

THE CITY OF PROVIDENCE  
STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

CHAPTER: 1974-4

NO: 4 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY  
OF PROVIDENCE and REPEALING CHAPTER 1973-29, APPROVED JUNE 25, 1973.

Approved: January 9, 1974

BE IT ORDAINED BY THE CITY OF PROVIDENCE:

SECTION 1. The following Compensation Plan is hereby adopted as the official Compensation Plan for all City Officials & workers services and shall be applied to positions in the service as hereinafter provided. Each salaried position is placed in one of thirty-five "Pay Grades" each of which contains five "Steps" in order to provide for periodic increases. All "Steps" are in even dollars. The "Pay Grades", "Steps" and "Annual Range" totals are recorded herein. All other salaries paid to City Officials and employees not in above pay grades shall be specifically specified.

GRADE NUMBER	SALARY STEPS (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	80	82	84	88	91	4160 - 4732
2	85	88	90	94	97	4420 - 5044
3	91	93	95	99	102	4732 - 5304
4	97	99	101	104	108	5044 - 5616
5	102	104	107	110	113	5304 - 5876
6	108	110	112	116	119	5616 - 6188
7	113	116	118	121	124	5876 - 6448
8	119	121	123	127	130	6188 - 6760
9	124	128	132	136	141	6448 - 7332
10	130	133	137	142	147	6760 - 7644
11	135	139	143	148	153	7020 - 7956
12	141	145	149	153	158	7332 - 8216
13	147	150	154	158	164	7644 - 8528
14	153	158	164	169	175	7956 - 9100
15	158	164	169	175	180	8216 - 9360
16	164	169	175	180	186	8528 - 9672
17	169	175	180	186	191	8788 - 9932
18	175	180	186	191	197	9100 - 10244
19	180	186	191	197	203	9360 - 10556
20	186	191	197	203	208	9672 - 10816
21	191	198	205	211	219	9932 - 11388
22	197	204	210	217	225	10244 - 11700
23	203	209	216	223	230	10556 - 11960
24	208	214	222	228	235	10816 - 12220
25	213	222	229	239	247	11076 - 12844

GRADE NUMBER	SALARY STEPS (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
26	219	227	234	245	252	11388 - 13104
27	225	232	243	250	258	11700 - 13416
28	230	240	246	253	264	11960 - 13728
29	235	247	258	269	280	12220 - 14560
30	247	259	269	280	291	12844 - 15132
31	252	264	274	285	298	13104 - 15496
32	264	274	285	296	308	13728 - 16016
33	274	285	298	308	319	14248 - 16588
34	285	298	308	319	330	14820 - 17160
35	296	308	319	330	341	15392 - 17732

<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	14,560.00
Accountant II	14	Asst Master Mechanic (Water)	3.95 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 to Director of Prov Human Relations Commission	14	Asst Supt of Parks	19
Admin Asst (Public Works)	21	Asst Supt (Sewage Disposal)	15
Administrative Officer (Civilian Defense)	22	Asst to Director (DPUD)	25
Animal & Bird Curator	4.6250 Hr	Associate Engineer I	16
Appraiser	16	Associate Engineer II	20
Assessment Aide	9	Associate Engineer III	23
Asst Chief, Division of Legal Services	23	Associate Engineer IV	28
Asst Chief, Fiscal Affairs	25	Associate Planner	15
Asst City Collector	21	Attorney (Water)	6,032.00
Asst City Controller	29	Automobile Driver	3.32 Hr
Asst City Controller (Second)	25	Automotive Equipt Supt.	14
Asst City Solicitor	17	Automotive Mechanic II	8
Asst Dir. of Recreation	14	Bacteriologist I	11
		Bacteriologist II	14
		Bird & Animal Handler	3.45 Hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bldg Custodian	2.75 Hr	Chief, Fiscal Affairs	31
Bldg Custodian III	3.50 Hr	Chief, Inspector of Mech. Equipt. Installations	25
Bldg Inspector I	10	Chief Inspec. of Electrical Installations	25
Bldg Inspector II	14	Chief Inspector of Plumbing, Drainage & Gas Piping	25
Bldg Inspector III	22	Chief Inspector of Structures and Zoning	27
Bldg Maint Supervisor	13	Chief Supervisor of Public Lands	16
Business Relocation Officer	25	City Architect	25
Case Work Supervisor (DPUD) (Prev State Wage)		City Assessor	34
Cement Finisher	3.60 Hr	City Clerk	31
Chairman, Bd of Canvassers	9,360.00 Yr	City Collector	31
Chairman, Housing Bd of Review	1,200.00 Yr (60.00 per mtg.)	City Controller	33
Chairman, Bldg. Bd of Review	1,500.00 Yr	City Forester	24
Chairman & Secretary (Bureau of Licenses)	9,932.00 Yr	City Registrar of Vital Statistics	14
Chairman, Water Supply Bd. (20.00 per mtg.)	1,500.00 Yr	City Sergeant	1.00 Yr
Chairman, Zoning Bd of Review	1,500.00 Yr	City Solicitor	16,276.00 Yr
Charwoman	68.00 Wk	City Treasurer	31
Chief Chemist (Water)	20	Clerk I	1
Chief Engineer (Water Supply Board)	20,000.00 Yr	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, Probate Court	18
Chief, Division of Legal Services	31	Clerk, Prov Municipal Court	18
Chief, Division of Maint. and Repairs	21	Clerk Stenographer I	2
Chief, Division of Planning	31	Clerk Stenographer II	4
Chief, Division of Public Bldg.	31	Clerk Stenographer III	6
Chief, Division of Public Lands and Parks	33	Clerk Typist I	1
Chief, Division of Purchasing	16	Clerk Typist II	3
Chief, Division of Research	31	Commissioner, Bureau of Licenses	8,060.00 Yr
Chief, Family Relocation	31	Commissioner, Public Safety	20,000.00 Yr
		Control Center Operator	9

