

THE CITY OF PROVIDENCE  
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

# RESOLUTION OF THE CITY COUNCIL

No. 499

Approved September 13, 1985

RESOLVED, That the accompanying copy of agreement, effective July 1, 1985 to June 30, 1987, by and between the City of Providence and Public Service Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO, is hereby ratified.

IN CITY COUNCIL  
SEP 5 1985

READ AND PASSED

Nicholas W. E. Van PRES.  
Rose M. Mendonca CLERK



12.11.1985

12.11.1985

IN CITY COUNCIL

SEP 5 1985

FIRST READING

REFERRED TO COMMITTEE ON

FINANCE

*Rose M. Mander* CLERK

Councilman Shaver, Councilman Hilton  
and Councilwoman Fargnoli (By Request)

AGREEMENT

between

CITY OF  
PROVIDENCE, RHODE ISLAND

and

RHODE ISLAND LABORERS' DISTRICT COUNCIL

on behalf of

PUBLIC SERVICE EMPLOYEES'  
LOCAL UNION 1033

of the

LABORERS' INTERNATIONAL UNION  
OF NORTH AMERICA, AFL-CIO

Effective: July 1, 1985 to June 30, 1987

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## AGREEMENT

THIS AGREEMENT is made and entered into as of the 1st day of July, 1985, by and between the CITY OF PROVIDENCE, RHODE ISLAND, (hereinafter referred to as the "Employer"), and the RHODE ISLAND LABORERS' DISTRICT COUNCIL acting for and on behalf of PUBLIC SERVICE EMPLOYEES' LOCAL UNION 1033, PROVIDENCE, RHODE ISLAND, of the Laborers' International Union of North America, AFL-CIO, (hereinafter referred to as the "Union").

## PREAMBLE

This Agreement is entered into to facilitate the adjustment of grievances and disputes between the Employer and employees, to provide, insofar as possible, for the continuous employment of labor and to establish necessary procedures for the amicable adjustment of all disputes which may arise between the Employer and the Union.

The Employer and the Union encourage the highest possible degree of practical, friendly, cooperative relationships between their respective representatives at all levels. The officials of the Employer and the Union realize that this goal depends primarily on cooperative attitudes between people in their respective organizations and at all levels of responsibility, and that proper attitudes must be based on full understanding of and regard for respective rights and responsibilities of both the Employer and the Union.

All references to employees in this Agreement designate

both sexes and wherever the male gender is used it shall be construed to include male and female employees.

## ARTICLE I

### UNION RECOGNITION

Section 1. The Employer hereby recognizes and acknowledges that the Union is the exclusive representative of, and this Agreement shall apply to, all employees of the Employer who are included within the current definition of "municipal employee" set forth in RIGL 28-9.4-2, excluding elected officials, administrative employees, board and commission members, certified teachers, policemen, firefighters, supervisors (as defined pursuant to RIGL 28-9.4-2), confidential secretaries (as defined by the parties), attorneys, members of the Mayor's staff, temporary employees, and seasonal employees.

Section 2(a). The term "temporary employee" shall mean an individual employed for a limited period not to exceed one hundred and twenty (120) days. Temporary employees shall be paid at least the lowest contract rate of pay established by this Agreement, but shall be entitled to no other benefits under this Agreement.

Section 2(b). Seasonal employees are employees employed during the months of June through September who are assigned to perform only recreational duties and do not perform bargaining unit work of any nature whatsoever.

In no event shall the use of any seasonal employee displace or otherwise affect a member of the bargaining unit.

## ARTICLE II

### UNION SECURITY AND DUES DEDUCTION

Section 1. All present employees who are members of the Union on the effective date of this Agreement shall remain members in good standing by the payment of their regular monthly dues as a condition of continued employment. All present employees who are not members of the Union, and all employees who are hired hereafter in the classifications covered by this Agreement shall become and remain members in good standing by the payment of the required initiation fee and regular monthly dues on the 31st day following the execution of this Agreement or the date of their employment, whichever is later, and shall thereafter maintain such good dues standing for the term of this Agreement.

Section 2. Upon receipt of written notice from the Union, the Employer shall discharge any Employee who fails to become or is not a member of the Union on the prescribed day, provided membership was available under the same terms and conditions as generally applicable to other members. Further, all employees who fail to maintain their Union membership in good dues standing shall be summarily discharged by the Employer. The Union agrees to indemnify, defend and hold the Employer harmless from any claim arising from any such discharge.

Section 3. "Membership in good standing" as referred to herein means solely the tender of payment of normal dues and the standard initiation fee.

Section 4. The Employer agrees not to enter into any agreement or contract with members of the bargaining unit, individually

or collectively, nor negotiate or bargain with them, unless it is through the duly authorized representative of the Union, and any such agreement entered into shall be null and void.

Section 5. The Employer agrees to deduct the amount of Six Dollars (\$6.00) from the weekly pay of each employee who authorizes such deduction in writing as provided in this section. Deductions shall be made weekly from the net pay of each employee who is or who becomes a member of the Union within the scope of the bargaining unit and is covered by this Agreement, provided such employee has voluntarily authorized the Employer to do so in writing with the "Dues Deduction Authorization" form, to be furnished to the Employer as set forth below:

PUBLIC SERVICE EMPLOYEES' LOCAL UNION 1033  
Providence, Rhode Island  
Dues Deduction Authorization

I authorize you to deduct from my weekly pay the sum of Six Dollars (\$6.00) per week for Union dues payable to the Secretary-Treasurer of Local Union 1033.

_____	_____
Date	Employee's Signature
_____	_____
Employee's S.S. Number	Employee's Identification No.
_____	
Address	

Such authorization form, deduction, practices and procedures enumerated in this Article shall be in compliance with the requirements of all State laws and regulations



regarding same.

The Employer will remit the deduction withheld weekly to the Secretary-Treasurer of Local Union 1033, 226 South Main Street, Providence, Rhode Island 02903 on Payroll Optional Reports listing the employee's name, identification number, department number, and amount of dues deducted.

The Union shall indemnify and hold harmless the Employer for any and all claims, liabilities and costs incurred by the Employer as a result of the Employer's compliance with this Article II.

### ARTICLE III

#### NONDISCRIMINATION

There shall be no discrimination against any employee by reason of race, color, creed, sex, age, national origin or Union membership.

The Employer and the Union affirm their joint opposition to any such discriminatory practices in connection with employment, promotion, or training, remembering that the public interest remains in full utilization of an employee's skill and ability without regard to consideration of race, color, creed, sex, age or national origin.

No employee covered by this Agreement shall be discharged, laid off, demoted, suspended, transferred, or affected in any way because of political beliefs or activities.

## ARTICLE IV

### HOURS OF WORK AND OVERTIME

Section 1. The regular work week for all employees covered by this Agreement, who are employed in the classifications listed in Schedule "A" hereto, shall consist of five (5) consecutive eight (8) hour days, Monday, Tuesday, Wednesday, Thursday and Friday. The regular work shift for day workers shall commence at 8:00 A.M. and shall finish at 4:30 P.M. with one half (1/2) hour lunch period.

The regular work week for Automobile Drivers shall consist of thirty-five (35) hours per week, consisting of five (5) consecutive seven (7) hour days, Monday through Friday.

The regular work week for School Crossing Guards shall be twenty-two (22) hours per week.

Section 2. The regular work week for all employees covered by this Agreement, who are employed in the classifications listed in Schedule "B" hereto, shall consist of five (5) consecutive seven (7) hour days, Monday, Tuesday, Wednesday, Thursday and Friday. The regular work shift for day workers shall commence at 8:30 A.M. and shall finish at 4:30 P.M. with a one (1) hour lunch period.

Section 3. Overtime. Time and one-half shall be paid in each of the following instances:

- (a) Hourly Basis of Pay. Any regular employee of the Employer, whose pay is established on an hourly basis shall be entitled to and shall be paid overtime pay at the rate of one hundred fifty percent (150%) of his

hourly rate of pay for each full hour, or part of an hour, of employment in excess of the standard hours of employment worked or credited in any one work week.

In the event an Employee is sick during the work week, the sick day shall be considered as part of the work week for the purpose of computing overtime.

- (b) Daily Basis of Pay. Any regular employee whose pay is established on a daily basis in the City Compensation Plan shall be entitled to and shall be paid overtime at the rate of one hundred fifty percent (150%) of the rate of payment established in the City Compensation Plan for the particular position which he holds, for each full day or part of in excess of standard days of employment worked or credited in any one work week.

