

CHAPTER 2024-18

No. 221 AN ORDINANCE AMENDING CHAPTER 17 "OFFICERS AND EMPLOYEES", ARTICLE I "IN GENERAL" OF THE PROVIDENCE CODE OF ORDINANCES TO ADD SECTION 17-35 "PROVIDENCE PUBLIC SCHOOL GRADUATES"

Approved May 24, 2024

Be it ordained by the City of Providence:

WHEREAS, The City of Providence employs over 1,400 employees; and

WHEREAS, As one of the largest employers in the City, the City of Providence plays a significant role in providing opportunities for local residents; and

WHEREAS, Providence Public School District graduates are the foundation for the future of the City and it is imperative that the City of Providence create pathways for employment for these graduates so that they have an opportunity to remain local, serve, and contribute to the public service of the City of Providence while pursuing their careers.

Now Therefore, Be it ordained by the City of Providence:

Section 1. Chapter 17, "Officers and Employees", Article I "In General", is hereby amended as follows:

Section 17-35 – Providence Public School Graduates

- (a) Definition: The term "Providence Public School graduate" shall mean any student who has graduated with a high school degree issued by the Providence Public School District.
- (b) Obligation to Interview: Prior to extending an offer of employment for any open job position in the City of Providence the hiring manager who oversees said position, shall be required to conduct an interview of at least one minimally qualified Providence Public School graduate who applies for the open position, should there be a qualified candidate.
- (c) Exception: The obligation to interview shall not apply for any job posting that has been advertised for more than seven (7) days, does not receive an application from any Providence Public School graduates, or where such applicants do not meet the minimal qualifications as defined by the job posting and/or description.
- (d) Tracking and Reporting: The Human Resources Department shall be required to track the number of Providence Public School graduates who apply for open positions within the City as well as the number of Providence Public School graduates employed by the City when provided by the applicant.
- (e) Reporting: The Human Resources Department shall report annually describing the data collected pursuant to this Section, as well as recommendations for how the City can increase employment opportunities for Providence Public School graduates.

Nothing contained herein shall impinge on any existing collective bargaining obligation or agreement and does not apply to sworn members of the Providence Police Department or the Providence Fire Department.

Section 2. This act will go into effect upon the completion of the 2024-2025 school year as defined by the Providence Public Schools.

IN CITY COUNCIL
MAY 02 2024
FIRST READING
READ AND PASSED

Jina L. Mastromanni
CLERK

IN CITY
COUNCIL
MAY 16 2024
FINAL READING
READ AND PASSED

Rachel M. Miller
RACHEL M. MILLER, PRESIDENT
Jina L. Mastromanni
CLERK

I HEREBY APPROVE.

Butt P. S.
Mayor

Date: 5/24/24