor	GRADE 30
Assistant to Shop Supervisor	36.14
Associate Budget Analyst	A21
Associate City Solicitor	A20 - A24
Associate Director - Environmental Control	A18
Associate Director of Community Development	A17
Associate Director of Fiscal Operations	A20
Associate Director of Purchasing	A20
Associate Director of Special Projects	A20 - A22
Associate Engineer I	GRADE 20
Associate Engineer II	GRADE 24
Associate Engineer III	GRADE 28

Associate Engineer IV	GRADE 31
Associate Justice - Housing Court	29,023 - 51,043 (SRC)
Associate Project Planner	GRADE 32
Associate Veterinarian Technician	25.82
Asst. Director Business Development ED	1,835.12
Asst. to Pension Admin.	GRADE 35
Athletic Coordinator	GRADE 18
Auditor/Budget Analyst	A24
Automotive Equipment Superintendent	1,862.40
Auxiliary Member Zoning Board	2,500 PER YR
Benefits Analyst	A16
Benefits Analyst (Limited to MOA)	GRADE 31
Biometrics Clerk	GRADE 26
Botanical Center Manager	A19
Botanical Specialist	25.94
Budget Analyst	A23
Building Energy Advisor	65,693.00
Building Inspector I	GRADE 30
Building Inspector II	GRADE 32
Building Inspector III	GRADE 34
Building Official	A24
Bus Driver	A6
Bus Driver - Recreation	15.80
Bus Driver - Recreation Seasonal	15.80
Business & Development Director	147,633.00
Business Systems Analyst	IT5
Camp Coordinator	20.00
Capital Bond Analyst & Fiscal Agent	A18
Capital Project Manager	A20
Captain of Emergency Medical Services	94,842 - 100,562
Carpenter	35.46
Cartographer	GRADE 29
Cement Finisher	25.33
Cemetery Office Coordinator - Bilingual	GRADE 23
Chairperson & Secretary - Board of Licenses	3,090 PER YR (SRC)
Chairperson - Board of Tax Assessment	4,120 PER YR (SRC)
Chairperson-Building Board of Review	3,090 PER YR (SRC)
Chairperson-Zoning Board of Review	3,090 PER YR (SRC)
Chief Building Inspector	84,470.77
Chief Clerk - Commissioners Office	GRADE 24
Chief Clerk - Treasury	GRADE 25
Chief Clerk Planning & Development	GRADE 25
Chief Clerk Vital Statistics	GRADE 25

Chief Clerk-Board of Licenses	GRADE 25
Chief Engineer	A26
Chief Financial Officer	A33
Chief Housing Compliance Official	84,470.77
Chief Information Officer	A29 - A31 (SRC)
Chief Innovation Officer	A21
Chief Judge - Housing Court	41,919 - 62,142 (SRC)
Chief Judge, Municipal Court	41,919 - 62,142 (SRC)
Chief People and Culture Officer & Director of Human Resources	A27 - A29 (SRC)
Chief Public Information Officer - Public Safety	A20
Chief Radio Engineer	2,114.53
Chief Teller	GRADE 29
Chief of Electrical Inspections	1,668.66
Chief of Emergency Medical Services	132,008 - 137,885
Chief of Mechanical & Plumbing Division	97,612.50
Chief of Staff - City Council	A25 - A27
Chief of Structures & Zoning	A19
Chief of Training and Professional Development	116,057 - 121,934
City & School Controller	A28 - A30
City Archivist	A18 - A21
City Assessor	A28
City Cemetery Director	A14 - A19
City Clerk	A25 - A26 (SRC)
City Collector	A24 - A28
City Council Deputy Chief of Staff	A21 - A23
City Council Deputy Chief of Staff - Operations	A22 - A24
City Council Deputy Chief of Staff - Policy	A22 - A24
City Council Director of Communications	A22 - A24
City Council Majority Leader	14,953 - 30,000
City Council Member	12,653 - 25,000
City Council President	14,953 - 30,000
City Council Project Manager	A12 - A14
City Forester	A20
City Recycling Coordinator	A13
City Registrar of Vital Statistics	A15 (SRC)
City Sergeant	A12 (SRC)
City Solicitor	A30 - A33
City Treasurer	A14 (SRC)
Civil Engineer	GRADE 33
Civil Engineer in Training	GRADE 30
Clerk	GRADE 1
Clerk - Floating	GRADE 12
Clerk - Probate Court	54,213.00

Clerk Bilingual	GRADE 2
Clerk Floating	GRADE 12
Clerk I	GRADE 1
Clerk I - Bilingual	GRADE 2
Clerk II	GRADE 3
Clerk II / Bilingual	GRADE 4
Clerk II/Bilingual	GRADE 4
Clerk III	GRADE 5
Clerk III/Bilingual	GRADE 6
Clerk IV	GRADE 9
Clerk IV - Bilingual	GRADE 10
Clerk IV / Bilingual	GRADE 10
Clerk IV/Bilingual	GRADE 10
Clerk Liaison	A18 - A20
Clerk Limited	GRADE 9
Clerk North Burial Ground	GRADE 11
Clerk Typist II	GRADE 3
Clerk/Prosecution Division	GRADE 24
Code Compliance Inspector	GRADE 28
Commissioner - Board Of Licenses	20,310 - 23,000 (SRC)
Commissioner of Public Safety	A28 (SRC)
Communications Associate	A10 - A12
Communications Coordinator-City Council	A13 - A14
Communications/Constituent Services	A9 - A12
Community Based Organizations Coordinator	A12 - A13
Community Engagement Associate	A11 - A14
Community Engagement Specialist	A19
Community Liaison	A10
Community Planning Manager	A17
Compliance Officer	33.09
Computer Technician	36.65 - 39.00
Confidential Assistant to the Business & Dev. Director	A8
Confidential Assistant to the Finance Director	A13
Confidential Assistant to the Fire Chief	A17
Confidential Executive Assistant	A11 - A16
Confidential Executive Assistant - Parks Superintendent	A13
Confidential Executive Assistant to PERA	A14 - A16
Confidential Secretary to City Solicitor	A16 - A18
Conservation Program Coordinator - Limited to Grant Funding	57,548.22
Constituent Engagement Coordinator	A10
Constituent Serv Coord.City Council	A14
Constituent Service Associate	A9 - A12
Construction Project Manager	GRADE 33

Control Center Operator	28.77
Control Supervisor	GRADE 28
Coordinator of Employee Benefits	GRADE 33
Coordinator of Forestry Operations	1,902.82
Coordinator of Public Safety	GRADE 28
Coordinator of Public Safety/Fiscal Officer	66,682
Coordinator/Public Property	A19
Court Clerk	GRADE 15
Court Clerk - Housing Court	GRADE 21
Court Clerk - Probate Court	GRADE 21
Court Clerk II	GRADE 24
Court Clerk-Municipal Court	GRADE 21
Court Clerk/Bilingual	GRADE 16
Crew Chief Police Dispatcher	1,526 - 1,731
Crime & Information System Specialist	A17
Cultural Affairs Coordinator	A15
Curator Museum	A11
Curatorial Assistant	15,152.00
Curbside Administrator	A22
Custodians - Seasonal	15.80
Customer Service Associate	GRADE 13
Customer Service Associate - Bilingual	GRADE 13
Customer Service Clerk-Public Safety	GRADE 18
Customer Service Clerk/bilingual	GRADE 19
Customer Service Operator	GRADE 21
Customer Service Operator (Bi-Lingual)	GRADE 22
Data & Evaluation Coordinator	29.28
Data & Evaluation Manager	A12 - A14
Data Integration Programmer	A16 - A21
Data Specialist - Bilingual	1,031.86
Database Administrator	IT8
Department Clerk - Bilingual	GRADE 10
Department Clerk - Inspections & Standards	GRADE 9
Department Switchboard Operator - Inspections & Standards	GRADE 11
Deputy Archivist	A13 - A18
Deputy Assessor	A21 - A24
Deputy Assistant Fire Chief	126,250 - 132,128
Deputy Chief Engineer	A24
Deputy Chief Housing Compliance Official	GRADE 34
Deputy Chief People and Culture Officer	A23 - A26
Deputy Chief of Electrical Inspections	GRADE 35
Deputy Chief of Mechanical & Plumbing	84,255
Deputy City Clerk First	A21 - A25

Deputy City Clerk Second	1,460.48
Deputy City Collector	A21 - A24
Deputy City Controller	A21 - A25
Deputy City Solicitor	A28 - A31
Deputy City Treasurer	A22
Deputy Clerk Prov Mun Court	GRADE 31
Deputy Clerk-Bilingual Probate Court	GRADE 32
Deputy Commissioner of Public Safety	A26
Deputy Court Administrator	GRADE 35
Deputy Director Economic Development	A18
Deputy Director Planning & Development	A25 - A26
Deputy Director Providence Emergency Management	A19
Deputy Director Recreation	A16 - A23
Deputy Director of Applications - Information Technology	A26 - A28
Deputy Director of Arts, Culture and Tourism	A17 - A19
Deputy Director of Communications	A24
Deputy Director of Healthy Communities Office	A17 - A18
Deputy Director of Inspection & Standards	A25
Deputy Director of Operations - Information Technology	A26 - A28
Deputy Director of PRA	A20
Deputy Director of Policy	A16 - A20
Deputy Director of Public Property	A24 - A26
Deputy Director of Public Works	A26
Deputy Director of Purchasing	A17 - A18
Deputy Director of Sustainability	A16 - A19
Deputy Finance Director & Budget Officer	A29 - A31
Deputy License Administrator	A16
Deputy Police Chief	147,812 - 171,164
Deputy Superintendent Highway	A17
Deputy Superintendent of the Parks	A27
Deputy Traffic Engineer	A21
Design Team Manager	A19
Desktop Administrator	IT1
Detention Officer	1,212.84
Diesel Truck Mechanic	27.71
Digital Media Specialist	A14 - A17
Director Emergency Management	A28
Director Of Public Works	A29 - A30 (SRC)
Director of Arts Teaching and Learning	A14 - A16
Director of Arts, Culture Film & Tourism	A24 - A27 (SRC)
Director of Athletic and Event Facilities	A19 - A21
Director of Communications	A27
Director of Communications-Economic Development	A19 - A22