- (c) Overtime shall be equally distributed among employees in each department, on the basis of seniority based on the work he customarily and ordinarily performed during that week. A list of eligible employees of each department shall be posted and maintained by the superintendent and the steward of each department. Should a dispute arise under the application of this clause, and upon request, the Employer shall furnish the Union a record of overtime.

Section 4. It is recognized that in some circumstances hourly paid employees may have a regular schedule that requires work during a period not included in the work week as defined in Section 1 of this Article. Such employees shall not be paid

one hundred fifty percent (150%) of his hourly rate of pay for work during such periods, but shall receive an additional twenty-five cents (25¢) per hour for performing such scheduled work. This section shall apply to Zoo Keepers at Roger Williams Park.

Section 5. Any employee covered by this Agreement, who is called into work outside of his regular hours, for a period of time that is not connected to his regular hours, shall be paid at the rate of one and one-half (1-1/2) times his regular rate of pay for all such hours worked, but in any event, shall be guaranteed four (4) hours' straight time pay. In the event that such hours worked are in excess of the applicable work week, the employee shall not be paid overtime in addition to the premium pay or guarantee provided by this section.

Section 6. Summer Hours. During the months of July and August, the regular work day shall end a half (1/2) hour earlier at no loss of pay for members of the bargaining unit in accordance with current practice. Additionally, when the downtown Providence temperature is 90° or greater, all outside crews shall be dismissed without loss of pay and inside City Hall employees in non-airconditioned offices shall be reduced to a skeleton force with at least two-thirds (2/3) of the force dismissed without loss of pay on a rotating basis.

Section 7. Subcontracting. The City shall have the right to enter into subcontracts for the performance of work, where the work is of a type which has never been performed by bargaining unit employees covered by this Agreement, or of a type that has

previously been subcontracted, or where the subcontractor which is the lowest responsible bidder selected by the City subscribes and agrees to be bound by the same economic conditions and the Union security provisions in this Agreement.

Section 8. Coffee Breaks. Employees shall receive one fifteen (15) minute coffee break during the first four (4) hours of their daily assignment and one fifteen (15) minute coffee break during the balance of their daily assignment.

Section 9. Control Center Operators and Dispatchers.

Notwithstanding any provisions of this Agreement which are expressly or impliedly inconsistent with this section, control center operators and dispatchers shall be employed on a schedule of four days on followed by two days off.

## ARTICLE V

### MANAGEMENT RIGHTS

Except as abridged or restricted by any provision in this Agreement or by applicable law, the Employer shall have the exclusive right to supervise and control all of its departments and employees, to issue reasonable rules and regulations, and to exercise any and all rights and authority granted to the City as an employer by statute, ordinance, and applicable regulations, and to comply with its responsibilities thereunder. The Employer agrees that no such rights or authority shall be exercised in violation of this Agreement. Further, the exercise of rights normally entrusted to management shall be subject to any obligations the Employer may

have under RIGL 28-9.4, or obligations imposed upon the Employer by relevant statute.

#### ARTICLE VI

##### SALARIES AND HOURLY RATE SCHEDULE

Section 1. Effective July 1, 1985, all classifications covered by this Agreement shall receive a five and four-tenths (5.4%) percent wage increase which is reflected in the attached schedules which by this reference are made part of this Agreement. Effective July 1, 1986, all such classifications shall receive a five and nine-tenths (5.9%) percent increase which is reflected in said schedules. The twelve (12) or more Police Department dispatcher positions shall receive parity with the salaries of the Fire Department dispatcher.

#### ARTICLE VII

##### LONGEVITY PAY

Section 1. In addition to the salaries listed in this Agreement, there shall be paid a longevity supplement which shall not be considered part of the employee's salary for other purposes in this Agreement, including pension purposes. This supplement shall be computed on the basis of the employee's salary for the contract year ending June 30 and shall be payable on or after July 1, 1986 and again on or after July 1, 1987, in a lump sum as is practicable. The amount payable shall be as follows:

<u>Years of Service</u> <u>as of June 30</u>	<u>Percentage Amount</u>	
	<u>July 1, 1986</u>	<u>July 1, 1987</u>
5 yrs. but less than 10 yrs.	3%	4%
10 yrs. but less than 15 yrs.	4%	5%
15 yrs. but less than 20 yrs.	5%	6%
20 yrs. or more	6%	7%

## ARTICLE VIII

### SHIFT DIFFERENTIALS

Section 1. Any bargaining unit member except salaried employees of the Department of Public Safety who is regularly assigned to commence work subsequent to 11:30 A.M. and prior to 7:00 A.M. shall receive fifteen cents (\$.15) per hour in addition to his regular rate of pay as contained herein.

Salaried employees of the Department of Public Safety whose regular shift commences subsequent to 11:30 A.M. and prior to 7:00 A.M. shall receive five dollars (\$5.00) per week in addition to their regular rate of pay as established herein.

## ARTICLE IX

### SENIORITY AND PROMOTION

Section 1. Definition. Seniority shall be defined as the total length of service with the Employer. Seniority shall be defined as length of service within a Department for the purpose of applying for and filling promotional vacancies.

Seniority shall be acquired by a full-time employee after the completion of ninety (90) days' probationary period, at which time seniority shall be retroactive to the first day of employment. Probationary employees shall not be entitled to avail themselves or utilize the grievance and arbitration

procedures set forth in Article XXIV hereof, but shall be entitled to any and all other rights, benefits and entitlements pursuant to the terms of this Agreement.

Union stewards shall be considered senior in service for layoff purposes only.

Section 2. Accumulation. Seniority shall accumulate during absence because of illness, injury, vacation or other authorized leave.

Section 3. Break in Seniority. Seniority shall be considered broken only for the following reasons.

- (a) When an employee has been discharged for just cause.
- (b) When an employee voluntarily terminates his employment.
- (c) When an employee exceeds an authorized leave of absence.
- (d) When an employee fails to respond to a recall notice.
- (e) When an employee engages in other work without authorization while on leave of absence.
- (f) When an employee is laid off in excess of two (2) consecutive years.

Section 4. Seniority Groups. It is agreed that there shall be two seniority groups, one for employees in "blue collar" classifications, and another for employees in "white collar" classifications, and the application of seniority under this Agreement with respect to one group shall be separate and apart from the other group.

Section 5. Reduction in Workforce. In the event of a layoff, employees in the affected department and classification shall be subject to layoff in the order of their seniority standing,



the most junior employee being laid off first. An employee receiving notice of layoff shall have the right to bump into the position held by any less senior employee in the same seniority group (blue or white collar) in any other equal or lower paid classification provided that the employee exercising his right to bump has the ability to perform the duties of the position into which he exercises his right to bump. In the event that an employee who receives notice of layoff and who bumps a junior employee is deemed unqualified to perform the work after a break-in period of five work days, he may be laid off with no further bumping rights with respect to said layoff. Any employee who has been downgraded or laid off as a result of a reduction in forces shall be recalled to his former classification in accordance with his seniority.

Section 6. It is understood that it is the employee's responsibility to advise the Personnel Department of his current address and telephone number.

## ARTICLE X

### FILLING OF PROMOTIONAL VACANCIES

Section 1. This Article shall apply to the filling of all promotional vacancies and positions within the bargaining unit above that of laborer and clerk I which are vacant and the Employer determines to fill.

Section 2. The Employer agrees to fill all promotional vacancies from the best qualified applicants in the bargaining unit subject to the provisions set forth below.

Section 3. The Employer agrees that the first consideration will be given to filling all promotional vacancies from within the department where the vacancy exists. Notice of a vacancy in any position above that of laborer and clerk I shall be posted for a period of three (3) working days on appropriate Employer bulletin boards.

(a) Any employee who has successfully completed his probationary period who is interested in filling the vacancy in his department shall apply in writing to the department head within seven (7) working days after said notice has been posted.

(b) All crossing posts shall be posted for a period of five (5) working days on bulletin boards conspicuous to all Providence Crossing Guards. The most senior Crossing Guard shall have the preference of being assigned to crossing posts of their choosing.

(c) The vacancy shall be filled on the basis of qualifications and ability, as determined by the Employer. Where qualifications and ability are relatively equal, seniority shall be the determining factor. Should a question arise out of the decision made by the Employer on the question of qualifications and ability, this shall constitute a grievance and be subject to the grievance and arbitration procedure included in this Agreement.

