

CHAPTER 2025-32

No. 328 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

Approved July 15, 2025

Be it ordained by the City of Providence:

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

IN CITY COUNCIL
JUL 07 2025
FIRST READING
READ AND PASSED
Jina L. Mastrosiani
CLERK

IN CITY COUNCIL
JUL 14 2025
FINAL READING
READ AND PASSED
Rachel M. Miller
RACHEL M. MILLER, PRESIDENT
Jina L. Mastrosiani
CLERK

I HEREBY APPROVE.
Brett Smith
Mayor
Date: 7/15/2025

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 STEP	2nd STEP	3rd STEP	4th STEP	5th STEP	ANNUAL SALARY RANGE	
						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