

THE CITY OF PROVIDENCE  
STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

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CHAPTER: 1973-8

NO: 47      AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY  
OF PROVIDENCE and REPEALING CHAPTER 1972-35, APPROVED JUNE 23, 1972.

Approved: February 5, 1973

BE IT ORDAINED BY THE CITY OF PROVIDENCE:

SECTION 1. The following Compensation Plan is hereby adopted as the official Compensation Plan for the classified services and shall be applied to positions in the service as hereinafter provided. Each salaried classified position is placed in one of thirty-five "Pay Grades" each of which contains five "Steps" in order to provide for periodic increases. All "Steps" are in even dollars. The "Pay Grades", "Steps" and "Annual Range" totals are recorded herein.

GRADE NUMBER	(EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	76	78	80	83	86	3952 - 4472
2	81	83	85	89	92	4212 - 4784
3	86	88	90	94	97	4472 - 5044
4	92	94	96	99	102	4784 - 5304
5	97	99	101	104	107	5044 - 5564
6	102	104	106	110	113	5304 - 5876
7	107	110	112	115	118	5564 - 6136
8	113	115	117	120	123	5824 - 6396
9	118	121	125	129	134	6136 - 6968
10	123	126	130	135	139	6396 - 7228
11	128	132	136	140	145	6656 - 7540
12	134	137	141	145	150	6968 - 7800
13	139	142	146	150	155	7228 - 8060
14	145	150	155	160	166	7540 - 8632
15	150	155	160	166	171	7800 - 8892
16	155	160	166	171	176	8060 - 9152
17	160	166	171	176	181	8320 - 9412
18	166	171	176	181	187	8632 - 9724
19	171	176	181	187	192	8892 - 9984
20	176	181	187	192	197	9152 - 10244
21	181	188	194	200	208	9412 - 10816
22	187	193	199	206	213	9724 - 11076
23	192	198	205	211	218	9984 - 11336
24	197	203	210	216	223	10244 - 11596

GRADE NUMBER	SALARY STEPS (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
25	202	210	217	227	234	10504 - 12168
26	208	215	222	232	239	10816 - 12428
27	213	220	230	237	245	11076 - 12740
28	218	226	233	240	250	11336 - 13000
29	223	234	245	255	265	11596 - 13780
30	234	245	255	265	276	12168 - 14352
31	239	250	260	270	282	12428 - 14664
32	250	260	270	281	292	13000 - 15184
33	260	270	282	292	302	13520 - 15704
34	270	282	292	302	313	14040 - 16276
35	281	292	302	313	323	14612 - 16796

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Asst Dog Officer	9
Accountant I	10	Asst Fire Chief	13,104.00
Accountant II	14	Asst Master Mechanic (Water)	3.75 hr
Admin Asst to Chief Engineer (Water)	25	Asst Planner	13
Admin Asst to Commissioner of Public Safety	21	Asst Port Director	17
Admin Asst (Public Works)	21	Asst Supt of Parks	19
Administrative Officer (Civilian Defense)	(Prev State Wage)	Asst Supt (Sewage Disposal)	15
Animal & Bird Curator	4.4250 hr	Asst to Director (DPUD)	25
Appraiser	16	Associate Engineer I	16
		Associate Engineer II	20
		Associate Engineer III	23
Assessment Aide	9	Associate Engineer IV	28
Asst Chief, Division of Legal Services	23	Associate Planner	15
Asst Chief, Fiscal Affairs	25	Attorney (Water)	5,720.00
Asst City Collector	21	Automobile Driver	3.12 hr
Asst City Controller	29	Automotive Equipt Supt	14
Asst City Controller (Second)	25	Automotive Mechanic II	8
Asst City Solicitor	17	Bacteriologist I	11
Asst Director of Recreation	14	Bacteriologist II	14