Section 5. The Employer agrees that when detailing employees to higher level duties for promotion or transferring employees from one classification or department to another, selection will be made from among the best qualified employees. The

Employer further agrees that temporary promotions will be utilized when feasible in temporary replacements of supervisory personnel, or in determining potential for promotion.

Section 6. The successful bidder shall be given a trial period of up to thirty (30) days and if he is not deemed qualified for the position during that period, he shall be restored to his former job and position.

## ARTICLE XI

### HOLIDAYS

Section 1. All employees covered by this Agreement shall be paid the regular rate of pay for each of the following designated holidays:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Washington's Birthday	Veterans' Day
Rhode Island Independence Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Fourth of July	Christmas Day
Victory Day	Election Day (November of each even year)

Section 2. In the event that any of the foregoing holidays fall on a Saturday, the previous day, Friday, shall be the day of celebration. If any of the foregoing holidays fall on a Sunday, the next day, Monday, shall be the day of celebration. Notwithstanding the foregoing, the City shall have the option of paying any or all employees an additional day's pay for any holiday occurring on Saturday or Sunday, in lieu of declaring Friday or Monday as the day of celebration.

Section 3. Employees shall be paid for each of the

above-enumerated holidays when not worked provided they meet all of the following eligibility requirements:

(1) The employee works during the payroll week during which the Holiday occurs, except when the holiday occurs within his vacation period, or when the employee is absent for the entire payroll week but has worked within the preceding payroll week, or he is absent during the entire payroll week, in which the holiday occurs, because of jury duty, or received bereavement pay for one or more days during the week.

(2) When a holiday occurs during an eligible employee's scheduled vacation, he shall be paid for the unworked holiday in addition to his vacation pay at the same time.

Section 4. In addition, the Employer shall allow one-half (1/2) day off with pay the afternoon of the last regular working days prior to Christmas Day and New Year's Day (or the days of observance of Christmas Day and New Year's Day), when Christmas Day and New Year's Day fall or are celebrated on Tuesday through Saturday.

## ARTICLE XII

### VACATION LEAVE

Section 1. Any employee who has been in the employ of the Employer for more than six (6) months in the aggregate shall receive one (1) week vacation leave with pay.

Section 2. Any employee who has completed one year of employment shall be granted three (3) weeks' annual vacation leave each calendar year with pay.

Section 3. Any employee who has completed fifteen (15) years of employment shall be granted four (4) weeks' annual vacation leave each calendar year with pay.

Section 4. Any employee who has completed twenty (20) years of employment shall be granted five (5) weeks' annual vacation leave each calendar year with pay.

Section 5. Vacation credit in excess of six (6) weeks may not be carried over from one calendar year to the next. All vacation time in excess of six weeks as of January 1 must be taken during the calendar year or shall be lost, except in the event that the Employer prevents the employee from taking said excess vacation time during the calendar year.

#### ARTICLE XIII

##### SICK LEAVE

Section 1. All employees of the bargaining unit regularly employed continuously for at least one (1) month shall be entitled to sick leave with full pay. Sick leave shall be granted for the following reasons:

(a) Personal illness or physical incapacity to such an extent as to be rendered thereby unable to perform the duties of his position.

(b) Attendance upon members of the family within the household of the employee, whose illness requires the care of such employee, provided that not more than seven (7) working days with pay shall be granted to employees for this purpose in any one calendar year.

(c) Enforced quarantine when established and declared by the Department of Health, or their competent authority for the period of such quarantine only.

Section 2. Sick leave with full pay for the employees of this bargaining unit shall be computed at the rate of one and one quarter working days per month.

Such annual sick leave of fifteen (15) working days with pay, when not used, shall be cumulative, but the accumulated and unused portion of such sick leave shall not exceed one hundred thirty-five (135) days at one time; provided, however, any employee with at least five (5) years of continuous service, who contracts a serious illness, may be granted, with the approval of the Personnel Director, the Finance Director, and the Mayor, a further leave with pay, not to exceed ninety (90) days in addition to his accumulated sick leave, as of the date such illness occurs.

Section 3. The Department Head may require a physician's certificate or other satisfactory evidence in support of any request for sick leave, provided the employee affected has been told on the occasion of his last prior absence for sickness, that such evidence might be required for any future sick leave request. However, such evidence shall be required for each sick leave with pay covering an absence of more than three (3) consecutive working days.

Section 4. Employees who retire and receive a retirement benefit under the City of Providence retirement system shall upon retirement, be entitled to a lump-sum payment equal to

twenty-five percent (25%) of the value of unused sick leave accumulated from January 1, 1986 to the date of their retirement.

#### ARTICLE XIV

##### LEAVE OF ABSENCE

Section 1. It is agreed that upon written application an employee with permanent status may be granted a leave without pay, not to exceed one year, for reason of personal illness, disability, or other purpose deemed proper and approved by the Personnel Director.

At the expiration of such leave, the employee shall be returned to the position from which he is on leave at the same step of the then current range for his class of position.

Seniority shall be retained and shall accumulate during all leaves without pay.

#### ARTICLE XV

##### BEREAVEMENT LEAVE

Section 1. All employees of the bargaining unit shall be allowed leave without loss of pay, when death occurs in an employee's immediate family, (i.e. employee's legal spouse, mother, father, son, daughter, brother, sister, or other members of the immediate household) provided that in such cases the leave shall not exceed more than one (1) day beyond the date of burial; in the case of employees of the Jewish faith, said leave shall be for the actual period of mourning observed,

but not to exceed seven (7) days from the day of burial.

Section 2. All employees covered by this Agreement shall be granted one (1) day leave with pay to attend funeral services for grandparents, mother-in-law, father-in-law, aunts or uncles.

Section 3. In the event there is a death in the employee's family, but not in the immediate household, as defined above, the employee shall be granted sufficient time to attend the funeral service without loss of pay.

#### ARTICLE XVI

##### JURY LEAVE

Section 1. An employee who is called for jury service in a court of law shall be excused from work for the days on which he serves and he shall receive, for each such day of jury service on which he otherwise would have worked, eight (8) times his average straight-time hourly earnings including shift differential, or his jury duty pay, whichever is the greater. The employee will present proof of such service. Days spent on jury duty shall be considered as days worked for the purpose of determining sixth (6th) or seventh (7th) consecutive days worked in the week.

#### ARTICLE XVII

##### SPECIAL TIME OFF

Section 1. The Union Negotiating Committee shall consist of not less than three (3) employees nor more than five (5) employees designated by the Union who shall be afforded time



off with pay required to negotiate agreements. Not more than five (5) employees who constitute part of the Negotiating Committee shall be excused from duty with pay for the purpose of participation and the negotiating of any agreement, providing reasonable notice is given to the appropriate Department Head.

Section 2. The Union has submitted to the City a list of designated Union stewards who shall be recognized as such by the City in the departments and divisions indicated in the submission. Hereafter, in no event shall the total number of stewards exceed fifty (50), nor shall any one department or division have more than three (3) stewards. The Union shall furnish the Employer and appropriate Department Heads with a list of stewards, and shall, as soon as possible, notify said appropriate City officials in writing of any changes thereto. Only those who are officers and stewards shall be recognized by the Employer for the purpose of meetings.

The Union may also be represented by representatives of Local Union 1033, International Representatives, and representatives of the Rhode Island Laborers' District Council with Legal Counsel.

Section 3. There shall be no deduction of pay from a grievant and/or Union officer or steward for time spent directly involved in meetings with department heads during working hours.

Section 4. Designated stewards or Union representatives shall be allowed to visit all job areas, department offices and buildings during working hours, provided that prior permission

of the Employer is obtained, which permission shall not be unreasonably withheld.

Section 5. Elected Union officials and members of the Union Executive Board (not to exceed a total of six (6) in number) shall be granted time off with pay to attend (a) all scheduled local Union meetings, (b) all meetings of the Rhode Island Laborers District Council, and (c) as delegates for international LIUNA, regional and state AFL-CIO conventions.

#### ARTICLE XVIII

#### HEALTH AND WELFARE

Section 1. The Employer agrees to provide full Blue Cross and Physician's Service coverage Plan U-100, Major Medical for all employees and their families, in accordance with the rules of Blue Cross. The employer also agrees to provide such coverage on an individual basis for all employees who retire(d) after July 1, 1982 and receive(d) retirement benefits under the City of Providence retirement system, and their spouses or up to their attainment of age 65. Such retirees and their spouses shall be provided Plan 65 coverage for life upon the attainment of the age of 65. The Employer also agrees to furnish as an alternative to the foregoing, medical coverage under Rhode Island Group Health Association. The cost of either Blue Cross or Rhode Island Group Health as outlined above shall be borne solely by the Employer.

