

THE CITY OF PROVIDENCE

STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

CHAPTER: 1976-11

NO: 135 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE and REPEALING CHAPTER 1975-21 APPROVED AUGUST 9, 1975, AS AMENDED. 2.2.

Approved: April 13, 1976

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. 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					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	92.25	94.25	96.25	100.25	103.25	4797- 5369
2	97.25	100.25	102.25	106.25	109.25	5057- 5681
3	103.25	105.25	107.25	111.25	114.25	5369- 5941
4	109.25	111.25	113.25	116.25	120.25	5681- 6253
5	114.25	116.25	119.25	122.25	125.25	5941- 6513
6	120.25	122.25	124.25	128.25	131.25	6253- 6825
7	125.25	128.25	130.25	133.25	136.25	6513- 7085
8	131.25	133.25	135.25	139.25	142.25	6825- 7397
9	136.25	140.25	144.25	148.25	153.25	7085- 7969
10	142.25	145.25	149.25	154.25	159.25	7397- 8281
11	147.25	151.25	155.25	160.25	165.25	7657- 8593
12	153.25	157.25	161.25	165.25	170.25	7969- 8853
13	159.25	162.25	166.25	170.25	176.25	8281- 9165
14	165.25	170.25	176.25	181.25	187.25	8593- 9737
15	170.25	176.25	181.25	187.25	192.25	8853- 9997
16	176.25	181.25	187.25	192.25	198.25	9165-10309
17	181.25	187.25	192.25	198.25	203.25	9425-10569
18	187.25	192.25	198.25	203.25	209.25	9737-10881
19	192.25	198.25	203.25	209.25	215.25	9997-11193
20	198.25	203.25	209.25	215.25	220.25	10309-11453
21	203.25	210.25	217.25	223.25	231.25	10569-12025
22	209.25	216.25	222.25	229.25	237.25	10881-12337
23	215.25	221.25	228.25	235.25	242.25	11193-12597
24	220.25	226.25	234.25	240.25	247.25	11453-12857
25	225.25	234.25	241.25	251.25	259.25	11713-13481

GRADE NUMBER	SALARY STEPS					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
26	231.25	239.25	246.25	257.25	264.25	12025-13741
27	237.25	244.25	255.25	262.25	270.25	12337-14053
28	242.25	252.25	258.25	265.25	276.25	12597-14365
29	247.25	259.25	270.25	281.25	292.25	12857-15197
30	259.25	271.25	281.25	292.25	303.25	13481-15769
31	264.25	276.25	286.25	297.25	310.25	13741-16133
32	276.25	286.25	297.25	308.25	320.25	14365-16653
33	286.25	297.25	310.25	320.25	331.25	14885-17225
34	297.25	310.25	320.25	331.25	342.25	15457-17797
35	308.25	320.25	331.25	342.25	353.25	16029-18369

<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	17,472.00
Accountant II	14	Asst. Master Mechanic (Water)	4.65 hr
Admin. Asst. to Assessor	25	Asst. Planner	13
Admin. Asst. to Chief Engineer (Water)	25	Asst. Port Director	17
Admin. Asst. to City Council	29	Asst. Supt. of Parks	19
Admin. Asst. to Commissioner of Public Safety	21	Asst. Supt. (Sewage Disposal)	15
Admin. Asst. to Director of Prov. Human Relations Commission	14	Asst. to Director (DPUD)	25
Admin. Asst. (Public Works)	23	Associate Engineer I	16
Administrative Officer (Prov. Civil Def. Preparedness Agency)	22	Associate Engineer II	20
Animal & Bird Curator	5.425 hr	Associate Engineer III	23
Appraiser	16	Associate Engineer IV	28
Assessment Aide	9	Associate Planner	15
Asst. Chief, Division of Legal Services	23	Attorney (Water)	9,000.00
Asst. Chief, Fiscal Affairs	25	Automobile Driver	4.02 hr
Asst. City Collector	25	Automotive Equipt. Supt.	14
Asst. City Controller	29	Automotive Mechanic II	8
Asst. City Controller (Second)	25	Bacteriologist I	11
Asst. City Solicitor	17	Bacteriologist II	14
Asst. Dir. of Recreation	14	Bird & Animal Handler	4.15 hr
		Bldg. Custodian	3.45 hr
		Bldg. Custodian III	4.20 hr
		Bldg. Inspector I	10