Director of Community Development	A20 - A22
Director of Current Planning	A20
Director of Diversity, Equity, Inclusion & Belonging	A22 - A24
Director of Economic Development	A33
Director of Employee & EEO Officer	A20 - A24
Director of Finance	A32 (SRC)
Director of First Source	A16
Director of Fiscal Operations Planning & Development	A20 - A23
Director of Healthy Communities Office	A22
Director of Housing & Human Services	A27
Director of Information Security	A24 - A28
Director of Inspections & Standards	A27 (SRC)
Director of Legislative Policy	A28
Director of Neighborhood Parks Services	A20 - A22
Director of Occupational Health and Safety	A22 - A24
Director of PVD Recovery Compliance	A26 - A30
Director of PVD Recovery Programs	A26 - A30
Director of Parks Programming	A15
Director of Planning & Development	A27 - A30 (SRC)
Director of Policy & Research	A21
Director of Project Management	A19 - A22
Director of Public Property	A27 (SRC)
Director of Purchasing	A20
Director of Real Estate	A20 - A22
Director of Recreation	A24 - A27 (SRC)
Director of Roger Williams Park Services	A21
Director of Special Projects	A13
Director of Sr. Services	A14 - A16
Director of Support Services	A18 - A21
Director of Sustainability	A22 - A24
Director of Talent	A22 - A24
Director of Total Rewards	A22 - A24
Director of Workforce Solution Operations	WFS GRADE 10
Director of Workforce Solutions Administration	WFS GRADE 10
Director of the Museum of Natural History	A19
Dislocated Worker / Monitor Chief	WFS GRADE 9
Dispatcher	1,071.02
Diversity, Equity, Inclusion, & Belonging Coordinator	A11
Economic Development Coordinator	1,340.89
Education Assistant	A5
Education Supervisor	63,735.82
Electrical Inspector I	GRADE 30
Electrical Inspector II	GRADE 32

Electrical Inspector III	GRADE 34
Electrical Inspector III - Bilingual	GRADE 35
Electrician	50.35
Employee Relations Manager	A16 - A20
Energy & Resilience Initiatives Administrator	A19
Energy Manager	GRADE 35
Engineering Aide III	GRADE 19
Engineering Aide IV	GRADE 20
Engineering Project Manager	A19
Engineering Supervisor	A15 - A18
Enterprise Systems Training Specialist	A15 - A20
Environmental Clerk - Bilingual	GRADE 20
Environmental Court Liaison - Bilingual	GRADE 25
Environmental Specialist	GRADE 26
Equipment Body Repairman Senior Mechanic	38.04
Equipment Maintenance Supervisor	39.84
Equipment Operator	24.52
Ethics Commission Coordinator	A16
Evaluation Manager/Epidemiologist	A12
Event Planner	A12
Events Coordinator	A13 - A14
Every Home Coordinator	A16
Executive Director - PERA	A23 - A24
Executive Director Human Relations Commission	A8 - A13
Executive Director of Workforce Solutions	WFS GRADE 12
Executive Secretary Board of Canvassers	35,612 - 42,413 (SRC)
Facilities Coordinator Casino	A9
Facilities Coordinator Seasonal	18.00
Financial Compliance Officer	A19
Fire Alarm Technician	1,466.84
Fire Battalion Chief	117,469 - 123,418
Fire Captain	94,842 - 100,791
Fire Captain Director of Training	106,222 - 112,171
Fire Captain Dispatcher	94,842 - 100,791
Fire Chief	206,364 - 212,313 (SRC)
Fire Chief of Administration	153,878 - 159,827
Fire Chief of Operations	153,878 - 159,827
Fire Department Dispatcher	40.79
Fire Equipment Person	28.21
Fire Lieutenant	86,935 - 92,883
Fire Lieutenant - Dispatcher in Charge	86,935 - 92,883
Fire Marshal	133,614 - 139,563
Fire Prevention Captain	106,222 - 106,222

Fire Prevention Lieutenant - Inspection	86,935 - 92,883
Fire Prevention Lieutenant - Plan Review	86,935 - 92,883
Fire Rescue Captain	94,842 - 100,791
Fire Rescue Lieutenant	86,935 - 92,883
Fire Rescue Technician	82,885 - 88,834
Fire Trainee	20.00
Fire Training Instructor	94,842 - 100,791
Firefighter	51,708 - 84,886
Firefighter Car 56	86,041 - 87,254
Firefighter Car 79	88,409 - 94,359
Firefighter/Plan Reviewer	78,178 - 84,127
Fiscal & Communications Coordinator	A13 - A15
Fiscal Advisor	A15 - A18
Fiscal Advisor - Human Services	A15 - A18
Fiscal Advisor - Public Works	A15 - A18
Fiscal Officer I	GRADE 24
Fiscal Officer II	GRADE 29
Fiscal Officer III	GRADE 31
Fiscal Supervisor	A18 - A19
Fiscal and Operations Manager	A10
Fleet Manager	A21
Floating Recreation Center Director	A14
Flood Plain Coordinator/Plans Examiner Supervisor	A24
Flood Plain and Project Manager	A20
Foreperson	31.10
Foreperson - Traffic Signal Maintenance	30.21
Foreperson Cable Crew	42.01
Foreperson Line Crew	42.01
Forestry Clerk	GRADE 15
Forestry Crew Leader	31.25
Forestry Operations Technician	33.04
GIS Coordinator	GRADE 32
GIS Program Manager	A24
Garden Curator	A10
General Foreperson	32.24
Grower	1,036.10
Gymnasium Coordinator	17.50
Health Literacy Program Manager	A12
Heavy Equipment Operator	30.72
Highway of Superintendent	A24 - A26
Horticulturalist	68,709.95
Housing Court Administrator	A12
Housing Division Director	A20

Housing Officer	GRADE 24
Housing Program Specialist	GRADE 24
Housing Support Coordinator	A14 - A17
Human Resource Business Partner	A16 - A18
Human Resource Manager - Fire Department	A13
Human Resources Generalist	A15 - A16
Human Services Division Director	A20
Hurricane Barrier Technician	1,105.95
IT Project Associate	A10
Information Security Project Manager	A21 - A24
Information Technology Specialist	GRADE 28
Innovation Project Associate	A9
Inspections Coordinator	GRADE 19
Inspector of Public Property	GRADE 33
Intake Coordinator	A14
Internal Auditor	A29 - A31
Inventory Control Supervisor	39.28
Investigative Clerk	GRADE 22
Investigator	A12
Investigator - Human Relations Commission	A9
Judge Probate Court	41,898 - 71,750 (SRC)
Judge - Housing Court	28,447 - 50,539 (SRC)
Judge-Prov Municipal Court	28,447 - 53,539 (SRC)
Junior Environmental Enforcement Officer	25.30
Junior Hearing Board Coordinator	A11 - A16
Kennel Director	A18
Laborer	22.43
Laborer-Rodent Control	24.96
Laborer/Custodian	22.43
Land Records Clerk	GRADE 15
Land Records Clerk Supervisor	A18
Landscape Designer	A16
Landscape Architect	A17
Landscape Gardener	22.79
Law Clerk/Courier	GRADE 1
Lead & Healthy Housing Inspector I	GRADE 26
Lead & Healthy Housing Inspector II (Cert	GRADE 30
Lead Abatement Coordinator	1,693.32
Lead Court Clerk	GRADE 13
Lead Investigator	A17
Lead Production Services Operator	IT1
Lead Zookeeper	27.85
Lead Zookeeper Herpetology	27.29

Learning & Development Manager	A16 - A20
Learning & Development Specialist	A16
Legal Secretary	GRADE 32
License Administrator/Registrar of Vital Stat	A20 - A22
License Board Clerk	897.46
License Inspector	GRADE 22
Lifeguard	18.00
Light Equipment Operator	23.47
MBE/WBE Outreach Director	A14
MIS Director	A20
Mail Room Clerk / Inspector of Public Property	GRADE 33
Maintenance Man III	24.03
Maintenance Man IV	28.98
Maintenance Person II	22.63
Maintenance Person III	24.03
Maintenance Person III - Pools and Recreation	32.77
Maintenance Person IV	28.98
Maintenance Planner	1,191.67
Manager of Events Facilities	GRADE 34
Manager of Facilities & Operations	A19 - A21
Manager of Facilities and Operations	A24
Manager of Fiscal Operations	A19 - A23
Manager of Grant Writing	A12
Managing Engineer	A22
Mayor	158,363 (SRC)
Mechanic	23.22
Media & Special Projects Manager	A13 - A15
Medical Health Plan Administrator	GRADE 30
Member - Board of Canvassers	20,000 - 23,000 (SRC)
Member-Board of Tax Assessment Review	3,075 (SRC)
Member-Building Board of Review	2,575 PER YR (SRC)
Member-Zoning Board	2,575 PER YR (SRC)
Motor Vehicle Appraiser	GRADE 21
Municipal Court Administrator	A21
Municipal Integrity Officer	A21
Museum Assistant	A4
Museum Educator	A11
Museum Specialist	A5
Neighborhood Liaison	A12
Network Administrator	IT8
Network Engineer	A20
Occupational Health and Safety Manager	A16 - A20
Office Manager - Fiscal Operations	A15 - A17