Should said member or any member of his family be eligible

for medical insurance under Blue Cross or any other plan, then the City will be obligated to furnish only excess coverage so that said member will have equivalent coverage as that offered by the City. Should a retired member, subsequent to retirement lose said alternate coverage, then the City will pick up full coverage under this section.

Section 2. Both the Employer and the Union shall have the right to petition the City Council for amendments to the Retirement Act, provided, however, that the amendments desired be first considered and recommended by the Retirement Board.

Section 3. Any employee having an application for Accidental Disability Retirement benefits pending before the Retirement Board shall have the right to appear before the Board and may be represented by Counsel, or by the Union Representative, prior to the Board's action upon the application.

Section 4. Any employee who sustained an on-the-job injury prior to July 1, 1981, having an application for Temporary Disability benefits shall have the right to appear before the Commission on Relief of Injured Employees, and may be represented by Counsel, or by Union Representative, prior to the Commission's action upon the application. Said employee shall be entitled to Temporary Disability benefits as outlined in the City of Providence Injured Employees' Act. In addition the department head shall forward any accident report to the Commission within forty-eight (48) hours of the report being filed by the employee.

Any employee who sustains an on-the-job injury as of July 1,

1981 shall be entitled to Workers' Compensation benefits in accordance with the General Laws of the State of Rhode Island, Title 28, Chapters 29 to 38 inclusive.

Section 5. Notwithstanding the foregoing, the Employer shall have the right at any time during this Agreement to provide equal medical insurance benefits under a different plan than those specified in Section 1 and in lieu thereof.

#### ARTICLE XIX

##### DENTAL BENEFITS

Section 1. The Employer shall furnish Delta Dental Level IV coverage for all employees and their families. The Employer will permit employees of the unit to obtain additional Level coverage on either individual or family plan, and any employee who elects this option shall pay the additional premium.

Section 2. Notwithstanding the foregoing, the Employer shall have the right at any time during this Agreement to provide equal dental benefits under a different plan than that specified in Section 1 and in lieu thereof.

#### ARTICLE XX

##### DRUG, PRESCRIPTION AND VISION CARE

Section 1. In order to provide each employee covered by this Agreement and their dependents drug/prescription and vision care benefits, the Employer agrees to contribute fifteen cents (15¢) per hour for each straight-time hour each employee covered by this Agreement is paid to the "Rhode Island Public

Employees' Health Service Fund", established by declaration of Trust dated July 1, 1979. Said fund shall be administered by a Board of Trustees selected and appointed under the provisions of the Trust Agreement executed by the Union.

Section 2. Said contributions will be paid to the Fund no later than the twentieth (20th) day of each month and shall be based on the preceding month's payroll.

Section 3. An employee receiving Workers' Compensation benefits shall be considered to be working his normal and regular work week.

#### ARTICLE XXI

##### LIFE INSURANCE

The Employer shall provide life insurance coverage for all employees in the amount of Ten Thousand (\$10,000) Dollars. Effective July 1, 1986, such coverage shall be increased to Fifteen Thousand (\$15,000) Dollars.

#### ARTICLE XXII

##### LABORERS' INTERNATIONAL UNION

##### OF NORTH AMERICA

##### NATIONAL PENSION FUND

Section 1. For the purpose of providing retirement benefits for employees covered by this Agreement, the Employer and the Union agree as follows:

- (a) Commencing on the 1st day of July, 1985 the Employer agrees to make payment to the Laborers' International

Union of North America National Pension Fund for each employee covered by the said Collective Bargaining Agreement as follows:

(i) For each day or portion thereof for which an employee receives pay (based on a 40 hour work week), the Employer shall make a contribution of \$5.28 to the above-named Pension Fund, but not more than \$26.40 per week for each employee (5 x daily rate of 8 hours).

For the purpose of this Agreement, each day paid for, including days of paid vacation, paid holidays, and the days for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as days for which contributions are payable.

(ii) For each day or portion thereof for which an employee receives pay (based on a 35-hour work week), the Employer shall make a contribution of \$4.62 to the above-named Pension Fund, but not more than \$23.10 per week for each employee (5 x daily rate of 7 hours).

For the purpose of this Agreement, each day paid for, including day of paid vacation, paid holiday, and other days for which pay is received by the employee, in accordance with the Collective Bargaining Agreement, shall be counted as days for which contributions are payable.

Section 2. Contributions shall be paid on behalf of an employee who is a member of the bargaining unit starting with

the employee's first day of employment in a job classification covered by the Collective Bargaining Agreement. Contributions shall also be made during the term of this Agreement only for those non-bargaining unit employees on whose behalf contributions have heretofore been made who remain current in the payment of union dues. In the event an employee or other person on whose behalf contributions shall be made works at least one (1) hour but less than eight (8) hours on any work day, the Employer agrees to make contributions for eight (8) hours to the Fund on behalf of such employee and/or person but in no event shall contributions for any week exceed forty (40) hours for any employee and/or person. Failure to contribute to this Fund shall be in violation of the Agreement after the Employer is accepted as a participating Employer.

Section 3. An employee receiving Workers' Compensation benefits shall be considered to be working his normal and regular work week.

Section 4. The payment to the Pension Fund required above shall be made to the "Laborers International Union of North America National Pension Fund" which was established under an Agreement and Declaration of Trust, a copy of which has been signed by the Employer in the place provided at the end of such Agreement.

Section 5. It is agreed that all contributions shall be made at such time and in such manner as the Trustees require; and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records

of the Employer for the purpose of determining the accuracy of contributions to the Pension Fund.

Section 6. All employees covered under this Agreement will be allowed to work up to one (1) additional year beyond their mandatory retirement age of seventy (70) in order to become eligible for pension benefits as provided for in Section 1 above, and/or to attain the ten (10) years' minimum service with the City.

#### ARTICLE XXIII

##### LEGAL SERVICES FUND

Section 1. In order to provide each employee covered by this Agreement and their dependents with assistance in defraying the cost of legal counsel, the Employer agrees to contribute ten (10¢) per hour for each straight-time hour each employee covered by this Agreement is paid to the "Rhode Island Public Service Employees' Legal Services Fund", established by a Declaration of Trust dated September 20, 1974. Said Fund shall be administered by a Board of Trustees selected and appointed under the provisions of the Trust Agreement executed by the Union.

Section 2. Said contributions will be paid to the Fund no later than the twentieth (20th) day of each month and shall be based on the preceding month's payroll.

Section 3. The Fund shall not be used to provide benefits which defray any expenses for disputes, grievances, or legal proceedings between employee-participant, his spouse, or



dependents and the Employer, the Union or any of its members, their agents, or any legal entity of which they are a part.

Section 4. An employee receiving Workers' Compensation benefits shall be considered to be working his normal and regular work week.

#### ARTICLE XXIV

##### GRIEVANCE AND ARBITRATION PROCEDURE

###### Section 1. Grievances.

It is mutually understood and agreed that all grievances of employees or the Union arising out of the provisions of this contract shall be filed and processed as follows:

Section 2. The employee's Union stewards shall be guaranteed sufficient time off during working hours to seek to settle grievances without loss of pay. An aggrieved employee shall have the right to Union representation, during the grievance procedure.

Step 1. The Union shall present such grievance in writing to the appropriate Director, Department Head, Director of Personnel Bureau and/or the Chief of Police or a designee. The Director and/or Department Head, Director of Personnel Bureau and/or Chief of Police or a designee shall have five (5) working days to respond to the grievance in writing.

Step 2. In the event the grievance is not satisfactorily adjusted, the Union shall present such grievance in writing to the Director of Personnel or his designee within five (5) working days from the receipt of the Step 1 response.

The Director of Personnel or his designee shall have five (5) working days to respond to the grievance in writing.

Step 3. If unable to reach a satisfactory adjustment within five (5) working days, the Union shall submit the grievance in writing within five (5) working days to the Mayor or the Commissioner of Public Safety, for those affected employees working under his supervision, who must then meet or respond to the grievance in writing within five (5) working days.

Section 3. If a grievance is not settled, such grievance may at the request of the Union, be referred to the American Arbitration Association in accordance with its rules then obtaining.