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bldg. Inspector II	14	Chief Radio Engineer	13,104.00
Bldg. Inspector III	22	Chief Supervisor of Public Lands	16
Bldg. Maint Supervisor	13		
Business Relocation Officer	25	City Architect	25
Case Work Supervisor (DPUD) 11,111-13,213		City Assessor	35
Cement Finisher	4.30 hr	City Clerk	20,000.00
Chairman, Bldg. Bd. of Review	1,500.00 yr	City Collector	31
Chairman, Housing Bd. of Review (60.00 per mtg.)	1,200.00 yr	City Controller	33
Chairman & Secretary (Bureau of Licenses)	9,932.00 yr	City Forester	24
Chairman, Water Supply Bd. (20.00 per mtg.)	1,500.00 yr	City Registrar of Vital Statistics	21
Chairman, Zoning Bd. of Review	1,500.00 yr	City Sergeant	12
Charwoman	82.00 wk	City Solicitor	16,913.00
Chief Appraiser	25	City Treasurer	31
Chief Chemist (Water)	24	Clerk I	1
Chief, Division of Code Enforcement	31	Clerk II	3
Chief, Division of Community Services	31	Clerk III	5
Chief, Division of Legal Services	31	Clerk IV	9
Chief, Division of Maint. and Repairs	21	Clerk, Probate Court	18
Chief, Division of Planning	31	Clerk, Prov. Municipal Court	18
Chief, Division of Public Bldg.	31	Clerk Stenographer I	2
Chief, Division of Purchasing	16	Clerk Stenographer II	4
Chief, Division of Research	31	Clerk Stenographer III	6
Chief Engineer (Water Supply Board)	21,000.00 yr	Clerk Typist I	1
Chief, Family Relocation	31	Clerk Typist II	3
Chief, Fiscal Affairs	31	Commissioner, Bureau of Licenses	8,060.00
Chief, Inspector of Mech. Equipt. Installations	25	Commissioner, Public Safety	<del>20,000.00</del> 20,000.00 2.2. <del>21,000.00</del>
Chief Inspec. of Electrical Installations	25	Control Center Operator	10
Chief Inspector of Plumbing, Drainage & Gas Piping	25	Curb Setter	4.20
Chief Inspector of Structures and Zoning	27	Data Processing Co-Ordinator	34
		Deputy Asst. Fire Chief	16,172.00
		Deputy Chief Engineer (Water)	33
		Deputy City Clerk, First	18
		Deputy City Clerk, Second	14
		Deputy City Registrar	9