Office Manager - Planning & Development	GRADE 35
Office Manager/Legal Secretary	GRADE 35
Outreach Coordinator	25.26
Outreach Coordinator - Human Relations Commission	A7
PRA Program Manager	A16
PRA Project Manager	A16
Paralegal I	GRADE 21
Paralegal II	GRADE 33
Park System Specialist	A18
Parking Enforcement Officer	23.06
Parking Meter Maintenance Person I	22.49
Parking Meter Maintenance Person II	25.50
Parks Electrician	50.35
Payroll Analyst - Public Safety	GRADE 30
Payroll Clerk II	GRADE 13
Payroll Clerk III - Bilingual	GRADE 17
Payroll Clerk/Accounts Payable Officer	1,217.59
Payroll Personnel Assistant - Parks	GRADE 28
Payroll Supervisor	87,484.43
Pension Administrator	A22
Performance Analyst	A14 - A16
Permit Technician - Lead	GRADE 30
Permit Technician I	GRADE 23
Permit Technician II	GRADE 24
Plan Review Inspector - Fire	1,466.84
Planetarium Programmer	A5 - A7
Planner	GRADE 30
Planning Project Manager	A16
Planning Technician	GRADE 28
Plans Estimator	GRADE 35
Plans Examiner I	GRADE 30
Plans Examiner II	GRADE 32
Plans Examiner III	GRADE 34
Play Corps Intern	16.00
Play corps Assistant Director	23.23
Plumber	GRADE 33
Plumbing & Mechanical Inspector I	GRADE 30
Plumbing & Mechanical Inspector II	GRADE 32
Plumbing & Mechanical Inspector III	GRADE 34
Plumbing Inspector I	GRADE 30
Plumbing Inspector II	GRADE 32
Plumbing Inspector III	GRADE 34
Police Captain	101,123 - 117,323

Police Chief	122,915 - 182,438 (234,749) (SRC)
Police Department Dispatcher	40.80
Police Equipment Coordinator	32.64
Police Inspector	89,258 - 110,488
Police Lieutenant	102,091 - 118,407
Police Major	137,147 - 161,226
Police Person	74,962 - 95,364
Police Person - Trainees	20.00
Police Sergeant	93,513 - 108,801
Policy & Outreach Associate	A11 - A13
Policy & Public Affairs Coordinator	A14 - A16
Policy Advisor	A19
Policy Analyst	A11 - A13
Policy Analyst & Research Coordinator	A10 - A13
Pool Attendant	15.38
Preparedness Coordinator	A13
Press Secretary	A14 - A16
Principal Planner	GRADE 34
Printer	GRADE 23
Process Improvement Strategy Manager	A12
Production Specialist	A3 - A12
Program Coordinator	A8
Program Coordinator - Healthy Communities	A8 - A12
Program Coordinator - Recreation	17.47
Program Manager - Human Services	A12 - A14
Program Manager-Human Services	A12 - A14
Program Specialist - Constituent Services	A11 - A13
Program Volunteer Coordinator	900.22
Programming Supervisor I	A12
Programming Supervisor II	A13
Project Management Associate	A9 - A13
Project Manager - Arts & Culture	A13
Prosecution Coordinator	A16 - A18
Public Information Officer	A12
Public Works Clerk	GRADE 19
Public Works Clerk / Bilingual	GRADE 20
Purchasing Agent II	GRADE 24
Purchasing Agent III / Bilingual	GRADE 31
Purchasing Help Desk Support	A9
Purchasing Help Strategy Manger	A12
Quality Control Specialist	A17
Radio Engineer	1,631.67
Radio Repair Technician	1,466.84

Reader of Deeds/Transferer	GRADE 24
Real Estate Aide II	GRADE 18
Real Estate Coordinator	GRADE 28
Recorder of Deeds	A12 (SRC)
Recording Secretary Boards of Review	GRADE 15
Records Bureau Clerk	GRADE 21
Recovery Fiscal Associate	A16
Recovery Specialist	A18 - A20
Recreation Aid	15.38
Recreation Center Director	A10 - A13
Recreation Leader Seasonal	15.38
Referee	15.38
Reference and Multimedia Admin.	A7 - A8
Reference and Research Administrator	A10 - A11
Rehabilitation Program Manager	GRADE 32
Renewal Inspector I	GRADE 15
Renewal Inspector II	GRADE 18
Renewal Inspector III	GRADE 22
Research Analyst	A11 - A17
Retirement Associate	GRADE 23
Retirement Associate I	GRADE 23
Retirement Associate II	GRADE 30
Retirement Associate II / bilingual	GRADE 30
Rodent Control Supervisor	A13
Secretary - Recreation Department - Bilingual	GRADE 14
Secretary Bd Tax Assess Review	A4
Secretary to Boards of Review/Deputy Zoning Official	A22 - A24
Secretary to the Director - City Clerk	GRADE 22
Secretary/Translator - Human Relations Commission	A7
Security Officer - Park Ranger	1,122.88
Senior Advisor	A21 -A24
Senior Animal Control Officer	35.87
Senior Asst City Solicitor	A23 - A29
Senior Audit Analyst	A13 - A14
Senior Budget Analyst	A24 - A26
Senior Capital Project Manager	A22
Senior Civil Engineer	GRADE 35
Senior Claims Examiner-Workers Comp	GRADE 33
Senior Clerk	GRADE 12
Senior Clerk Assessor	GRADE 17
Senior Clerk II	GRADE 17
Senior Compliance Officer	GRADE 28
Senior Compliance Officer -First Source	A15

Senior Department Clerk - Inspections & Standards	GRADE 23
Senior Department Clerk Bilingual - Inspections & Standards	GRADE 24
Senior Director of Constituent Services	A22 - A24
Senior Director of Communications	A22 - A24
Senior Director of Policy	A22 - A24
Senior Fiscal Officer	1,297.51
Senior Investigative Clerk	69,471.33
Senior License Board Clerk	GRADE 20
Senior Lifeguard	19.50
Senior Loan Originator Officer	GRADE 30
Senior Mechanic	31.10
Senior Parking Enforcement Officer	27.39
Senior Permit Technician	GRADE 28
Senior Plans Examiner	A16
Senior Preparedness Coordinator	A16
Senior Reader of Deeds	GRADE 29 - 31
Senior Real Estate Officer	GRADE 28
Senior Secretary - Bilingual	GRADE 26
Senior Services Program Asst.	A9
Senior Supervisor Rehab Services	1,661.47
Senior Supv. City Council	GRADE 34
Sewer Construction Worker	22.69
Sewer Equipment Operator	24.72
Shop Supervisor - Fire	51.79
Shop Supervisor Park	44.30
Shop Supervisor-Public Works	44.30
Small Business and Development Director	A13 - A17
Small Machine Mechanic/Inventory Control	26.58
Social Worker	25.00
Special Assistant - Environmental Control	1,190.62
Special Assistant to Chief of Police	A14 - A16
Special Assistant to City Solicitor - Claims	A17 - A18
Special Events Coordinator - Recreation	A6
Special Project Manager	A11
Sponsorship & Marketing Coordinator	A6
Sr. Auditor	A20 - A22
Sr. Clerk II-Vital Statistics	GRADE 17
Sr. Compliance Monitor Officer	1,613.95
Sr. Compliance Monitor Officer-Bilingual	1,613.95
Sr. Land Records Clerk	GRADE 19
Sr. Land Records Clerk/Bilingual	GRADE 20
Stable Supervisor - Mounted Police	30.58
Stationery Equipment Operator	23.09

Statistical Analyst	A20
Summer Reading Program Manager	25.00
Summer Reading Youth Associate	15.38
Superintendent of Environmental Control	A15
Superintendent of Sewer Construction	A18 - A24
Superintendent of the Parks	A27 - A29 (SRC)
Supervisor Laborer/Custodian	1,098.54
Supervisor Tangible Tax	GRADE 32
Supervisor of Activities - Recreation	20.00
Supervisor of City Council Office	GRADE 30
Supervisor of Code Enforcement	A15
Supervisor of Engineering	GRADE 33
Supervisor of Environmental	61,099.26
Supervisor of General Maintenance	39.36
Supervisor of General Maintenance - Sewer	39.36
Supervisor of Grounds Maintenance	39.36
Supervisor of Inspections	22.79
Supervisor of Park Improvements	A16
Supervisor of Parking Enforcement	A13
Supervisor of Real Estate	GRADE 32
Supervisor of Registration/Canvassers	GRADE 18
Sustainability Coordinator	A13
Sustainability Policy Associate	A14
Sustainability Strategy Manager	A12
Systems Administrator	IT8
TSA Compliance Monitor	A19 - A21
Talent Acquisition Manager	A16 - A20
Talent Coordinator I - Bilingual	GRADE 24
Talent Coordinator II	GRADE 33
Tax Sale Specialist/Fiscal Officer	GRADE 24
Tax Stabilization Agreement Compliance Officer	A19 - A21
Telephone Technician	1,467.27
Teller	GRADE 16
Terminal Agency Coordinator	1,526 – 1,744
Total Compensation Specialist	A16
Total Rewards Coordinator I - Bilingual	GRADE 24
Total Rewards Coordinator II	GRADE 26
Total Rewards Manager	A16 - A20
Traffic Engineer Electrician	37.42
Traffic Engineering Foreperson	31.10
Traffic Marker & Signal Person	23.28
Traffic Sign Maintenance Person	26.14
Traffic Sign Maintenance Person Helper	23.91