The Arbitrator's decision shall be final and binding upon the parties. The expenses of such arbitrator shall be borne equally by the parties. The arbitrator shall have no power to disregard, alter, amend, add to or deduct from the provisions of this Agreement.

The submission to arbitration must be made within fifteen (15) working days of receipt of the Mayor's or Commissioner's answer, as stated in Step 3 or else it shall be deemed to have been waived.

The Employer and the Union agree to apply the decision of the arbitrator to all substantially similar situations.

Any grievance which is not presented at Step 1 within five (5) working days excluding Saturdays, Sundays and Holidays, of the date of occurrence or injury (whichever is later) shall be

deemed to have been waived. Failure of the Union to comply with the other time limitations set forth in this Article shall also constitute a waiver of the grievance. Failure of the City to respond timely at any step of the grievance procedure shall enable the Union to proceed to the next step, including arbitration.

#### ARTICLE XXV

##### NO STRIKE/NO LOCKOUT

Cognizant of the statutory prohibition against strikes by employees covered by this Agreement, neither the Union nor any employees covered by this Agreement shall engage in, induce, cause, or encourage any strike, slowdown, refusal to perform duties (including collective absenteeism for alleged illness), work stoppage, or withholding of services of any kind for any reason during the life of this Agreement.

The Employer agrees that there shall be no lockouts during the term of this Agreement.

#### ARTICLE XXVI

##### PROTECTIVE CLOTHING, BULLETIN BOARDS, AND SAFETY AUTOMOBILE ALLOWANCE AND COMPENSATION

Section 1. Protective Clothing. The Employer shall provide required protective clothing for those employees engaged in activities which subject their regular clothing to extraordinary wear and tear.

Section 2. Bulletin Boards. The Employer shall provide Bulletin Boards in conspicuous places to be used solely for the

posting of Union notices, rules and regulations.

Section 3. Safety. Both the Employer and the Union shall cooperate in the enforcement of safety rules and regulations and shall promote sound safety practices and rules for the protection of employees and the public.

Section 4. Automobile Allowance. Employees covered by this Agreement who are required to use their own automobile in connection with services rendered the Employer shall receive, commencing July 1, 1985, an additional Five (\$5.00) Dollars per month over their present monthly allowance. Commencing July 1, 1986, said allowance shall increase by an additional Five (\$5.00) Dollars per month.

Section 5. Compensation. Employees covered by this Agreement who are authorized by the Employer to work in a higher rated classification shall receive the higher rate of pay. In the event an employee starts the work day in a higher rated classification, the employee shall receive the higher pay of that classification for the full day.

Section 6. Uniforms. For those employees required by the Employer to wear uniforms, the Employer shall provide and maintain such uniforms.

## ARTICLE XXVII

### CHANGES OR AMENDMENTS

This Agreement constitutes the entire agreement and complete understanding between the City and the Union arrived at as a result of collective bargaining, except such amendments

hereto or modifications hereof as shall be reduced to writing and executed by the parties following the execution of this Agreement.

#### ARTICLE XXVIII

##### SEVERABILITY

Section 1. Should any final decision of any Court of competent jurisdiction affect any provision of this Agreement, only the provision so affected shall become null and void; otherwise, all other provisions of this Agreement shall remain in full force and effect.

#### ARTICLE XXIX

##### DURATION OF AGREEMENT

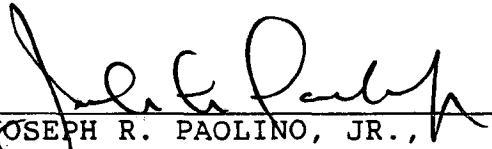
Section 1. The terms and conditions of this Agreement shall be effective July 1, 1985, and shall continue in full force and effect through June 30, 1987, and from year to year thereafter unless either party at least one hundred and twenty (120) days prior to June 30, 1987, gives notice in writing to the other party of its intention to terminate this Agreement, in which event this Agreement shall terminate at the end of the contract year in which said notice is given. In the event that such notice is given, negotiations shall begin immediately, no later than sixty (60) days prior to the termination of the Agreement.

Section 2. The provisions of the preceding section shall not prevent the parties, by written Agreement, from extending any portion of this Agreement, (after the one hundred twenty (120)


day notice has been given) for any agreed upon period beyond its expiration date.

IN WITNESS WHEREOF, the parties herein have caused these presents to be signed by their duly authorized representatives on the 20<sup>th</sup> day of September 1995.

CITY OF PROVIDENCE  
RHODE ISLAND


  
JOSEPH R. PAOLINO, JR.,  
Mayor  
Providence City Hall  
Kennedy Plaza  
Providence, RI 02903


RHODE ISLAND LABORERS'  
DISTRICT COUNCIL OF THE  
LABORERS' INTERNATIONAL  
UNION OF NORTH AMERICA  
ON BEHALF OF LOCAL UNION 1033

  
ARTHUR A. COIA,  
Business Manager  
226 South Main Street  
Providence, RI 02903

WITNESSED:

LOCAL UNION 1033  
Providence, Rhode Island

  
ARTHUR E. COIA,  
General Secretary-Treasurer  
LIUNA  
226 South Main Street  
Providence, RI 02903

  
JOSEPH VIRGILIO  
President  
226 South Main Street  
Providence, RI 02903

# SCHEDULE "A"

		EFFECTIVE	
POSITION		7/1/85	7/1/86
ANIMAL HANDLER (MOUNTED POLICE)	HOURLY	9.16	9.70
ASSISTANT MASTER MECHANIC-WSB	HOURLY	9.31	9.86
AUTOMOBILE DRIVER	HOURLY	8.78	9.30
BRICKLAYER	HOURLY	8.76	9.28
BUILDING CUSTODIAN	HOURLY	7.92	8.38
CEMENT FINISHER	HOURLY	8.89	9.41
CHIEF WATER METER READER	HOURLY	9.49	10.05
CURBSETTER	HOURLY	8.76	9.28
EQUIPMENT MECHANIC	HOURLY	9.17	9.71
EQUIPMENT OPERATOR	HOURLY	8.69	9.20
FOREMAN	HOURLY	8.89	9.41
GENERAL FOREMAN	HOURLY	9.24	9.79
HEAVY EQUIPMENT OPERATOR	HOURLY	8.89	9.41
LABORER	HOURLY	8.59	9.10
LANDSCAPE GARDENER	HOURLY	8.74	9.25
MAINTENANCE MAN II	HOURLY	8.67	9.18
MAINTENANCE MAN III	HOURLY	9.21	9.76
MAINTENANCE MAN III (POOL & REC BLDGS)	HOURLY	12.48	13.22
MECHANIC	HOURLY	8.89	9.41
METER MECHANIC-WSB	HOURLY	9.19	9.73
METER READER I-WSB	HOURLY	8.89	9.41
METER READER II-WSB	HOURLY	9.19	9.73
PARKING CHECKER	HOURLY	8.61	9.12
PARKING METER MAINTENANCE MAN I	HOURLY	8.64	9.15
PARKING METER MAINTENANCE MAN II	HOURLY	9.20	9.74
SCHEDULING/DISPATCHER-WSB	HOURLY	9.64	10.21
TRAFFIC SIGN MAINTENANCE MAN HELPER	HOURLY	9.19	9.73
SECURITY OFFICER	HOURLY	9.19	9.73
SENIOR EQUIPMENT MECHANIC-WSB	HOURLY	9.49	10.05
SENIOR MECHANIC	HOURLY	9.19	9.73
SENIOR SECURITY OFFICER	HOURLY	8.68	9.20
SEWER AND DRAIN INSPECTOR	HOURLY	8.76	9.28
SEWER CONSTRUCTION WORKER	HOURLY	8.71	9.22
SEWER EQUIPMENT OPERATOR	HOURLY	8.76	9.28
STABLE SUPERVISOR	HOURLY	10.73	11.36
STATIONARY EQUIPMENT OPERATOR	HOURLY	8.71	9.22
SUPERVISOR, GROUNDS MAINTENANCE	HOURLY	10.86	11.50
TRAFFIC MARKER & SIGN MAN I	HOURLY	8.89	9.41
TRAFFIC SIGN MAINTENANCE MAN	HOURLY	8.72	9.23
TRAFFIC SIGN MAINTENANCE MAN II	HOURLY	11.15	11.81
TRAFFIC SIGNAL MAINTENANCE MAN HELPER	HOURLY	9.19	9.73
TREE TRIMMER	HOURLY	8.85	9.38
WATER PLANT ELECTRONIC REPAIRMAN I	HOURLY	8.85	9.38
WATER PLANT ELECTRONIC REPAIRMAN II	HOURLY	9.16	9.70
WATER PLANT MECHANIC I	HOURLY	8.70	9.21
WATER PLANT MECHANIC II	HOURLY	9.16	9.70
WATER SYSTEMS MECHANIC	HOURLY	9.16	9.70
WATERSHED INSPECTOR	HOURLY	8.87	9.40
WATERSHED MECHANIC I	HOURLY	8.70	9.21
WATERSHED MECHANIC II	HOURLY	9.16	9.70
WELDER	HOURLY	9.19	9.73
ZOO KEEPER	HOURLY	8.65	9.16