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bath House Attendant I	2.55 hr	Chief, Division of Purchasing	16
Bath House Attendant II	2.675 hr	Chief, Division of Research	31
Bird & Animal Handler	3.25 hr	Chief, Family Relocation	26
Bldg Custodian	2.55 hr	Chief, Fiscal Affairs	31
Bldg Custodian II	3.05 hr	Chief Inspector of Mech Equipt Installations	25
Bldg Custodian III	3.30 hr	Chief Inspector of Electrical Installations	25
Bldg Inspector I	10	Chief Inspector of Plumbing, Drainage & Gas Piping	25
Bldg Inspector II	14	Chief Inspector of Structures and Zoning	27
Bldg Inspector III	22	Chief Supervisor of Public Lands	16
Bldg Maint Engineer I	3.30 hr	City Architect	25
Bldg Maint Engineer II	3.925 hr	City Assessor	34
Bldg Maint Supervisor	13	City Collector	31
Business Relocation Officer	25	City Controller	33
Case Work Supervisor (DPUD)	(Prev State Wage)	City Forester	24
Cement Finisher	3.40 hr	City Registrar of Vital Statistics	10
Charwoman	68.00 wk	Clerk I	1
Chief Chemist (Water)	20	Clerk II	3
Chief, Division of Code Enforcement	31	Clerk III	5
Chief, Division of Community Services	31	Clerk IV	9
Chief, Division of Custodial Services	24	Clerk, Prov Municipal Court	18
Chief, Division of Legal Services	31	Clerk Stenographer I	2
Chief, Division of Maintenance and Repairs	21	Clerk Stenographer II	4
Chief, Division of Planning	31	Clerk Stenographer III	6
Chief, Division of Public Bldgs	31		
Chief, Division of Public Lands and Parks	33		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Clerk Typist I	1	Equipment Manager	11
Clerk Typist II	3	Equipment Operator	3.20 hr
Control Center Operator	9		
Curb Setter	3.30 hr	Fallout Shelter Co-Ordinator (Prev State (Civilian Defense) Wage)	
Data Processing Co-Ordinator	34	Financial Specialist	20
Deputy Chief Engineer (Water)	33	Fire Alarm Technician	3.925 hr
Deputy City Clerk, First	18		
Deputy City Clerk, Second	14	Fire Battalion Chief	12,012.00
Deputy City Registrar	7	Fire Captain	10,504.00
Deputy City Solicitor	24		
Deputy Clerk, Probate	8	Fire Chief	15,730.00
Deputy Clerk, Prov Municipal Court	13	Fire Chief Dispatcher	10,504.00
Deputy Director & Chief of Project Development (DPUD)	35	Fire Equipment Supt I	10,920.00
Deputy Director of Civilian Defense	(Prev State Wage)	Fire Equipment Supt II	12,012.00
		Fire Lieutenant	9,880.00
Deputy Director, Public Works	35		
Deputy Recorder of Deeds	14	Fireman	8,684.00) 8,892.00) 9,048.00)
Detective I	10,452.00 8% 11,288.16	Fire Marshall	12,012.00
Director of Communications	33		
Dog Officer	17	First Deputy City Sealer	10
Draftsman	9	First Deputy City Sergeant	9
Duplicating Equipt Operator	10	First Deputy City Weigher	8
Electrical Inspector I	14	Fiscal Officer	21
Electrical Inspector II	16		
Electrical Inspector III	20	Foreman	3.40 hr
Electronic Instrument Technician	28	Forester (Source of Supply)	16
Elevator Operator	2.55 hr	Foreman Cable Crew	4.1750 hr
Engineer's Associate	16	Foreman Line Crew	4.1750 hr
Engineering Aide (DPUD)	8	Garage Supt I	12
Engineering Aide II	7		
Engineering Aide III	11	Garage Supt II	14