Traffic Signal Maintenance Foreperson	50.35
Traffic Systems Analyst	GRADE 24
Traffic Systems Analyst/Bilingual	GRADE 25
Training Coordinator	GRADE 33
Transportation Coordinator	935.56
Tree Inspector	32.15
Tree Resource Manager	33.67
Tree Trimmer	29.37
Van Driver - Recreation	15.38
Veterinary Technician	27.81
Vital Statistics Clerk - Bilingual	GRADE 11
Watchperson - Seasonal	15.38
Webmaster	IT5
Welcome Center Manager	A16
Welcome Desk Supervisor	15.38
Welder	37.01
Workforce Solutions Administrative Assistant	WFS GRADE 5
Workforce Solutions Employability Chief	WFS GRADE 9
Workforce Solutions Fiscal Manager	WFS GRADE 10
Workforce Solutions Intake and Assessment Clerk	WFS GRADE 5
Workforce Solutions Internal Auditor	WFS GRADE 9
Workforce Solutions Job Developer	WFS GRADE 5
Workforce Solutions Monitoring Chief	WFS GRADE 9
Workforce Solutions Program Manager	WFS GRADE 10
Workforce Solutions Project Manager	WFS GRADE 7
Workforce Solutions Senior Job Developer	WFS GRADE 6
Workforce Solutions Special Project Manager	WFS GRADE 7
Workforce Solutions Youth Center Manager	WFS GRADE 8
Workforce Solutions Youth Employment Coordinator	WFS GRADE 10
Workforce Solutions Youth Programs Coordinator	WFS GRADE 9
Zoning Assistant	GRADE 28
Zoning Inspector I	GRADE 30
Zoning Inspector II	GRADE 32
Zoo Registrar	25.81
Zookeeper	25.81

CITY OF PROVIDENCE
UNION COMPENSATION ORDINANCE GRID
FISCAL YEAR 2026 FOR THE PERIOD JULY 1, 2025, THROUGH JUNE 30, 2026

GRADE	1st STEP	2nd STEP	3rd STEP	4th STEP	5th STEP	ANNUAL SALARY RANGE	
						LOW	HIGH
1	\$673	\$679	\$686	\$697	\$706	\$35,018	\$36,736
2	\$688	\$697	\$703	\$716	\$724	\$35,799	\$37,672
3	\$707	\$712	\$718	\$731	\$740	\$36,744	\$38,457
4	\$724	\$731	\$737	\$745	\$757	\$37,672	\$39,385
5	\$740	\$745	\$754	\$764	\$773	\$38,457	\$40,171
6	\$757	\$764	\$770	\$782	\$791	\$39,385	\$41,110
7	\$773	\$782	\$788	\$797	\$806	\$40,171	\$41,890
8	\$791	\$797	\$803	\$815	\$824	\$41,110	\$42,829
9	\$806	\$818	\$830	\$842	\$857	\$41,890	\$44,544
10	\$824	\$833	\$845	\$860	\$875	\$42,829	\$45,483
11	\$839	\$851	\$863	\$878	\$893	\$43,609	\$46,419
12	\$857	\$869	\$881	\$893	\$908	\$44,544	\$47,214
13	\$875	\$884	\$896	\$908	\$927	\$45,484	\$48,218
14	\$893	\$904	\$927	\$945	\$963	\$46,419	\$50,056
15	\$908	\$927	\$942	\$963	\$979	\$47,214	\$50,898
16	\$927	\$931	\$963	\$979	\$999	\$48,218	\$51,967
17	\$945	\$963	\$978	\$999	\$1,017	\$49,118	\$52,864
18	\$963	\$979	\$999	\$1,017	\$1,037	\$50,056	\$53,933
19	\$979	\$999	\$1,027	\$1,037	\$1,058	\$50,898	\$55,012
20	\$999	\$1,017	\$1,037	\$1,058	\$1,076	\$51,967	\$55,947
21	\$1,017	\$1,041	\$1,065	\$1,087	\$1,120	\$52,864	\$58,223
22	\$1,037	\$1,061	\$1,083	\$1,120	\$1,153	\$53,933	\$59,971
23	\$1,058	\$1,079	\$1,107	\$1,130	\$1,166	\$55,012	\$60,644
24	\$1,079	\$1,099	\$1,137	\$1,158	\$1,187	\$56,129	\$61,732
25	\$1,092	\$1,132	\$1,179	\$1,204	\$1,238	\$56,804	\$64,358
26	\$1,127	\$1,153	\$1,183	\$1,229	\$1,259	\$58,606	\$65,457
27	\$1,145	\$1,175	\$1,229	\$1,250	\$1,284	\$59,543	\$66,778
28	\$1,166	\$1,208	\$1,234	\$1,263	\$1,309	\$60,644	\$68,086
29	\$1,187	\$1,238	\$1,284	\$1,330	\$1,377	\$61,732	\$71,598
30	\$1,238	\$1,288	\$1,330	\$1,377	\$1,423	\$64,358	\$74,000
31	\$1,259	\$1,309	\$1,352	\$1,398	\$1,453	\$65,457	\$75,540
32	\$1,309	\$1,352	\$1,398	\$1,444	\$1,495	\$68,086	\$77,731
33	\$1,352	\$1,398	\$1,450	\$1,495	\$1,541	\$70,284	\$80,135
34	\$1,393	\$1,453	\$1,495	\$1,541	\$1,588	\$72,414	\$82,553
35	\$1,444	\$1,495	\$1,541	\$1,583	\$1,634	\$75,064	\$84,956

CITY OF PROVIDENCE
NON-UNION COMPENSATION ORDINANCE GRID
FISCAL YEAR 2026 FOR THE PERIOD JULY 1, 2025, THROUGH JUNE 30, 2026

GRADE	1st	2nd	3rd	4th	5th	ANNUAL SALARY RANGE	
	STEP	STEP	STEP	STEP	STEP	LOW	HIGH
A1	\$35,608	\$36,323	\$37,049	\$37,789	\$38,925	\$35,608	\$38,925
A2	\$37,442	\$38,191	\$38,959	\$39,746	\$40,934	\$37,442	\$40,934
A3	\$39,360	\$40,146	\$40,949	\$41,770	\$43,027	\$39,360	\$43,027
A4	\$41,385	\$42,204	\$43,042	\$43,900	\$45,207	\$41,385	\$45,207
A5	\$43,533	\$44,405	\$45,293	\$46,199	\$47,582	\$43,533	\$47,582
A6	\$45,733	\$46,640	\$47,564	\$48,526	\$49,974	\$45,733	\$49,974
A7	\$48,071	\$49,033	\$50,009	\$51,001	\$52,540	\$48,071	\$52,540
A8	\$50,548	\$51,560	\$52,591	\$53,638	\$55,244	\$50,548	\$55,244
A9	\$53,150	\$54,215	\$55,295	\$56,396	\$58,088	\$53,150	\$58,088
A10	\$55,890	\$57,007	\$58,142	\$59,324	\$61,092	\$55,890	\$61,092
A11	\$59,019	\$59,923	\$61,126	\$62,348	\$64,216	\$59,019	\$64,216
A12	\$61,770	\$63,011	\$64,410	\$65,559	\$67,533	\$61,770	\$67,533
A13	\$64,846	\$66,135	\$67,464	\$68,807	\$70,868	\$64,846	\$70,868
A14	\$68,108	\$69,469	\$70,868	\$72,279	\$74,445	\$68,108	\$74,445
A15	\$71,477	\$73,037	\$74,375	\$75,856	\$79,301	\$71,477	\$79,301
A16	\$75,073	\$76,571	\$78,111	\$79,680	\$82,073	\$75,073	\$82,073
A17	\$78,843	\$80,415	\$82,020	\$83,660	\$86,238	\$78,843	\$86,238
A18	\$82,769	\$84,429	\$85,620	\$88,199	\$90,484	\$82,769	\$90,484
A19	\$86,890	\$88,635	\$90,415	\$92,229	\$95,007	\$86,890	\$95,007
A20	\$91,234	\$93,069	\$94,936	\$96,838	\$99,734	\$91,234	\$99,734
A21	\$95,810	\$97,726	\$99,683	\$101,674	\$104,729	\$95,810	\$104,729
A22	\$100,627	\$102,632	\$104,693	\$106,787	\$110,000	\$100,627	\$110,000
A23	\$102,808	\$104,866	\$106,953	\$109,092	\$111,931	\$102,808	\$111,931
A24	\$107,954	\$110,111	\$112,321	\$114,564	\$117,996	\$107,954	\$117,996
A25	\$113,341	\$115,600	\$117,913	\$120,272	\$123,872	\$113,341	\$123,872
A26	\$119,016	\$121,391	\$123,820	\$126,303	\$130,091	\$119,016	\$130,091
A27	\$124,959	\$127,459	\$130,005	\$132,605	\$136,579	\$124,959	\$136,579
A28	\$131,228	\$133,862	\$136,545	\$139,281	\$143,460	\$131,228	\$143,460
A29	\$137,785	\$140,541	\$143,342	\$146,212	\$150,594	\$137,785	\$150,594
A30	\$144,682	\$147,569	\$150,526	\$153,532	\$158,137	\$144,682	\$158,137
A31	\$151,186	\$157,087	\$162,992	\$169,791	\$174,799	\$151,186	\$174,799
A32	\$157,233	\$163,522	\$170,064	\$176,866	\$183,940	\$157,233	\$183,940
A33	\$163,522	\$170,064	\$176,866	\$183,940	\$191,298	\$163,522	\$191,298

CITY OF PROVIDENCE
INFORMATION TECHNOLOGY COMPENSATION ORDINANCE GRID
FISCAL YEAR 2026 FOR THE PERIOD OF JULY 1, 2025, THROUGH JUNE 30, 2026

GRADE	1st STEP	2nd STEP	3rd STEP	4th STEP	5th STEP	ANNUAL SALARY	
						LOW	HIGH
IT1	\$1,317	\$1,376	\$1,434	\$1,493	\$1,552	\$68,504	\$80,683
IT2	\$1,434	\$1,493	\$1,552	\$1,610	\$1,669	\$74,594	\$86,772
IT3	\$1,522	\$1,581	\$1,639	\$1,698	\$1,757	\$79,160	\$91,339
IT4	\$1,610	\$1,669	\$1,727	\$1,786	\$1,844	\$83,728	\$95,906
IT5	\$1,698	\$1,757	\$1,815	\$1,874	\$1,932	\$88,294	\$100,473
IT6	\$1,786	\$1,844	\$1,903	\$1,961	\$2,020	\$92,861	\$105,040
IT7	\$1,874	\$1,932	\$1,991	\$2,049	\$2,108	\$97,428	\$109,607
IT8	\$1,961	\$2,020	\$2,079	\$2,137	\$2,196	\$101,995	\$114,174