# SCHEDULE "B"

White Collar Unless Otherwise Noted with "BC"	EFFECTIVE	
POSITION	7/1/85	7/1/86
ACCOUNT COLLECTOR (WSB)	11	11
ACCOUNTANT - PLANNING AND DEVELOPMENT	17	17
ACCOUNTANT I	10	10
ACCOUNTANT II	12	12
ACCOUNTANT III	15	15
ACCOUNTANT III, PLANNING AND DEVELOPMENT	28	28
ACCOUNTING OFFICER JPTA	WEEKLY 475.95	504.03
ACCOUNTS PAYABLE CLERK	8	8
ACCOUNTS PAYABLE SUPERVISOR	21	21
ADMINISTRATIVE AIDE - PLANNING AND DEVELOPMENT	27	27
ADMIN. AIDE FOR SUPERVISOR OF SPECIALISTS	15	15
ADMINISTRATIVE ASSISTANT - CITY CLERK	13	13
ADMINISTRATIVE ASSISTANT - CITY CONTROLLER	26,753.98	28,332.46
ADMINISTRATIVE ASSISTANT - GROUND MAINT. SERV.	20	20
ADMINISTRATIVE ASSISTANT - HUMAN RELATIONS	14	14
ADMINISTRATIVE ASSISTANT - DPD	22,143.65	23,450.13
ADMINISTRATOR-COORDINATOR	20,559.58	21,772.59
APPRAISER	24	24
ASSISTANT CHIEF-FISCAL AFFAIRS-DPD	33	33
ASSISTANT CITY PRINTER	16	16
ASSISTANT DIRECTOR GROUND MAINTENANCE	32	32
ASSISTANT DIRECTOR-PROJECT MANAGEMENT&CONSTRUCTION	35,955.10	38,076.45
ASSISTANT DIRECTOR, RECREATION	26	26
ASSISTANT EEO OFFICER - PLANNING AND DEVELOPMENT	21	21
ASSISTANT LEGAL SECRETARY	10	10
ASSISTANT LEGAL SECRETARY (WORK. COMP.)	10	10
ASSISTANT LENDING OFFICER	15	15
ASSISTANT PLANNER - PLANNING AND DEVELOPMENT	16	16
ASSISTANT SUPERVISOR - ENGINEERING	32	32
ASSISTANT SUPERVISOR REAL ESTATE	32	32
ASSOCIATE ENGINEER I	20	20
ASSOCIATE ENGINEER II	24	24
ASSOCIATE ENGINEER III	28	28
ASSOCIATE ENGINEER IV	31	31
ASSOCIATE ENGINEER-PLANNER	31	31
ASSOCIATE PLANNER	18	18
AUTOMOTIVE EQUIPMENT SUPERINTENDENT	19	19
BILLING/COLLECTION ASSISTANT (WSB)	14	14
BUILDING INSPECTOR I	11	11
BUILDING INSPECTOR II	16	16
BUILDING INSPECTOR III	28	28
BUSINESS RELOCATION OFFICER	27	27
CARPENTER	BC 18,428.09	19,515.35
CERTIFICATE COORDINATOR	16	16
CHARWOMAN	BC WEEKLY 248.58	263.24
CHIEF - BUILDING INVENTORY & CUSTODIAL	24	24
CHIEF - DIVISION OF MAINTENANCE & REPAIRS	21	21
CHIEF APPRAISER	26,877.00	28,462.74
CHIEF CENTRAL MAINTENANCE	28	28
CHIEF CLERK - CITY CLERK	15	15
CHIEF CLERK COLLECTIONS WATER SECTION	12	12
CHIEF CLERK, BOARD OF CANVASSERS	19	19
CHIEF CLERK, BOARD OF LICENSES	14	14



# SCHEDULE "B"

White Collar Unless Otherwise Noted with "BC"  
POSITION

EFFECTIVE  
7/1/85 7/1/86

CHIEF CLERK, TAX REVERTED PROPERTY	12	12
CHIEF FAMILY RELOCATION	35	35
CHIEF INFORMATION PROCESSING	18	18
CHIEF LENDING OFFICER	23,502.77	24,889.43
CHIEF RADIO ENGINEER	33,312.85	35,278.31
CHIEF TELLER	14	14
CHIEF, ELECTRICAL INSTALLATIONS	28	28
CHIEF, MECHANICAL EQUIPMENT - INSTALLATIONS	28	28
CHIEF, PLUMBING, DRAINAGE, GAS PIPE	32,221.08	34,122.12
CITY PRINTER BC	20	20
CLAIMS EXAMINER (WORKMAN'S COMPENSATION)	22,680.65	24,018.80
CLERICAL AIDE	13,941.51	14,764.06
CLERK I	1	1
CLERK I - PURCHASING	17,753.41	18,800.86
CLERK II	3	3
CLERK III	5	5
CLERK III - PLANNING AND DEVELOPMENT	9	9
CLERK III - PURCHASING	16,052.72	16,999.83
CLERK IV	9	9
CLERK PROBATE COURT	21	21
CLERK PROVIDENCE MUNICIPAL COURT	22	22
CLERK STENOGRAPHER I	2	2
CLERK STENOGRAPHER II	4	4
CLERK STENOGRAPHER III	6	6
CLERK TYPIST I	1	1
CLERK TYPIST II	3	3
COLLECTION AGENT - MUNICIPAL DOCK	20	20
COMMERCIAL & INDUSTRIAL CLERK	17,917.83	18,974.98
CONTROL CENTER OPERATOR	10	10
CONTROL SUPERVISOR	12	12
COUNTER CLERK COLLECTIONS	15	15
CURATOR OF EDUCATION	15,231.14	16,129.78
DEPARTMENTAL CLERK	13	13
DEPUTY CITY CLERK FIRST	28	28
DEPUTY CITY CLERK SECOND	24	24
DEPUTY CLERK PROBATE COURT	13	13
DEPUTY CLERK PROVIDENCE MUNICIPAL COURT	20	20
DEPUTY PORT DIRECTOR	22,679.97	24,018.09
DEPUTY RECORDER	24,492.16	25,937.19
DEPUTY TRAFFIC ENGINEER	21,542.71	22,813.73
DETENTION OFFICER	15,072.20	15,961.46
DIRECTOR, FISCAL - PLANNING AND DEVELOPMENT	27,125.03	28,725.40
DIRECTOR, GREENHOUSES	30	30
DISPATCHER, DEPARTMENT OF PUBLIC WORKS BC WEEKLY	408.47	432.57
DISTRIBUTION CLERICAL ASSISTANT	14	14
DOG OFFICER	17	17
DRAFTSMAN	9	9
DRAFTSMAN WSB	12	12
DRAFTSMAN- ASSESSORS REAL ESTATE	24	24
ELECTRICAL INSPECTOR II	16	16
ELECTRICAL INSPECTOR III	20	20
ELIGIBILITY OFFICER JPTA WEEKLY	475.95	504.03
ENGINEER'S ASSOCIATE	22	22