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Deputy City Solicitor	24	Fire Alarm Technician	4.825 hr
Deputy Clerk, Probate Court	8	Fire Battalion Chief	15,236.00
Deputy Clerk, Providence Municipal Court	13	Fire Captain	13,520.00
Deputy Director Communications	16,172.00	Fire Chief	<del>20,000.00</del> 20,072.00 <i>2.2.</i>
Deputy Director Civil Defense	32	Fire Chief Dispatcher	13,520.00
Deputy Director & Chief of Project Development	35	Fire Equipment Supt. I	15,236.00
Deputy Director, Public Works	35	Fire Equipment Supt. II	17,472.00
Deputy Recorder of Deeds	14	Fire Lieutenant	12,740.00
		Fireman	11,024.00) 11,336.00) 11,492.00)
Director of Building Inspection	21,000.00	Fire Marshal	15,236.00
Director of Civil Defense Preparedness	33	First Deputy City Sealer	10
<i>2.2.</i> Director of Communications	<del>20,000.00</del> <del>20,072.00</del>	First Deputy City Sergeant	9
Director of Finance	<del>20,000.00</del> <del>22,500.00</del>	First Deputy City Weigher	8
<i>2.2.</i> Director of Planning and Urban Development	<del>20,000.00</del> <del>21,000.00</del>	Fiscal Officer	21
<i>2.2.</i> Director of Public Property	<del>20,000.00</del> <del>21,000.00</del>	Foreman	( per day) 4.30 hr
<i>2.2.</i> Director of Public Works	<del>20,000.00</del> <del>21,000.00</del>	Forester (Source of Supply)	16
Director of Recreation	33	Foreman Cable Crew	5.075 hr
Dog Officer	17	Foreman Line Crew	5.075 hr
Draftsman Assessors Real Estate	20	General Foreman	4.60 hr
Draftsman	9	Heavy Equipment Operator	4.30 hr
Duplicating Equip. Operator	10	Highway Yard Supervisor	5.05 hr
Electrical Inspector I	14	Horticultural Supervisor	4.60 hr
Electrical Inspector II	16	Human Resource Specialist	15
Electrical Inspector III	20	Intergroup Specialist	16
Electronic Instrument Technician	28	Inventory Control Clerk	9
Elevator Operator	3.45 hr	Judge, Probate Court	14,885.00
Engineer's Associate	16	Judge, Prov Municipal Court	7,293.00
Engineering Aide II	7	Laboratory Technician II	6
Engineering Aide III	11	Laborer	4.05 hr
Equipment Manager	11	Land Disposition Officer	25
Equipment Operator	4.10 hr	Man in Charge-Carpenter Shop	13,520.00
Executive Director (Prov Human Relations Comm)	30	Man in Charge Bureau Operational Control	12,740.00
Fallout Shelter Co-Ordinator (Prov. Civil Defense Preparedness Agency)	21		
Financial Specialist	20		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Machinist	16	Parking Meter Maint. Man I	4.10 hr
Maintenance Man II	4.125 hr	Parking Meter Maint. Man II	4.55 hr
Maintenance Man III	4.575 hr	Personnel Director	26
Management Aide I (DPUD)	9	Personnel Technician	14
Management Aide II (DPUD)	15	Plan Estimator	25
Management Officer	21	Plumbing Inspector I	14
Master Mechanic-Water	4.90 hr	Plumbing Inspector III	20
Matrons-Rec. Seasonal Help	3.18 hr	Police Captain	14,612.00) 8% 15,781.00)
Mayor's Administrative Aide I	30	Police Chief	<del>20,000.00</del> 2.2 20,072.00
Mayor's Administrative Aide II	10,400.00	Police Lieutenant	8% 13,572.00) 14,658.00)
Mayor's Administrative Asst.	33	Police Major	16,172.00
Mayor's Administrative Asst. I	32	Police Matron	5,369.00
Mayor's Admin. Asst. II	16,653.00	Police Patrolman (upon appt)	10,296.00)
		(after 12 mo)	10,556.00)
		(after 18 mo)	11,440.00)
		8%	12,355.00)
		Police Sergeant	12,740.00) 8% 13,759.00)
Mayor's Executive Secretary	26	Police Woman	10,244.00) 11,440.00)
Mayor's Personal Secretary	18	Port Director	20,000.00
Mayor's Secretary	9	Port Security Officer	9
Mayor's Secretary for Convention Coordinator	5	Principal Engineer	31
Mechanic	4.30 hr	Principal Planner	25
Mechanical Engineer	23	Program Director (Senior Citizens)	9,048.00
Mechanical Equip. Inspector I	12	Program Specialist	20
Mechanical Equip. Inspector II	15	Project Counsel	20
2.2. Member, Bd. of Canvassers	11,037.00 9,997.00	Project Supervisor	27
Member, Bd. of Review (Housing Bd. of Review) (50.00 per mtg)	1,000.00 yr	Public Works Inspector I	6
Member, Bd. of Tax Assessment Review	3,000.00 yr	Public Works Inspector II	16
Member, Bldg. Bd. of Review	1,000.00 yr	Purchasing Agent I	12
Member Water Supply Board	1,200.00 yr	Radio Engineer	11,960.00
(15.00 per mtg)		Rain Gauge Keeper (7.42 per instr. wk)	
Member Zoning Bd. of Review	1,000.00 yr	Radio Repair Technician	10,036.00
Meter Reader I	4.30 hr	Recorder of Deeds	21
Meter Reader II	4.55 hr	Real Estate Aide II	15
Meter Superintendent	15	Rehabilitation Specialist	20
Museum Director	27	Renewal Inspector I	9
Narcotics Inspector	13,738.00	Renewal Inspector II	11
Operations & Planning Officer (Prov. Civil Defense Preparedness Agency)	25		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Renewal Inspector III	14	Supt. of Sewer Construction and Maintenance	19
Research Assistant	15	Supt. of Weights & Measures	17
Rescueman In Charge	12,740.00	Supervisor of Warehouse & Inventory	24
Rescue Truck Driver	12,272.00	Supervisor (Current Planning)	29
School Crossing Guards	2.85 hr	Supervisor (Graphics)	26
Second Deputy City Sealer	5	Supervisor (Long Range Planning)	29
2.2. <del>Secretary and Chairman, Bd. of Canvassers</del>	<del>1,040.00 yr</del>	Supervisor (Project Planning)	29
Secretary, Bd. of Tax Assm't Review	9,620.00 yr	Supervisor, Senior Citizens	5,148.00
Secretary, Bldg. Bd. of Review	3,332.68 yr	Supervisor (Traffic Planning)	26
Secretary, Housing Bd. of Review	1,529.32 yr	Supervisor of Business Relocation & Property Management	26
Secretary, Zoning Bd. of Review	8,359.00 yr	Supervisor-Division of Maint.	17
Senior Appraiser	24	Supervisor of Enforcement	27
Senior Draftsman (DPUD)	15	Supervisor of Engineering (DPUD)	31
Senior Mechanic	4.55 hr	Supervisor of Environment Control	14
Senior Planner	21	Supervisor, Program Specialists	24
Senior Research Assistant	26	Supervisor of Public Lands	14
Sewer Construction Worker	4.15 hr	Supervisor of Real Estate	26
Sewer & Drain Inspector	4.20 hr	Supervisor of Rehabilitation Services	26
Sewer Equip. Operator	4.20 hr	Switchboard Operator	2
Sewing Instructor, Senior Citizens	2.22 hr	Traffic Engineer	35
Shop Supervisor	18	Traffic Engineer II	20
Social Case Worker (DPUD)	9,776-11,521	Traffic Engineer III	25
Social Worker, Senior Citizens	7,384.00	Traffic Marker & Sign Man I	4.30 hr
Special Counsel	14	Traffic Planner	20
Stationary Equip. Operator	4.15 hr	Traffic Signal Maint Man I	4.55 hr
Stenographic Reporter (City Council)	9	Traffic Signal Maint Man II	4.80 hr
Supt., Bridge Maintenance	19	Training & Public Information Officer ( Prov. Civil Defense Preparedness Agency)	25
Supt. of Filtration	30	Tree Trimmer	4.30 hr
Supt. of Garbage Collection	5.00 hr	Utility Inspector	14
Supt. of Highway	5.00 hr	Water Service Inspector	7
Supt. of Parks	33	Watershed Manager (Source of Supply-Water)	27
Supt. of Sewage Disposal	19	Watchman	3.15 hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Woman Parking Checker	3.20 hr
Zoning Assistant	9
Zoo Curator	1.00 yr
Zoo Director	29