WORKFORCE SOLUTIONS COMPENSATION ORDINANCE GRID
FISCAL YEAR 2026 FOR THE PERIOD OF JULY 1, 2025, THROUGH JUNE 30, 2026

WFS	1st STEP	2nd STEP	3rd STEP	4th STEP	5th STEP	ANNUAL SALARY	
						LOW	HIGH
WFS GRADE 1	\$791	\$833	\$877	\$923	\$968	\$41,152	\$50,361
WFS GRADE 2	\$853	\$882	\$945	\$994	\$1,043	\$44,337	\$54,258
WFS GRADE 3	\$872	\$914	\$967	\$1,010	\$1,063	\$45,324	\$55,273
WFS GRADE 4	\$885	\$932	\$981	\$1,043	\$1,085	\$46,029	\$56,438
WFS GRADE 5	\$1,034	\$1,088	\$1,145	\$1,206	\$1,266	\$53,753	\$65,811
WFS GRADE 6	\$1,158	\$1,219	\$1,283	\$1,350	\$1,416	\$60,209	\$73,649
WFS GRADE 7	\$1,239	\$1,300	\$1,390	\$1,436	\$1,511	\$64,435	\$78,579
WFS GRADE 8	\$1,350	\$1,417	\$1,517	\$1,562	\$1,637	\$70,184	\$85,136
WFS GRADE 9	\$1,316	\$1,363	\$1,431	\$1,503	\$1,578	\$68,409	\$82,067
WFS GRADE 10	\$1,686	\$1,734	\$1,781	\$1,830	\$1,878	\$87,655	\$97,642
WFS GRADE 11	\$1,709	\$1,809	\$1,913	\$2,017	\$2,079	\$88,878	\$108,132
WFS GRADE 12	\$2,126	\$2,217	\$2,355	\$2,480	\$2,561	\$110,564	\$133,148

An Ordinance Establishing the Classes of Positions, the Maximum Number of Employees, and the Number of Employees in Certain Classes in the City Departments and Repealing Ordinance Chapter 2024-38, No. 323, Approved June 28, 2024, As Amended.

Section 1 - City Sergeant	1
City Sergeant	1
Section 2 - Law Department	59
Administrative Assistant to City Solicitor	1
Assistant City Solicitor	14
Assistant Legal Secretary-Housing Prosecution	1
Associate City Solicitor	12
City Solicitor	1
Confidential Secretary to City Solicitor	2
Deputy City Solicitor	6
Ethics Commission Coordinator	1
Every Home Coordinator	1
Law Clerk/Courier	1
Legal Secretary	1
Municipal Integrity Officer	1
Office Manager/Legal Secretary	1
Paralegal I	2
Paralegal II	1
Prosecution Coordinator	1
Senior Asst City Solicitor	11
Special Assistant to City Solicitor - Claims	1
Section 3 - Finance	15
Administrative Assistant - Finance Director	1
Assistant Budget Analyst	1
Associate Budget Analyst	1
Budget Analyst	2
Chief Financial Officer	1
Clerk - Floating	1
Confidential Assistant to the Finance Director	1
Deputy Finance Director & Budget Officer	1
Director of Finance	1
Financial Compliance Officer	1
Manager of Grant Writing	1
Senior Budget Analyst	3

Section 4 - City Controller	28
Accounts Payable Clerk	5
Accounts Payable Supervisor	1
Assistant to Accounts Payable Supervisor / Secretary	1
Assistant to Payroll Supervisor	1
City & School Controller	1
Clerk - Floating	1
Deputy City Controller	1
Fiscal Officer I	4
Fiscal Officer II	4
Fiscal Officer III	4
Fiscal Supervisor	1
Payroll Clerk II	1
Payroll Clerk III - Bilingual	1
Payroll Clerk/Accounts Payable Officer	1
Payroll Supervisor	1
Section 5 - City Collector	21
Assistant City Collector	1
Chief Teller	1
City Collector	1
Clerk II	4
Clerk III	2
Clerk III/Bilingual	2
Clerk IV	1
Control Supervisor	1
Deputy City Collector	1
Tax Sale Specialist/Fiscal Officer	2
Teller	5
Section 6 - City Tax Assessor	26
Administrative Aide	1
Administrative Assistant - Assessor	1
Appraiser - Certified	1
Appraiser - Commercial	2
Appraiser - Residential	2
Appraiser I	2
Assistant City Assessor	1
Cartographer	1
City Assessor	1
Clerk II	1
Clerk II / Bilingual	1
Clerk III	1
Deputy Assessor	1
Motor Vehicle Appraiser	1

Reader of Deeds/Transferer	2
Secretary Bd Tax Assess Review	1
Senior Clerk Assessor	2
Senior Reader of Deeds	1
Statistical Analyst	1
Supervisor of Real Estate	1
Supervisor Tangible Tax	1
Section 7 - Retirement Office	8
Asst. to Pension Admin.	1
Clerk IV / Bilingual	1
Pension Administrator	1
Retirement Associate	1
Retirement Associate I	1
Retirement Associate II	2
Retirement Associate II / bilingual	1
Section 8 - Recorder of Deeds	11
Clerk II/Bilingual	1
Land Records Clerk	3
Land Records Clerk Supervisor	1
Recorder of Deeds	1
Sr. Land Records Clerk	3
Sr. Land Records Clerk/Bilingual	3
Section 9 - Board of Tax Assessment Review	5
Chairperson - Board of Tax Assessment	1
Member-Board of Tax Assessment Review	4
Section 10 - Information Technology	33
Application Programmer Analyst	2
Application Project Manager	5
Applications Administrator	1
Assistant to Chief Information Officer	1
Business Systems Analyst	1
Chief Information Officer	1
Chief Innovation Officer	1
Clerk IV	1
Data Integration Programmer	1
Database Administrator	1
Deputy Director of Applications - Information Technology	1
Deputy Director of Operations - Information Technology	1
Desktop Administrator	3
Director of Information Security	1
Enterprise Systems Training Specialist	1

GIS Program Manager	1
Information Security Project Manager	1
Innovation Project Associate	1
IT Project Associate	1
Lead Production Services Operator	2
Network Administrator	1
Network Engineer	1
Process Improvement Strategy Manager	1
Systems Administrator	1
Webmaster	1
Section 11 - Personnel	15
Chief People and Culture Officer & Director of Human Resources	1
Deputy Chief People and Culture Officer	2
Director of Employee & EEO Officer	1
Director of Talent	1
Employee Relations Manager	1
Human Resource Business Partner	1
Human Resources Generalist	1
Learning & Development Manager	1
Learning & Development Specialist	1
Performance Analyst	1
Talent Acquisition Manager	1
Talent Coordinator I - Bilingual	1
Talent Coordinator II	1
Training Coordinator	1
Section 12 - Workers Compensation	4
Director of Occupational Health and Safety	1
Occupational Health and Safety Manager	1
Senior Claims Examiner-Workers Comp	1
Assistant Claims Examiner/Bilingual	1
Section 13 - Diversity, Equity, Inclusion, & Belonging	2
Director of Diversity, Equity, Inclusion & Belonging	1
Diversity, Equity, Inclusion, & Belonging Coordinator	1
Section 14 - Total Rewards	9
Benefits Analyst	1
Coordinator of Employee Benefits	1
Director of Total Rewards	1
Medical Health Plan Administrator	1
Total Compensation Specialist	1
Total Rewards Coordinator I - Bilingual	1

Total Rewards Coordinator II	1
Total Rewards Manager	1
Benefits Analyst (Limited to MOA)	1
Section 15 - Commissioner of Public Safety	13
Administrative Assistant to Commissioner	2
Chief Clerk - Commissioners Office	2
Commissioner of Public Safety	1
Coordinator of Public Safety/Fiscal Officer	1
Deputy Commissioner of Public Safety	1
Investigative Clerk	1
Manager of Fiscal Operations	1
MIS Director	1
Payroll Analyst - Public Safety	1
Senior Fiscal Officer	2
Section 16 - Fire	600
Civilian Personnel:	27
Account Analyst Public Safety	1
Administrative Assistant to Fire Chief	1
Administrative Assistant to Fire Chief - Bilingual	1
Assistant to Shop Supervisor	1
Clerk III	1
Clerk IV	2
Confidential Assistant to the Fire Chief	1
Fire Equipment Person	1
Human Resource Manager - Fire Department	1
Plan Review Inspector - Fire	6
Senior Mechanic	10
Shop Supervisor - Fire	1
Uniform Personnel:	573
Air Supply Technician	1
Assistant Chief of Fire Department	1
Captain of Emergency Medical Services	1
Chief of Emergency Medical Services	1
Chief of Training and Professional Development	1
Deputy Assistant Fire Chief	5
Fire Battalion Chief	16
Fire Captain	24
Fire Captain Director of Training	2
Fire Captain Dispatcher	1
Fire Chief	1
Fire Chief of Administration	1
Fire Chief of Operations	1

Fire Lieutenant	70
Fire Lieutenant - Dispatcher in Charge	5
Fire Marshal	1
Fire Prevention Captain	1
Fire Prevention Lieutenant - Inspection	1
Fire Prevention Lieutenant - Plan Review	1
Fire Rescue Captain	7
Fire Rescue Lieutenant	21
Fire Rescue Technician	30
Fire Trainee	50
Fire Training Instructor	3
Firefighter	313
Firefighter Car 56	5
Firefighter Car 79	3
Firefighter/Plan Reviewer	6