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Curb Setter	3.50 Hr	Engineer's Associate	16
Data Processing Co-Ordinator	34	Engineering Aide II	7
Deputy Asst. Fire Chief	13,438.88	Engineering Aide III	11
Deputy Chief Engineer (Water)	33	Equipment Manager	11
Deputy City Clerk, First	18	Equipment Operator	3.40 Hr
Deputy City Clerk, Second	14	Executive Director (Prov Human Relations Comm)	30
Deputy City Registrar	7		
Deputy City Solicitor	24	Fallout Shelter Co-Ordinator (Civilian Defense)	21
Deputy Clerk, Probate Court	6	Field Worker (Prov Human Relations Comm)	15
Deputy Clerk, Providence Municipal Court	13	Financial Specialist	20
Deputy Director & Chief of Project Development	35	Fire Alarm Technician	4.125 Hr
Deputy Director of Civilian Defense	32	Fire Battalion Chief	12,624.56 Yr
Deputy Director, Public Works	35	Fire Captain	11,648.00
Deputy Recorder of Deeds	14	Fire Chief	16,805.36
Detective I	10,985.00)	Fire Chief Dispatcher	11,648.00
8% 11,863.80)		Fire Equipment Supt I	12,480.00
Director of Building Inspection	20,000.00	Fire Equipment Supt II	13,572.00
Director of Civilian Defense	33	Fire Lieutenant	10,972.00
Director of Communications	16,805.35	Fireman	9,516.00)
Director of Finance	20,000.00 Yr		9,724.00)
Director of Planning and Urban Development	20,000.00 Yr		9,880.00)
Director of Public Property	20,000.00 Yr	Fire Marshal	12,480.00
Director of Public Works	20,000.00 Yr	First Deputy City Sealer	10
Director of Recreation	33	First Deputy City Sergeant	9
Dog Officer	17	First Deputy City Weigher	8
Draftsman	9	Fiscal Officer	21
Duplicating Equip Operator	10	Foreman	3.60 Hr
		Forester (Source of Supply)	16
Electrical Inspector I	14	Foreman Cable Crew	4.375 Hr
Electrical Inspector II	16	Foreman Line Crew	4.375 Hr
Electrical Inspector III	20	General Foreman	3.90 Hr
Electronic Instrument Technician	26	Heavy Equipment Operator	3.60 Hr
Elevator Operator	2.75 Hr	Highway Field Supervisor	4.35 Hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Highway Yard Supervisor	4.35 Hr	Member, Bd of Tax Assessment Review	3,000.00 Yr
Horticultural Supervisor	3.90 Hr	Member, Bldg Bd of Review	1,000.00 Yr
Intergroup Specialist	16	Member, Water Supply Board	1,200.00 Yr (15.00 per mtg)
Inventory Control Clerk	9	Member Zoning Bd of Review	1,000.00 Yr
Judge, Probate Court	14,248.00 Yr	Meter Reader I	3.60 Hr
Judge, Prov Municipal Court	6,656.00 Yr	Meter Reader II	3.85 Hr
Laboratory Technician II	6	Meter Superintendent	15
Laborer	3.35 Hr	Museum Director	27
Land Disposition Officer	25	Narcotics Inspector	11,863.80
Man in Charge-Carpenter Shop	11,648.00	Operations & Planning Officer (Civilian Def)	25
" " " Bur Operational Cont	10,972.00	Parking Meter Maint Man I	3.40 Hr
Machinist	16	Parking Meter Maint Man II	3.85 Hr
Maintenance Man II	3.425 Hr	Personnel Director	26
Maintenance Man III	3.875 Hr	Personnel Technician	14
Management Aide I (DPUD)	9	Plan Estimator	25
Management Aide II (DPUD)	15	Playground Director	2
Management Officer	21	Playground Supervisor	4
Master Mechanic-Water	4.55 Hr	Plumbing Inspector I	14
Matrons -Rec. Seasonal Help	2.83 Hr	Plumbing Inspector III	20
Mayor's Administrative Aide	24	Police Captain	12,624.56)
Mayor's Administrative Asst	29		8% 13,634.40)
Mayor's Admin. Asst. for Public Safety	31	Police Chief	16,805.36
Mayor's Admin. Asst. for Urban Affairs	16,016.00 Yr	Police Lieutenant	11,695.32)
Mayor's Executive Secretary	26		3% 12,630.80)
Mayor's Personal Secretary	9	Police Major	13,438.88
Mayor's Police Aide	11,695.32	Police Matron	1
Mayor's Stenographer	9	Police Patrolman	8,788.00)
Mayor's Typist	4		9,837.36)
Mechanic	3.60 Hr		8% 10,624.12)
Mechanical Engineer	23	Police Sergeant	10,985.00)
Mechanical Equipt Inspector I	12		8% 11,863.80)
Mechanical Equipt Inspector II	15	Police Woman	9,491.04)