TEMPORARY-PART-TIME

2.2.	Automobile Driver (Part-time Bd. of Canvassers)	2.30 <del>2.10</del> hr.
2.2.	Clerk I, Emergency, Temporary & Seasonal	2.30 <del>2.10</del> hr.
	Co-Director (Recreation)	11.00 session
	Playground Director	80.00 wk
2.2.	Laborers (Emergency, Temporary & Seasonal)	2.30 <del>2.10</del> hr.
	Playground Supervisor	85.00 wk
	Recreation Center Director	73.50
	Referee (Recreation)	7.00 game
2.2.	Recreation Leader	2.30 <del>2.10</del> hr.
	School Janitor (Prev. School Dept. Wage)	
	Supervisor Activities (Recreation)	4.00 hr

SWIMMING POOLS

	Pool Attendants	73.50 wk
	Lifeguard (Prev. State Wage)	
	Pool Directors	125.00 wk
	Supervisor	150.00 wk
2.2.	Watchman (Recreation, Seasonal Help)	2.30 <del>2.10</del> hr.

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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, which ever 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 of 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 1975-21 of the Ordinance approved August 9, 1975 with all amendments thereto is hereby repealed.

2.2. SECTION 7. This Ordinance shall take effect upon its passage and shall be retroactive to July 1, 1975.

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IN CITY COUNCIL  
NOV 20 1975  
FIRST READING  
REFERRED TO COMMITTEE ON FINANCE

Vincent Crespo  
CLERK

*Commissioner Gorodetsky*

*by Request*

THE COMMITTEE ON  
FINANCE

Recommends *Belmont*

Vincent Crespo

*Dec. 12, 1975* Clerk

IN CITY  
COUNCIL

APR 13 1976  
READ AND PASSED

Robert J. Hayton  
PRESIDENT

Vincent Crespo  
CLERK

IN CITY COUNCIL

APR 1 1976  
FIRST READING  
READ AND PASSED

Vincent Crespo  
CLERK

THE COMMITTEE ON  
FINANCE

Approves Passage of  
The Within Ordinance, as amended

Vincent Crespo  
Clerk

*3/31/76*

APPROVED  
APRIL 13, 1976

DEPT. OF CITY CLERK  
PROVIDENCE, R.I.

NOV 14 10 06 AM '75

*Robert J. Hayton*  
*Oct. Mayor*

FILED