# SCHEDULE "B"

White Collar Unless Otherwise Noted with "BC"  
POSITION

EFFECTIVE  
7/1/85 7/1/86

ENGINEERING AIDE III			15	15
FALLOUT SHELTER COORDINATOR			21	21
FEDERAL PROGRAMS SUPERVISOR			16	16
FIELD INSPECTOR			22	22
FIRE ALARM TECHNICIAN	BC		23,685.83	25,083.29
FIRE DEPARTMENT DISPATCHER (2)		WEEKLY	452.13	478.81
FIRE EQUIPMENT MAN			19,656.89	20,816.65
FIRST DEPUTY CITY SEALER			10	10
FIRST DEPUTY CITY SERGEANT			9	9
FIRST DEPUTY CITY WEIGHER			10	10
FISCAL OFFICER			24	24
FISCAL REHABILITATION INVESTIGATOR			25	25
FOREMAN CABLE CREW (3)	BC	WEEKLY	501.66	531.26
FOREMAN LINE CREW (3)	BC	WEEKLY	501.66	531.26
FOREMAN TRAFFIC ENGINEERING	BC		25,662.75	27,176.85
FUEL ALLOCATION SUPERVISOR			20	20
GAS PUMP OPERATOR	BC	WEEKLY	348.18	368.72
HORTICULTURAL SUPERVISOR			22,887.82	24,238.20
HUMAN RESOURCE SPECIALIST			15	15
INFORMATION AIDE I			16	16
INFORMATION SPECIALIST			20	20
INSPECTOR PUBLIC PROPERTIES (OSHA)			31	31
INTAKE CLERK I JPTA		WEEKLY	337.34	357.25
INTAKE CLERK II JPTA		WEEKLY	364.32	385.81
INVENTORY CONTROL SUPERVISOR			14	14
JOB DEVELOPER JPTA		WEEKLY	475.95	504.03
JUNIOR CHEMIST I-WSB			14	14
JUNIOR CHEMIST II-WSB			16	16
LABORATORY TECHNICIAN II-WSB			12	12
LEGAL RESEARCH ASSISTANT			19,434.92	20,581.58
LEGAL SECRETARY - LAW DEPT			16	16
LEGAL SECRETARY - PLANNING AND DEVELOPMENT			14	14
LEGAL SECRETARY - PLANNING AND DEVELOPMENT			19,434.92	20,581.58
LICENSED ELECTRICIAN	BC	WEEKLY	373.54	395.58
MAIL ROOM SUPERVISOR			20,236.80	21,430.77
MANAGEMENT OFFICER			25	25
MANIFEST CLERK - PORT			20	20
MECHANICAL EQUIPMENT INSPECTOR II			16	16
MECHANICAL EQUIPMENT INSPECTOR III			20	20
MEDICAL HEALTH PLAN ADMINISTRATOR			15	15
MOTOR POOL & INVENTORY MANAGER			19	19
OFFICE MANAGER-PARK PROGRAMMING SERVICES			12	12
OFFSET PRESSMAN	BC		11	11
OPERATIONS CLERK - WSB			13	13
OPERATIONS INSPECTOR I - WSB			11	11
OPERATIONS INSPECTOR II - WSB			13	13
PARA-LEGAL I			11	11
PAYROLL CLERK I			6	6
PAYROLL CLERK II			13	13
PAYROLL/PERSONNEL ASSISTANT - WSB			14	14
PERSONAL SECRETARY - PLANNING AND DEVELOPMENT			15	15
PERSONAL SECRETARY TO DIRECTOR-DPD			15	15
PERSONAL SECRETARY TO DIRECTOR-PUBLIC PROPERTY			15	15

# SCHEDULE "B"

White Collar Unless Otherwise Noted with "BC"  
POSITION

EFFECTIVE  
7/1/85

7/1/86

PERSONNEL CLERK I			13	13
PERSONNEL CLERK II			14	14
PERSONNEL TECHNICIAN			28,496.32	30,177.61
PLAN ESTIMATOR			28	28
PLUMBING INSPECTOR II			16	16
PLUMBING INSPECTOR III			20	20
POLICE DEPT. DISPATCHER	WEEKLY		452.13	478.81
PORT SECURITY OFFICER			9	9
PRINCIPAL PLANNER			29	29
PRINTER'S HELPER	BC		13,385.80	14,175.56
PROGRAM EVALUATOR			22,680.65	24,018.80
PROJECT SUPERVISOR - PLANNING AND DEVELOPMENT			27	27
PROJECT SUPERVISOR, CODE ENFORCEMENT			27	27
PUBLIC GROUNDS INSPECTOR			21	21
PUBLIC WORKS INSPECTOR I	BC		6	6
PUBLIC WORKS INSPECTOR II	BC		16	16
PURCHASING AGENT - PLANNING AND DEVELOPMENT			13	13
PURCHASING AGENT I			18,732.83	19,838.06
PURCHASING AGENT II			21,354.29	22,614.20
PURCHASING CLERK - WSB			13	13
RADIO ENGINEER			28,456.86	30,135.82
RADIO REPAIR TECHNICIAN (1)	BC	WEEKLY	455.49	482.36
READER OF DEEDS			16	16
REAL ESTATE AIDE II			20	20
REAL ESTATE APPRAISER			24	24
RECEPTIONIST, PLANNING AND DEVELOPMENT			5	5
RECREATION CENTER DIRECTOR			10	10
REHABILITATION SPECIALIST			23	23
RENEWAL INSPECTOR I			12	12
RENEWAL INSPECTOR II			15	15
RENEWAL INSPECTOR III			19	19
RESEARCH ASSISTANT			20	20
SCHEDULING/DISPATCHER-WSB	WEEKLY		385.76	408.52
SCHOOL CROSSING GUARD	WEEKLY		209.43	221.79
SECRETARY - ADMIN. ASSISTANT CITY COUNCIL			10	10
SECRETARY II JPTA	WEEKLY		364.32	385.81
SECRETARY TO ASSESSOR			26,068.58	27,606.63
SECRETARY TO DEPUTY DIRECTOR - DPD			14	14
SECRETARY, REVIEW BOARDS			25,888.35	27,415.76
SECRETARY-ADMIN. - PUBLIC WORKS			12	12
SECRETARY-PLANNING AND DEVELOPMENT			18,925.67	20,042.28
SECRETARY/PORT			14	14
SENIOR ACCOUNTANT			18	18
SENIOR APPRAISER			24	24
SENIOR CLERK ASSESSORS			17	17
SENIOR DRAFTSMAN - PLANNING AND DEVELOPMENT			15	15
SENIOR PLANNER			26	26
SENIOR RESEARCH ASSISTANT			29	29
SHOP SUPERVISOR, MECHANICS	BC		18	18
STATISTICAL TRACKING CLERK JPTA	WEEKLY		364.32	385.81
STENOGRAPHIC REPORTER CITY CLERK			11	11
STENOGRAPHIC REPORTER CITY COUNCIL			14	14
STOCK ROOM CLERK	BC	WEEKLY	355.40	376.37

# SCHEDULE "B"

White Collar Unless Otherwise Noted with "BC"  
POSITION

EFFECTIVE  
7/1/85

7/1/86

STONE CUTTER	BC	WEEKLY	370.73	392.61
STREET CLEANING FOREMAN	BC	WEEKLY	407.93	432.00
SUPERVISOR - ENGINEERING & BUILDING MAINTENANCE			31	31
SUPERVISOR - GRAPHICS			32	32
SUPERVISOR - PERSONAL PROPERTY TAX			16	16
SUPERVISOR - PROPERTY TAX REAL ESTATE			18	18
SUPERVISOR COMPREHENSIVE PLANNING			32	32
SUPERVISOR GENERAL MAINTENANCE			29	29
SUPERVISOR INSPECTIONS			32	32
SUPERVISOR OF BUSINESS RELOCATION & PROP. MANAGEMENT			29	29
SUPERVISOR OF LAND ACQUISITION			35	35
SUPERVISOR OF LANDSCAPING			15	15
SUPERVISOR OF REGISTRATION (BOARD OF CANVASSERS)			13	13
SUPERVISOR OF VERIFICATION			31	31
SUPERVISOR PAYROLL			24	24
SUPERVISOR PROGRAM SPECIALISTS			31	31
SUPERVISOR PROJECT PLANNING			32	32
SUPERVISOR REAL ESTATE			35	35
SUPERVISOR TRAFFIC PLANNING			32	32
SUPERVISOR URBAN FORESTRY OPERATIONS			26	26
SUPERVISOR, CODE ENFORCEMENT			29	29
SUPERVISOR, ELECTION MATERIAL			13	13
SUPERVISOR, ENGINEERING			35	35
SUPERVISOR, REHABILITATION SERVICES			31	31
SWITCHBOARD OPERATOR I			4	4
SWITCHBOARD OPERATOR II			5	5
TELLER			12	12
TESTING OFFICER JPTA		WEEKLY	475.95	504.03
TRAFFIC SIGNAL MAINTENANCE FOREMAN	BC	WEEKLY	493.18	522.27
TRAFFIC SYSTEMS ANALYST			18	18
TRAINING OFFICER JPTA		WEEKLY	475.95	504.03
VERIFICATION SPECIALIST			27,206.14	28,811.31
WATER SUPPLY BOARD CLERK			11	11
ZONING ASSISTANT			16	16

- (1) Notwithstanding the above schedule, it is agreed that Radio Repair Technicians and Fire Alarm Technicians are to receive parity with the salary of a Firefighter.
- (2) Notwithstanding the above schedule, it is agreed that Fire Department Dispatchers are to be paid a salary which shall be computed between one-half (1/2) of the difference between a Firefighter's salary and what their salary would have been based on the usual annual increments in this contract.
- (3) Notwithstanding the above schedule, it is agreed that the Foreman of the Line Crew and the Foreman of the Cable Crew are to receive parity with the salary of a Fire Department Lieutenant.