Mechanical Equipt Inspector III	20		10,624.12)
Member, Bd of Canvassers	9,360.00 Yr	Port Director	27
Member, Bd of Review (Housing Bd. of Review) (50.00 per mtg)	1,000.00 Yr		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Port Security Officer	9	Senior Appraiser	24
Principal Engineer	31	Senior Draftsman (DPUD)	15
Principal Planner	25	Senior Mechanic	3.85 Hr
Program Director (Senior Citizens)	9,048.00 Yr	Senior Planner	21
Program Specialist	20	Senior Research Assistant	26
Project Counsel	20	Sewer Construction Worker	3.45 Hr
Project Supervisor	27	Sewer & Drain Inspector	3.50 Hr
Public Works Inspector I	6	Sewer Equipt Operator	3.50 Hr
Public Works Inspector II	11	Sewing Instructor, Senior Citizens	2.22 Hr
Purchasing Agent I	9	Shop Supervisor	18
Radio Engineer (Fire)	11,648.00 Yr	Social Case Worker (DPUD) (Prev State Wage)	
Radio Engineer (Communica- tions)	10,504.00 Yr	Social Worker, Senior Citizens	7,384.00 Yr
Rain Gauge Keeper (7.42 per instr. Wk.)		Special Counsel	14
Radio Repair Technician	4.1250 Hr	Stationary Equipt Operator	3.45
Recorder of Deeds	21	Stenographic Reporter (City Council)	9
Real Estate Aide II	15	Supt., Bridge Maintenance	19
Recreation Center Director	10	Supt. of Filtration	30
Recreation Leader	2.00 Hr	Supt. of Garbage Collection	16
Rehabilitation Specialist	20	Supt. of Highway	19
Renewal Inspector I	9	Supt. of Parks	1.00 Yr
Renewal Inspector II	11	Supt. of Sewage Disposal	19
Renewal Inspector III	14	Supt. of Sewer Construction and Maintenance	19
Research Assistant	15	Supt. of Weights & Measures	17
Rescueman In Charge	10,972.00	Supervisor of Warehouse & Inventory	16
Rescue Truck Driver	10,556.00	Supervisor (Current Planning)	29
School Crossing Guards	2.50 Hr	Supervisor (Graphics)	26
Second Deputy City Sealer	5	Supervisor (Long Range Planning)	29
Second Deputy City Sergeant	6	Supervisor (Project Planning)	29
Secretary, Bd of Canvassers	1,040.00 Yr	Supervisor, Senior Citizens	5,148.00 Yr
Secretary, Bd of Tax Assm't Review	3,500.00 Yr	Supervisor (Traffic Planning)	26
Secretary, Bldg Bd of Review	3,172.00 Yr	Supervisor of Business Reloca- tion & Property Management	26
Secretary, Housing Bd of Review	1,456.00 Yr		
Secretary, Zoning Bd of Review	7,956.00 Yr		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Supervisor-Division of Maint.	17		
Supervisor of Enforcement	26		
Supervisor of Engineering (DPUD)	31		
Supervisor of Environment Control	14		
Supervisor, Program Specialists	24		
Supervisor of Public Lands	14		
Supervisor of Real Estate	26		
Supervisor of Rehabilitation Services	26		
Switchboard Operator	2		
Traffic Engineer	33		
Traffic Engineer I	18		
Traffic Engineer III	23		
Traffic Marker & Sign Man I	3.60 Hr		
Traffic Planner	20		
Traffic Signal Maint Man I	3.85 Hr		
Traffic Signal Maint Man II	4.10 Hr		
Training & Public Information Officer (Civ. Def.)	25		
Tree Trimmer	3.60 Hr		
Utility Inspector	12		
Water Service Inspector	7		
Watershed Manager (Source of Supply-Water)	23		
Watchman	2.45 Hr		
Woman Parking Checker	2.50 Hr		
Zoning Assistant	9		
Zoo Curator	1.00 Yr		
Zoo Director	22		
		<u>TEMPORARY-PART-TIME</u>	
		Automobile Driver (Part-time Bd. of Canvassers)	2.03 Hr
		Clerk I, Emergency, Temporary & Seasonal	2.00 Hr
		Co-Director (Recreation)	11.00 session
		Laborers (Emergency, Temporary & Seasonal)	2.00
		Recreation Center Director	62.50 Wk
		Referee (Recreation)	5.00 game
		School Janitor (Prev School Dept Wage)	
		Supervisor of Activities (Recreation)	4.00 Hr
		<u>SWIMMING POOLS</u>	
		Asst Small Pool Manager	80.00 Wk
		Counter Person	1.60 Hr
		Hygiene Inspector	64.00 Wk
		Lifeguard (Prev. State Wage)	
		Small Pool Manager	90.00 Wk
		Supervisor	110.00 Wk
		Watchman (Recreation, Seasonal Help)	1.70 Hr
		* * * * *	