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
General Foreman	3.70 hr	Narcotics Inspector	11,288.16
Heavy Equipment Operator	3.40 hr	Operations & Planning Officer (Prev State (Civilian Defense) Wage)	
Highway Field Supervisor	4.15 hr		
Highway Yard Supervisor	4.15 hr	Parking Meter Maint Man I	3.20 hr
Horticultural Supervisor	3.55 hr	Parking Meter Maint Man II	3.65 hr
Intergroup Specialist	16	Personnel Director	26
Laboratory Technician II	6	Personnel Technician	13
Laborer	3.15 hr	Plan Estimator	25
Land Disposition Officer	25	Playground Director	2
Machinist	16	Playground Supervisor	4
Maintenance Man II	3.225 hr	Plumbing Inspector I	14
Maintenance Man III	3.675 hr	Plumbing Inspector II	15
Management Aide I (DPUD)	9	Plumbing Inspector III	20
Management Aide II (DPUD)	15	Police Captain	12,012.00) 8% - 12,972.96)
Management Officer	21		
Master Mechanic-Water	4.35 hr	Police Chief	15,990.00
Mayor's Police Aide	11,128.00	Police Lieutenant	11,128.00) 8% - 12,018.24)
Mechanic	3.40 hr	Police Major	12,786.80
Mechanical Engineer	23	Police Matron	1
Mechanical Equipt Inspector I	12		
Mechanical Equipt Inspector II	15	Police Patrolman	8,320.00) 9,360.00) 8% -10,108.80)
Mechanical Equipt Inspector III	20		
Meter Reader I	3.40 hr	Police Sergeant	10,452.00) 8% -11,288.16)
Meter Reader II	3.65 hr	Police Signal Operator	2.55 hr
Meter Superintendent	15	Police Surgeon, First	18

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Police Woman	8,985.60) 9,210.24) 10,108.80)	Senior Appraiser	24
		Senior Draftsman (DPUD)	15
Port Director	27	Senior Mechanic	3.65 hr
Principal Engineer	31	Senior Planner	21
Principal Planner	25	Senior Research Assistant	26
Program Specialist	20	Sewer Construction Worker	3.25 hr
Project Counsel	20	Sewer & Drain Inspector	3.30 hr
Project Supervisor	27	Sewer Equipment Operator	3.30 hr
Public Works Inspector I	6	Shop Supervisor	18
Public Works Inspector II	11	Social Case Worker (DPUD)	(Prev State Wage)
Purchasing Agent I	9		
Radio Engineer	10,504.00		
Radio Repair Technician	3.9250 hr		
Rain Gauge Keeper	7.42 per (instrument per week)	Special Counsel	14
Real Estate Aide I	9	Stationary Equipment Operator	3.25 hr
Real Estate Aide II	15		
Recreation Center Director	10	Stenographic Reporter (City Council)	9
Recreation Leader	2.00 hr		
Recreation Program Supervisor	6	Supt of Filtration	26
Rehabilitation Specialist	20	Supt of Garbage Collection	15
Renewal Inspector I	9	Supt of Highway	19
Renewal Inspector II	11	Supt of Incinerator	19
Renewal Inspector III	14	Supt of Sewage Disposal	19
Research Assistant	15	Supt of Sewer Construction and Maintenance	19
Rescueman In Charge	9,880.00		
Rescue Truck Driver	9,464.00		
Second Deputy City Sealer	5	Supt of Transmission & Distribution	14
Second Deputy City Sergeant	6		
Secretary, Bldg Bd of Review	3,016.00	Supt of Warehouse & Inventory	16
Secretary, Housing Bd of Review	1,352.00	Supt of Weights & Measures	17
Secretary, Zoning Bd of Review	7,540.00	Supervisor (Current Planning)	29

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Supervisor (Graphics)	26	Utility Inspector	12
Supervisor (Long Range Planning)	29	Water Service Inspector	7
Supervisor (Project Planning)	29	Watershed Manager (Source of Supply-Water)	23
Supervisor (Traffic Planning)	26		
Supervisor of Business Relocation and Property Management	26	Watchman	2.25 hr
Supervisor-Division of Maint and Repairs	17	Zoning Assistant	9
Supervisor of Enforcement	26	Zoo Director	22
Supervisor of Engineering (DPUD)	31		
Supervisor of Environment Control	3.70 hr	* * * * *	
Supervisor, Program Specialists	24		
Supervisor of Public Lands (Dept of Public Property)	14		
Supervisor of Real Estate	26		
Supervisor of Rehabilitation Services	26		
Switchboard Operator	2		
Traffic Engineer I	18		
Traffic Engineer III	23		
Traffic Marker & Sign Man I	3.40 hr		
Traffic Planner	20		
Traffic Signal Maint Man I	3.65 hr		
Traffic Signal Maint Man II	3.90 hr		
Training & Public Information (Prev State Officer (Civ. Def.)	Wage)		
Tree Trimmer	3.40 hr		

SECTION 2. No person holding a position in the classified service on the date of the passage of this ordinance shall be reduced in compensation by reason of the terms of this ordinance.