Section 17 - Police **695**

Civilian Personnel: **125**

Administrator of Community Relations & Diversion	1
Animal Control Officer	6
Animal Control Technician	3
Animal Handler-Mounted Police	5
Application Project Manager	1
Automotive Equipment Superintendent	1
Biometrics Clerk	1
Chief Public Information Officer - Public Safety	1
Clerk IV	1
Clerk/Prosecution Division	1
Community Engagement Specialist	2
Coordinator of Public Safety	5
Crime & Information System Specialist	1
Customer Service Clerk/bilingual	1
Customer Service Clerk-Public Safety	14
Detention Officer	16
Investigative Clerk	6
Kennel Director	1
Laborer	3
Parking Enforcement Officer	37
Police Equipment Coordinator	1
Public Information Officer	1
Records Bureau Clerk	4
Security Officer - Park Ranger	5
Senior Animal Control Officer	1
Senior Investigative Clerk	1
Senior Parking Enforcement Officer	2

Special Assistant to Chief of Police	1
Stable Supervisor - Mounted Police	1
Supervisor of Parking Enforcement	1
Uniform Personnel:	570
Deputy Police Chief	1
Police Captain	8
Police Chief	1
Police Inspector	1
Police Lieutenant	20
Police Major	4
Police Person	395
Police Person - Trainees	76
Police Sergeant	64

Section 18 - Communications 80

Administrative Crew Chief	1
Chief Radio Engineer	1
Clerk II	1
Computer Technician	1
Control Center Operator	24
Crew Chief Police Dispatcher	7
Customer Service Operator	2
Customer Service Operator (Bi-Lingual)	1
Deputy Director of Communications	1
Director of Communications	1
Fire Alarm Technician	5
Fire Department Dispatcher	12
Foreperson Cable Crew	2
Foreperson Line Crew	1
Laborer	1
Police Department Dispatcher	12
Quality Control Specialist	1
Radio Engineer	1
Radio Repair Technician	2
Telephone Technician	2
Terminal Agency Coordinator	1

Section 19 - Emergency Management 7

Administrative Assistant - Emergency Management	1
Deputy Director Providence Emergency Management	1
Director Emergency Management	1
Preparedness Coordinator	3
Senior Preparedness Coordinator	1

Section 20 - Planning & Urban Development	56
Administrative Assistant - Planning	2
Administrative Assistant to Director	1
Administrative Assistant/Purchasing Clerk	1
Assistant Director Fiscal Operations	1
Assistant Director Project Management & Construction	1
Associate Director of Fiscal Operations	1
Associate Director of Special Projects	1
Business & Development Director	1
Chief Clerk Planning & Development	1
Clerk II	4
Clerk III	2
Community Planning Manager	1
Customer Service Associate	1
Customer Service Associate - Bilingual	1
Deputy Director of PRA	1
Deputy Director Planning & Policy	1
Director of Current Planning	1
Director of Fiscal Operations Planning & Development	1
Director of Planning & Development	1
Director of Real Estate	1
Economic Development Coordinator	1
Fiscal Officer I	2
Fiscal Officer II	2
Fiscal Officer III	2
Neighborhood Liaison	1
Office Manager - Planning & Development	1
Planner	3
Planning Project Manager	1
Planning Technician	1
PRA Program Manager	1
PRA Project Manager	1
Principal Planner	9
Real Estate Aide II	1
Real Estate Coordinator	1
Rehabilitation Program Manager	1
Senior Real Estate Officer	1

Section 21 – Public Works Administration	13
Accounts Payable Officer - Public Works	1
Administrative Assistant - Public Works	1
Clerk IV	1
Community Liaison	1
Deputy Director of Public Works	1
Director Of Public Works	1
Environmental Court Liaison - Bilingual	1

Fiscal Advisor - Public Works	1
Laborer	1
Manager of Fiscal Operations	1
Public Works Clerk	1
Public Works Clerk / Bilingual	2
Section 22 - Engineering & Sanitation	25
Archival Clerk/Records Management	1
Assistant Chief Engineer	2
Associate Engineer I	1
Associate Engineer II	2
Associate Engineer III	2
Associate Engineer IV	2
Chief Engineer	1
Civil Engineer	2
Civil Engineer in Training	2
Deputy Chief Engineer	1
Engineering Aide III	1
Engineering Aide IV	2
Engineering Project Manager	1
Engineering Supervisor	1
GIS Coordinator	1
Hurricane Barrier Technician	1
Senior Civil Engineer	1
Supervisor of Engineering	1
Section 23 - Environmental Control	19
Associate Director - Environmental Control	1
City Recycling Coordinator	1
Environmental Clerk - Bilingual	1
Environmental Specialist	7
Laborer	2
Laborer-Rodent Control	2
Maintenance Planner	1
Rodent Control Supervisor	1
Special Assistant - Environmental Control	1
Superintendent of Environmental Control	1
Supervisor of Environmental	1
Section 24 - Highway	70
Carpenter	1
Cement Finisher	5
Deputy Superintendent Highway	1
Dispatcher	1
Equipment Operator	22

Foreperson	7
General Foreperson	1
Heavy Equipment Operator	6
Highway of Superintendent	1
Junior Environmental Enforcement Officer	1
Laborer	23
Maintenance Person II	1
Section 25 - Traffic Engineering	19
Clerk I - Bilingual	1
Clerk II	1
Clerk IV - Bilingual	1
Deputy Traffic Engineer	1
Foreperson - Traffic Signal Maintenance	1
Managing Engineer	1
Traffic Engineer Electrician	1
Traffic Engineering Foreperson	1
Traffic Marker & Signal Person	1
Traffic Sign Maintenance Person	5
Traffic Sign Maintenance Person Helper	1
Traffic Systems Analyst	2
Traffic Systems Analyst/Bilingual	1
Traffic Signal Maintenance Foreperson	1
Section 26 - Sewer Construction	21
Cement Finisher	2
Equipment Operator	1
Foreperson	2
Heavy Equipment Operator	1
Laborer	5
Sewer Construction Worker	5
Sewer Equipment Operator	3
Superintendent of Sewer Construction	1
Supervisor of General Maintenance - Sewer	1
Section 27 - Garage R&M Equipment	12
Assistant Shop Supervisor	1
Diesel Truck Mechanic	1
Equipment Body Repairman Senior Mechanic	1
Equipment Maintenance Supervisor	1
Mechanic	1
Senior Mechanic	4
Shop Supervisor-Public Works	1
Welder	2

Section 28 - Parking Administration	4
Curbside Administrator	1
Parking Meter Maintenance Person I	2
Parking Meter Maintenance Person II	1
Section 29 - Neighborhood Parks Services	82
Administrative Assistant - Parks	1
Assistant Electrician	1
Assistant Shop Supervisor	1
Clerk III	1
Director of Neighborhood Parks Services	1
Director of Roger Williams Park Services	1
Equipment Operator	26
Foreperson	7
General Foreperson	1
Heavy Equipment Operator	4
Inventory Control Supervisor	1
Laborer	12
Light Equipment Operator	4
Maintenance Man III	2
Maintenance Man IV	9
Manager of Facilities & Operations	1
Mechanic	1
Parks Electrician	1
Senior Mechanic	3
Shop Supervisor Park	1
Small Machine Mechanic/Inventory Control	1
Supervisor of General Maintenance	1
Supervisor of Grounds Maintenance	1
Section 30 - Forestry Services	22
City Forester	1
Coordinator of Forestry Operations	1
Equipment Operator	2
Forestry Clerk	1
Forestry Crew Leader	2
Forestry Operations Technician	1
General Foreperson	1
Heavy Equipment Operator	1
Laborer	1
Tree Inspector	1
Tree Resource Manager	1
Tree Trimmer	9

Section 31 - Zoological Services	36
Associate Veterinarian Technician	1
Lead Zookeeper	6
Lead Zookeeper Herpetology	1
Veterinary Technician	1
Zoo Registrar	1
Zookeeper	26
Section 32 - Botanical / Greenhouse	20
Botanical Center Manager	1
Botanical Specialist	1
Education Assistant	1
Education Supervisor	1
Equipment Operator	1
Foreperson	1
Garden Curator	1
General Foreperson	1
Grower	1
Heavy Equipment Operator	1
Horticulturalist	1
Laborer	4
Landscape Gardener	4
Supervisor of Inspections	1
Section 33 - Museum of Natural History	20
Clerk IV	2
Curator Museum	1
Curatorial Assistant	2
Director of the Museum of Natural History	1
Event Planner	1
Facilities Coordinator Casino	1
Laborer	4
Manager of Events Facilities	1
Museum Assistant	2
Museum Educator	1
Museum Specialist	1
Planetarium Programmer	1
Production Specialist	1
Program Volunteer Coordinator	1

Section 34 - Superintendent of Parks	26
Administrative Assistant to the Superintendent	1
Associate Project Planner	1
Clerk IV/Bilingual	1
Confidential Executive Assistant - Parks Superintendent	1
Conservation Program Coordinator - Limited to Grant Funding	1
Construction Project Manager	1
Deputy Superintendent of the Parks	1
Design Team Manager	1
Director of Athletic and Event Facilities	1
Director of Parks Programming	1
Landscape Designer	3
Landscape Architect	2
Manager of Fiscal Operations	1
Park System Specialist	1
Payroll Personnel Assistant - Parks	1
Play corps Assistant Director	1
Programming Supervisor I	2
Programming Supervisor II	1
Superintendent of the Parks	1
Supervisor of Park Improvements	1
Welcome Center Manager	2
Section 35 - North Burial Ground	21
Cemetery Office Coordinator - Bilingual	1
City Cemetery Director	1
Clerk I	1
Clerk II	1
Clerk North Burial Ground	1
Equipment Operator	5
Foreperson	1
Heavy Equipment Operator	1
Laborer	4
Light Equipment Operator	2
Maintenance Person II	1
Senior Mechanic	2
Section 36 - Recreation	41
Assistant Athletic Coordinator	1
Assistant Coordinator - Support Services	1
Assistant Recreation Center Director	12
Athletic Coordinator	1
Bus Driver - Recreation	2
Clerk III	1
Community Based Organizations Coordinator	1