SECTION 2. The minimum rate of pay for any class of position shall be payable to any person on his first appointment to the position allocated to the class, provided however, that with the recommendation of the Director of Finance and approval of the Mayor, he may enter the position at any other step in the "Pay Grade" and provided further, that if a person already in the service is transferred, he may with the recommendation of the Director of Finance and approval of the Mayor, enter the new position at the same rate of pay as he had previously received.

SECTION 3. Any employees employed in a position allocated to a class carrying minimum and maximum pay rates may be granted a pay increase from one step to the next higher step within established grade, subject to the following:

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

SECTION 4. A given rate of pay as expressed in the compensation plan may be commuted to weekly, daily or hourly rate and established by a department head or Chairman of a Bureau 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 5. No Officer or employee of the City shall issue a check for payment of, or pay any salary or compensation to any person holding, or claiming to hold a position in the classified service, unless the Personnel Director shall have first certified that the persons named on the payroll or account of such compensation have been appointed and are employed in accordance with this ordinance.

SECTION 6. Chapter 1973-29 of the Ordinances of 1973-1974 with all amendments thereto is hereby repealed.

SECTION 7. This Ordinance shall take effect January 1, 1974.

IN CITY COUNCIL

DEC 20 1973  
FIRST READING  
READ AND PASSED

*Vincent Crespi*  
CLERK

APPROVED

MAYOR

*Joseph A. Hawley*  
JAN 9 1974

IN CITY  
COUNCIL

JAN 3 1974  
FINAL READING  
READ AND PASSED

*Vincent Crespi*  
PRESIDENT  
CLERK



CITY COUNCIL

DEC 6 1973

FIRST READING

FINANCE

REFERRED TO

*Vincent Vecopas*  
CLERK

THE COMMITTEE ON

FINANCE

Approves Passage of  
The Within Ordinance

*Vincent Vecopas*  
Chairman  
Clerk

DEC 13 1973

FILED

DEC 19 12 18 PM '73

DEPT. OF CITY CLERK  
PROVIDENCE, R.I.

NOV 11 1973

*Councilman Lynch  
and Councilman Dargatz, by request*