SECTION 3. All persons holding or entering a classified position in the city service on or after January 1, 1973, shall be paid the "Pay Grade" rates herein provided.

SECTION 4. The minimum rate of pay for any class of position shall be payable to any person on his first appointment to the position allocated to the class, provided however, that with the recommendation of the Director of Finance and approval of the Mayor, he may enter the position at any other step in the "Pay Grade" and provided further, that if a person already in the service is transferred, he may with the recommendation of the Director of Finance and approval of the Mayor, enter the new position at the same rate of pay as he had previously received.

SECTION 5. Any employee employed in a position allocated to a class carrying minimum and maximum pay rates may be granted a pay increase from one step to the next higher step within established grade, subject to the following:

1. One "Pay Grade" step per year.
2. Recommendations for step increases shall be made by department heads or the Chairman of Bureaus or Commissioners at the time of submission of annual budget estimates, and at no other time. Such recommendations shall be made on the basis of the quality of work and the seniority of individual employees.
3. The Director of Finance shall review such proposed step increases for availability of funds and conformity to the provisions of this Ordinance, and shall recommend approval or disapproval of the increase to the Mayor.
4. An employee entering the city service shall be eligible for a step increase on the first day of the succeeding January, April, July or October next following the completion of twelve months of service by said employee in accordance with the provisions of sub-sections 1, 2, 3, and 5 of this Section.
5. Any employee who is transferred from a position not carrying a minimum and maximum pay rate to one that carries a minimum and maximum pay rate shall receive either his present salary or the minimum salary of the new position, whichever is greater, but in no case shall the new salary exceed the maximum salary of his new position.
6. Increased compensation received by an individual as the result of promotion from a lower to a higher class shall not be deemed a step increase in the sense of the term as used in this section and in event of promotion shall automatically receive the minimum salary for the class to which he has been promoted. If such minimum salary is the same or less than the salary he received prior to his promotion, he may receive a salary which shall be one full increment higher than his prior salary, but in no case to exceed the maximum.
7. The entrance rate for Police Patrolman, and Police Woman shall be \$8,320.00 per annum, and shall automatically increase in accordance with the following schedule:

At the expiration of one (1) year of service - \$8,528.00 per annum.

At the expiration of eighteen (18) months of service - \$9,360.00 per annum.

Night Patrolman and Night Police Woman shall receive \$1.00 per week above their regular salary.

Members of the Police Department who are regularly assigned plain clothes duty as Detectives or members of the so-called "C"-Squad shall receive in addition to their basic salary an additional eight (8%) per centum of their salary during such assignment.

SECTION 6. A given rate of pay as expressed in the compensation plan may be commuted to weekly, daily or hourly rate and established by a department head or chairman of a Bureau or Commission with the approval of the Mayor and the Director of Finance, as the rate of pay for employees of a particular class: provided,



however, that all employees of a given class in a given unit of a department shall be paid on the same basis, excepting part-time and temporary employees.

SECTION 7. All employees in the classified service shall be paid weekly.

SECTION 8. No officer or employee of the City shall issue a check for payment of, or pay any salary or compensation to any person holding, or claiming to hold a position in the classified service, unless the Personnel Director shall have first certified that the persons named on the payroll or account of such compensation have been appointed and are employed in accordance with this ordinance.

SECTION 9. Chapter 1972-35 of the Ordinances of 1972 with all amendments thereto is hereby repealed.

SECTION 10. This Ordinance shall take effect January 1, 1973.

IN CITY  
COUNCIL  
JAN 18 1973  
FIRST READING  
READ AND PASSED  
*Vincent Cuspia*  
CLERK

APPROVED  
FEB 5 1973  
*Joseph A. Carley*  
MAYOR

IN CITY  
COUNCIL  
FEB 1 - 1973  
FINAL READING  
READ AND PASSED  
*Robert J. Boston*  
PRESIDENT  
*Vincent Cuspia*  
CLERK

IN CITY  
COUNCIL

JAN 2 - 1973

FIRST READING  
REFERRED TO COMMITTEE ON  
FINANCE

*Vincent W. Wynn*  
CLERK

*Councilman Sciarretta  
and Councilman Lynch, by request*

FILED

DEC 23 2 13 PM '72

DEPT. OF CITY CLERK  
PROVIDENCE, R.I.