Deputy Director Recreation	1
Director of Recreation	1
Director of Support Services	1
Floating Recreation Center Director	1
Laborer/Custodian	1
Program Coordinator - Recreation	1
Recreation Center Director	11
Secretary - Recreation Department - Bilingual	1
Senior Secretary - Bilingual	1
Special Events Coordinator - Recreation	1
Transportation Coordinator	1
Media & Special Projects Manager	1

Section 37 - Recreation 365

Assistant Camp Coordinator	11
Assistant Gymnasium Coordinator	11
Assistant Program Coordinator - Recreation	11
Assistant Supervisor of Activities	11
Bus Driver - Recreation Seasonal	2
Camp Coordinator	11
Custodians - Seasonal	4
Facilities Coordinator Seasonal	11
Gymnasium Coordinator	11
Lifeguard	30
Play Corps Intern	5
Pool Attendant	34
Program Coordinator - Recreation	11
Recreation Aid	36
Recreation Leader Seasonal	36
Referee	30
Senior Lifeguard	12
Social Worker	1
Summer Reading Program Manager	5
Summer Reading Youth Associate	10
Supervisor of Activities - Recreation	24
Van Driver - Recreation	1
Watchperson - Seasonal	36
Welcome Desk Supervisor	11

Section 38 - Building Administration 26

Administrative Assistant - Inspections & Standards	2
Department Clerk - Bilingual	1
Department Clerk - Inspections & Standards	4
Department Switchboard Operator - Inspections & Standards	1
Deputy Director of Inspection & Standards	1

Director of Inspections & Standards	1
Flood Plain and Project Manager	1
Inspections Coordinator	1
Lead Court Clerk	1
Recording Secretary Boards of Review	1
Secretary to Boards of Review/Deputy Zoning Official	1
Senior Department Clerk - Inspections & Standards	6
Senior Department Clerk Bilingual - Inspections & Standards	2
TSA Compliance Monitor	1
Administrative Coordinator - Inspections & Standards	1
Flood Plain Coordinator/Plans Examiner Supervisor	1

Section 39 - Structures & Zoning **57**

Alternate Building Official	1
Building Inspector I	6
Building Inspector II	6
Building Inspector III	6
Building Official	1
Chief Building Inspector	1
Chief Housing Compliance Official	1
Chief of Structures & Zoning	1
Code Compliance Inspector	5
Deputy Chief Housing Compliance Official	1
Lead Court Clerk	1
Permit Technician - Lead	1
Permit Technician I	4
Permit Technician II	4
Plans Estimator	1
Plans Examiner I	1
Plans Examiner II	1
Plans Examiner III	1
Renewal Inspector I	1
Renewal Inspector II	1
Renewal Inspector III	1
Senior Permit Technician	2
Senior Plans Examiner	2
Supervisor of Code Enforcement	1
Zoning Assistant	1
Zoning Inspector I	2
Zoning Inspector II	2
Assistant Supervisor - Structures & Zoning	1

Section 40 - Plumbing Drainage & Gas Piping	13
Air Pollution & Mechanical Inspector	1
Chief of Mechanical & Plumbing Division	1
Deputy Chief of Mechanical & Plumbing	1
Plumbing & Mechanical Inspector I	3
Plumbing & Mechanical Inspector II	2
Plumbing & Mechanical Inspector III	2
Plumbing Inspector I	1
Plumbing Inspector II	1
Plumbing Inspector III	1
Section 41 - Electrical Installation	8
Chief of Electrical Inspections	1
Deputy Chief of Electrical Inspections	1
Electrical Inspector I	2
Electrical Inspector II	2
Electrical Inspector III	1
Electrical Inspector III - Bilingual	1
Section 42 - Combined with Plumbing Division	
Section 43 - Zoning Board of Review	9
Auxiliary Member Zoning Board	2
Chairperson-Zoning Board of Review	1
Member-Zoning Board	6
Section 44 - Building Board	5
Chairperson-Building Board of Review	1
Member-Building Board of Review	4
Section 45 - Combined with Structures & Zoning	
Section 46 - Combined with Law Department	
Section 47 - Public Property	45
Administrative Assistant	1
Asset & Risk Manager	1
Assistant Electrician	1
Capital Bond Analyst & Fiscal Agent	1
Capital Project Manager	1
Clerk IV	1
Coordinator/Public Property	1
Deputy Director of Public Property	1
Director of Public Property	1

Electrician	1
Fiscal Advisor	1
Fleet Manager	1
Foreperson	3
Inspector of Public Property	1
Laborer/Custodian	14
Mail Room Clerk / Inspector of Public Property	2
Maintenance Person II	3
Maintenance Person III	2
Maintenance Person III - Pools and Recreation	1
Maintenance Person IV	1
Manager of Facilities and Operations	1
Plumber	1
Printer	1
Senior Capital Project Manager	1
Stationery Equipment Operator	1
Supervisor Laborer/Custodian	1
Section 48 - Purchasing	10
Associate Director of Purchasing	1
Deputy Director of Purchasing	1
Director of Purchasing	1
Purchasing Agent II	3
Purchasing Agent III / Bilingual	2
Purchasing Help Desk Support	1
Purchasing Help Strategy Manger	1
Section 49 - Housing Court	8
Associate Justice - Housing Court	2
Chief Judge - Housing Court	1
Court Clerk	1
Court Clerk - Housing Court	2
Housing Court Administrator	1
Judge - Housing Court	1
Section 50 - Arts, Culture, Film, & Tourism	9
Constituent Engagement Coordinator	1
Cultural Affairs Coordinator	1
Deputy Director of Arts, Culture and Tourism	1
Director of Arts Teaching and Learning	1
Director of Arts, Culture Film & Tourism	1
Director of Special Projects	1
Fiscal and Operations Manager	1
Project Manager - Arts & Culture	1
Sponsorship & Marketing Coordinator	1

Section 51 - Human Relations	4
Executive Director Human Relations Commission	1
Investigator - Human Relations Commission	1
Outreach Coordinator - Human Relations Commission	1
Secretary/Translator - Human Relations Commission	1
Section 52 - Housing and Human Services	51
Administrative Assistant - Planning	1
Associate Director of Community Development	1
Asst. Director Business Development ED	1
Bus Driver	2
Compliance Officer	2
Data & Evaluation Coordinator	1
Data & Evaluation Manager	1
Deputy Director of Healthy Communities Office	1
Director of Community Development	1
Director of Healthy Communities Office	1
Director of Housing & Human Services	1
Director of Sr. Services	1
Evaluation Manager/Epidemiologist	1
Fiscal Advisor - Human Services	1
Fiscal Officer I	2
Fiscal Officer II	2
Fiscal Officer III	2
Health Literacy Program Manager	1
Housing Division Director	1
Housing Officer	1
Housing Program Specialist	1
Housing Support Coordinator	2
Human Services Division Director	1
Lead & Healthy Housing Inspector I	1
Lead & Healthy Housing Inspector II (Cert	1
Lead Abatement Coordinator	1
Outreach Coordinator	2
Program Coordinator	2
Program Coordinator - Healthy Communities	1
Program Manager - Human Services	1
Program Manager-Human Services	4
Senior Loan Originator Officer	1
Senior Services Program Asst.	1
Senior Supervisor Rehab Services	1
Sr. Compliance Monitor Officer	5
Sr. Compliance Monitor Officer-Bilingual	1

Section 53 - PERA	8
Community Liaison	1
Confidential Executive Assistant to PERA	1
Executive Director - PERA	1
Intake Coordinator	1
Investigator	2
Lead Investigator	1
Policy Advisor	1
Section 54 - Board of Canvassers	13
Administrator for Elections	1
Clerk IV	2
Clerk IV - Bilingual	1
Clerk Limited	4
Executive Secretary Board of Canvassers	1
Member - Board of Canvassers	2
Supervisor of Registration/Canvassers	1
Teller	1
Section 55 - Bureau of Licenses	16
Chairperson & Secretary - Board of Licenses	1
Chief Clerk-Board of Licenses	1
Clerk Floating	1
Commissioner - Board of Licenses	4
Data Specialist - Bilingual	1
Deputy License Administrator	1
License Administrator	1
License Board Clerk	1
License Inspector	3
Senior License Board Clerk	2
Section 56 - Vital Statistics	6
Chief Clerk Vital Statistics	1
City Registrar of Vital Statistics	1
Senior Clerk	1
Senior Clerk II	1
Sr. Clerk II-Vital Statistics	1
Vital Statistics Clerk - Bilingual	1
Section 57 - City Council	15
City Council Majority Leader	1
City Council Member	13
City Council President	1

Section 58 - City Council Administration	40
Administrative Aide-City Council	1
Administrative Assistant	1
Chief of Staff - City Council	1
City Council Deputy Chief of Staff	1
City Council Deputy Chief of Staff - Operations	1
City Council Deputy Chief of Staff - Policy	1
City Council Director of Communications	1
City Council Project Manager	1
Communications Associate	2
Communications Coordinator-City Council	1
Communications/Constituent Services	1
Community Engagement Associate	1
Confidential Executive Assistant	1
Constituent Serv Coord.City Council	1
Constituent Service Associate	1
Deputy Director of Policy	1
Digital Media Specialist	1
Director of Policy & Research	1
Director of Project Management	1
Events Coordinator	1
Information Technology Specialist	1
Junior Hearing Board Coordinator	1
Office Manager - Fiscal Operations	1
Policy & Outreach Associate	1
Policy & Public Affairs Coordinator	1
Policy Analyst	3
Policy Analyst & Research Coordinator	2
Press Secretary	1
Program Specialist - Constituent Services	1
Project Management Associate	1
Senior Advisor	1
Senior Director of Constituent Services	1
Senior Director of Communications	1
Senior Director of Policy	1
Senior Supv. City Council	1
Supervisor of City Council Office	1

Section 59 - Office of the Internal Auditor	5
Assistant to Internal Auditor	1
Auditor/Budget Analyst	1
Internal Auditor	1
Sr. Auditor	1
Tax Stabilization Agreement Compliance Officer	1

Section 60 - City Clerk	18
Administrative Assistant	1
Assistant Clerk to Deputy Clerks and City Clerk	4
City Clerk	1
Clerk Bilingual	1
Clerk I	2
Clerk IV/Bilingual	1
Clerk Liaison	1
Deputy City Clerk First	3
Deputy City Clerk Second	1
Secretary to the Director - City Clerk	1
Special Project Manager	1
Director of Legislative Policy	1
Section 61 - Municipal Court	20
Chief Judge, Municipal Court	1
Clerk	1
Clerk IV	2
Clerk Typist II	2
Court Clerk	1
Court Clerk II	2
Court Clerk/Bilingual	2
Court Clerk-Municipal Court	4
Deputy Clerk Prov Mun Court	1
Deputy Court Administrator	1
Judge-Prov Municipal Court	2
Municipal Court Administrator	1
Section 62 - Probate Court	9
Clerk - Probate Court	1
Court Clerk	1
Court Clerk/Bilingual	3
Deputy Clerk-Bilingual Probate Court	1
Judge Probate Court	1
Court Clerk - Probate Court	2

Section 63 - Treasury	10
Chief Clerk - Treasury	2
City Treasurer	1
Clerk II	1
Clerk IV	2
Deputy City Treasurer	1
Senior Advisor	1
Senior Audit Analyst	1
Administrative Assistant - Treasury	1
Section 64 - Archives	5
Assistant Deputy to City Archivist	1
City Archivist	1
Deputy Archivist	1
Reference and Multimedia Admin.	1
Reference and Research Administrator	1
Section 65 - Office of Economic Development	12
Compliance Officer	1
Confidential Assistant to the Business & Dev. Director	1
Deputy Director Economic Development	1
Director of Communications-Economic Development	1
Director of Economic Development	1
Director of First Source	1
MBE/WBE Outreach Director	1
Research Analyst	1
Senior Compliance Officer	1
Senior Compliance Officer -First Source	2
Small Business and Development Director	1
Section 66 - Sustainability	10
Building Energy Advisor	1
Deputy Director of Sustainability	1
Director of Sustainability	1
Energy & Resilience Initiatives Administrator	1
Energy Manager	2
Fiscal & Communications Coordinator	1
Sustainability Coordinator	1
Sustainability Policy Associate	1
Sustainability Strategy Manager	1

Section 67 - Work Force Solutions	22
Director of Workforce Solution Operations	1
Director of Workforce Solutions Administration	1
Dislocated Worker / Monitor Chief	1
Executive Director of Workforce Solutions	1
Workforce Solutions Administrative Assistant	1
Workforce Solutions Employability Chief	1
Workforce Solutions Fiscal Manager	1
Workforce Solutions Intake and Assessment Clerk	1
Workforce Solutions Internal Auditor	1
Workforce Solutions Job Developer	1
Workforce Solutions Monitoring Chief	1
Workforce Solutions Program Manager	3
Workforce Solutions Project Manager	1
Workforce Solutions Senior Job Developer	1
Workforce Solutions Special Project Manager	1
Workforce Solutions Youth Center Manager	1
Workforce Solutions Youth Employment Coordinator	2
Workforce Solutions Youth Programs Coordinator	2

Section 68 - ARPA Grants	6
Director of PVD Recovery Compliance	1
Director of PVD Recovery Programs	1
Recovery Fiscal Associate	1
Recovery Specialist	3

SECTION 69

The number of employees in the Office of the Mayor shall not be limited. The Mayor may appoint without reference to civil service provisions and without the necessity for approval by the City Council, a Chief of Staff and such Deputies, Assistants, Aides, Secretaries, Stenographers, Clerks and other personnel, as he may deem necessary.

SECTION 70

No person shall be appointed to, and the City Treasurer shall not pay, nor shall an officer or employee of the city issue a check for the payment of, nor pay any salary or compensations to a person holding or claiming to hold a position in the classified service in any department which is in excess of the total number of positions or the number of any individual class of positions provided herein for the particular development; provided, however, that with the approval of the department head and the Director of Finance, said maximum may be exceeded temporarily when regular employees are absent on vacation and the excess employees do not aggregate more than the number on vacation or during the absences of employees on sick leave, and it is necessary to employ temporary employees for the duration of the employee's sick leave, or during the absences of employees who have been granted a temporary leave of absence or when in the opinion of the Director of Finance, a temporary emergency exists.

SECTION 71

Where no maximum limit is fixed on the total number of positions or the number of any individual class of positions in a department, the number of persons appointed and employees shall be determined by the unexpended appropriation available.

SECTION 72

Effective with the adoption of this Ordinance, Officers and Employees of the City of Providence may authorize Employees to perform duties of a higher rated classification only when a temporary vacancy exists in the higher rated classification, cause by leave or retirement, and that said position is funded and provided for in this Ordinance. Said assignment may be for a maximum of 90 days per fiscal year with notice to the Personnel Director. Any period longer than 90 days shall be approved by the Personnel Director and such approval with reasons for the extension shall be provided to the City Council.

SECTION 73

No officer or employee shall receive any payment deemed to be a purported retroactive payment for employment prior to the current budget year, with the exception of a binding arbitration award, a court order, or equivalent order.

SECTION 74

This ordinance shall take effect upon passage.

An Ordinance Providing for the Assessment and Collection of 2025 Taxes in a sum not less than Three Hundred Ninety-Six Million Two Hundred Eleven Thousand Forty Four Dollars (\$396,211,044) and not more than Four Hundred Nineteen Million Eight Hundred Seventy-Eight Thousand Fifty-One Dollars (\$419,878,051), being One Hundred Percent (100%) of the 2024-2025 Fiscal Year Tax Collections, Amending Section 21-182 of the Code of Ordinances to set the rates for Fiscal Year 2025-2026, and Amending Section 21-126 of the Code of Ordinances to set the Exemptions for Fiscal Year 2025-2026.

RESULT: READ/PASSED SECOND TIME [11 TO 3]
MOVER: Councilman Espinal
SECONDER: Councilwoman Harris
AYES: Council President Miller, Councilor AnderBois, Councilwoman Anthony, Councilmen Espinal, Goncalves, Councilwomen Graves, Harris, Councilor Roias, Councilwoman Ryan, Councilor Sanchez and Councilman Taylor – 11.
NAYS: Councilwoman Peterson, Councilor Pichardo and Councilman Vargas – 3.
ABSENT: Councilwoman Vargas – 1.

An Ordinance in Amendment of Chapter 2024-36, No. 321, Approved June 28, 2024 of the Ordinances of the City of Providence, making an Appropriation of Five Hundred Ninety-Nine Million Seven Hundred Seventy-One Thousand Eight Hundred Seventy-Six Dollars and No Cents (\$599,771,876), for the Fiscal Year Ending June 30, 2025.

RESULT: READ/PASSED SECOND TIME [12 TO 2]
MOVER: Councilman Espinal
SECONDER: Councilwoman Harris
AYES: Council President Miller, Councilor AnderBois, Councilwoman Anthony, Councilmen Espinal, Goncalves, Councilwomen Graves, Harris, Councilors Pichardo, Roias, Councilwoman Ryan, Councilor Sanchez and Councilman Taylor – 12.
NAYS: Councilwoman Peterson and Councilman Vargas – 2.
ABSENT: Councilwoman Vargas – 1.

An Ordinance Establishing a Compensation Plan for the City of Providence and Repealing Ordinance Chapter 2024-37, No. 322, Approved June 28, 2024, As Amended.

RESULT: READ/PASSED SECOND TIME [13 TO 1]
MOVER: Councilman Espinal
SECONDER: Councilwoman Harris
AYES: Council President Miller, Councilor AnderBois, Councilwoman Anthony, Councilmen Espinal, Goncalves, Councilwomen Graves, Harris, Councilors Pichardo, Roias, Councilwoman Ryan, Councilor Sanchez and Councilmen Taylor and Vargas – 13.
NAYS: Councilwoman Peterson – 1.
ABSENT: Councilwoman Vargas – 1.

An Ordinance Establishing the Classes of Positions, the Maximum Number of Employees, and the Number of Employees in Certain Classes in the City Departments and Repealing Ordinance Chapter 2024-38, No. 323, Approved June 28, 2024, As Amended.

RESULT: READ/PASSED SECOND TIME [13 TO 1]
MOVER: Councilman Espinal
SECONDER: Councilwoman Harris
AYES: Council President Miller, Councilor AnderBois, Councilwoman Anthony, Councilmen Espinal, Goncalves, Councilwomen Graves, Harris, Councilors Pichardo, Roias, Councilwoman Ryan, Councilor Sanchez and Councilmen Taylor and Vargas – 13.
NAYS: Councilwoman Peterson – 1.
ABSENT: Councilwoman Vargas – 1.

The Motion for Passage the Second Time is Sustained.

CONVENTION

There being no further business, on Motion of **COUNCILMAN ESPINAL**, Seconded by **COUNCILWOMAN HARRIS**, it is voted to adjourn at 6:09 o'clock P.M., to meet again **THURSDAY, JULY 24, 2025 at 6:00 o'clock P.M.**



TINA L. MASTROIANNI
CITY CLERK

*This meeting was live streamed and the recording is available on our
YouTube Channel: <https://www.youtube.com/watch?v=V4cYVoKQTdA&t=851s>*

The City of Providence is committed to providing individuals with disabilities an equal opportunity to participate and benefit from the City's programs, activities and services. If you have a disability and require accommodations in order to fully participate in this activity, contact Leonela Felix, Esq., Ethics Education and ADA Coordinator at 401-680-5333 or LFelix@ProvidenceRI.gov. Providing at least 72 hours' notice will help to ensure availability.