SCHEDULE "C" EFFECTIVE JULY 1, 1985

GRADE NUMBER	1ST	2ND	3RD	4TH	5TH	ANNUAL SALARY RANGE
1	259.08	261.34	263.59	268.11	271.49	13,472.35 - 14,117.44
2	264.72	268.11	270.36	274.87	278.26	13,765.58 - 14,469.31
3	271.49	273.74	276.00	280.51	283.89	14,117.44 - 14,762.53
4	278.26	280.51	282.77	286.15	290.66	14,469.31 - 15,114.40
5	283.89	286.15	289.22	292.92	296.30	14,762.53 - 15,407.62
6	290.66	292.92	295.17	299.68	303.07	15,114.40 - 15,759.49
7	296.30	299.68	301.94	305.32	308.71	15,407.62 - 16,052.72
8	303.07	305.32	307.58	312.09	315.47	15,759.49 - 16,404.58
9	308.71	313.22	317.73	322.24	327.88	16,052.72 - 17,049.67
10	315.47	318.86	323.37	329.01	334.65	16,404.58 - 17,401.54
11	321.11	325.62	330.13	335.77	341.41	16,697.81 - 17,753.41
12	327.88	332.39	336.90	341.41	347.15	17,049.67 - 18,051.56
13	334.65	338.03	342.54	347.15	354.39	17,401.54 - 18,428.09
14	341.41	347.15	354.39	360.89	367.66	17,753.41 - 19,118.13
15	347.15	354.39	359.85	367.66	373.75	18,051.56 - 19,434.92
16	354.39	360.42	367.66	373.75	381.47	18,428.09 - 19,836.66
17	360.89	367.66	373.75	381.47	387.94	18,766.26 - 20,172.63
18	367.66	373.75	381.47	387.94	395.65	19,118.13 - 20,573.83
19	373.75	381.47	387.94	395.65	403.44	19,434.92 - 20,978.86
20	381.47	387.94	395.65	403.44	410.20	19,836.66 - 21,330.18
21	387.94	396.98	406.03	414.31	426.64	20,172.63 - 22,185.18
22	395.65	404.70	412.97	423.46	436.17	20,573.83 - 22,680.65
23	403.44	411.51	421.94	430.40	444.11	20,978.86 - 23,093.90
24	410.79	418.78	432.99	440.91	451.98	21,360.87 - 23,502.77
25	416.37	431.41	448.87	458.26	470.92	21,651.35 - 24,487.67
26	429.40	439.28	450.41	467.81	478.85	22,328.78 - 24,900.37
27	436.17	447.22	464.62	475.74	488.39	22,680.65 - 25,396.38
28	444.11	459.92	469.39	480.44	497.85	23,093.90 - 25,888.01
29	451.98	470.92	488.39	505.73	523.20	23,502.77 - 27,206.14
30	470.92	489.91	505.73	523.20	540.54	24,487.67 - 28,108.28
31	478.85	497.85	513.68	531.08	551.66	24,900.37 - 28,686.51
32	497.85	513.68	531.08	548.49	567.48	25,888.01 - 29,509.18
33	513.68	531.07	550.57	567.48	584.82	26,711.23 - 30,410.77
34	531.07	551.66	567.48	584.82	602.30	27,615.56 - 31,319.48
35	548.48	567.48	584.82	602.30	619.64	28,520.99 - 32,221.08

SCHEDULE "C" EFFECTIVE JULY 1, 1986

GRADE NUMBER	1ST	2ND	3RD	4TH	5TH	ANNUAL SALARY RANGE
1	274.37	276.76	279.15	283.92	287.51	14,267.22 - 14,950.37
2	280.34	283.92	286.31	291.09	294.67	14,577.75 - 15,323.00
3	287.51	289.90	292.28	297.06	300.64	14,950.37 - 15,633.52
4	294.67	297.06	299.45	303.03	307.81	15,323.00 - 16,006.15
5	300.64	303.03	306.28	310.20	313.78	15,633.52 - 16,316.67
6	307.81	310.20	312.59	317.37	320.95	16,006.15 - 16,689.30
7	313.78	317.37	319.75	323.34	326.92	16,316.67 - 16,999.83
8	320.95	323.34	325.73	330.50	334.09	16,689.30 - 17,372.45
9	326.92	331.70	336.47	341.25	347.22	16,999.83 - 18,055.60
10	334.09	337.67	342.45	348.42	354.39	17,372.45 - 18,428.23
11	340.06	344.83	349.61	355.58	361.55	17,682.98 - 18,800.86
12	347.22	352.00	356.78	361.55	367.63	18,055.60 - 19,116.61
13	354.39	357.97	362.75	367.63	375.30	18,428.23 - 19,515.35
14	361.55	367.63	375.30	382.18	389.35	18,800.86 - 20,246.10
15	367.63	375.30	381.08	389.35	395.80	19,116.61 - 20,581.58
16	375.30	381.68	389.35	395.80	403.98	19,515.35 - 21,007.02
17	382.18	389.35	395.80	403.98	410.82	19,873.47 - 21,362.82
18	389.35	395.80	403.98	410.82	418.99	20,246.10 - 21,787.68
19	395.80	403.98	410.82	418.99	427.24	20,581.58 - 22,216.61
20	403.98	410.82	418.99	427.24	434.40	21,007.02 - 22,588.66
21	410.82	420.40	429.99	438.75	451.81	21,362.82 - 23,494.11
22	418.99	428.58	437.33	448.44	461.90	21,787.68 - 24,018.80
23	427.24	435.79	446.83	455.79	470.32	22,216.61 - 24,456.44
24	435.02	443.48	458.54	466.92	478.64	22,621.16 - 24,889.43
25	440.94	456.87	475.35	485.30	498.70	22,928.78 - 25,932.44
26	454.73	465.19	476.98	495.41	507.11	23,646.18 - 26,369.49
27	461.90	473.61	492.04	503.81	517.21	24,018.80 - 26,894.77
28	470.32	487.06	497.08	508.79	527.22	24,456.44 - 27,415.40
29	478.64	498.70	517.21	535.57	554.06	24,889.43 - 28,811.31
30	498.70	518.81	535.57	554.06	572.44	25,932.44 - 29,766.67
31	507.11	527.22	543.98	562.41	584.21	26,369.49 - 30,379.01
32	527.22	543.98	562.41	580.85	600.97	27,415.40 - 31,250.22
33	543.98	562.40	583.05	600.97	619.33	28,287.19 - 32,205.00
34	562.40	584.21	600.97	619.33	637.83	29,244.88 - 33,167.33
35	580.84	600.97	619.33	637.83	656.19	30,203.73 - 34,122.12

## MEMORANDUM OF AGREEMENT

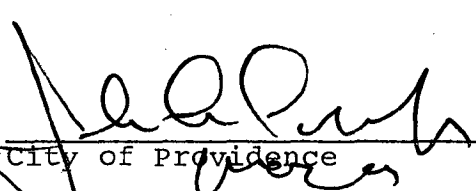
It is hereby agreed by and between the City of Providence and Rhode Island Laborers' District Council on behalf of the Public Service Employees' Union, Local 1033, in conjunction with negotiations successfully completed this date on a new collective bargaining agreement to be effective July 1, 1985 through June 30, 1987, as follows:

1. The classifications listed on Exhibit A, attached hereto and made a part hereof, are within the definition of "supervisory employee" and/or "administrative employee" as those terms are used in Article I, Section 1 of the collective bargaining agreement, and are excluded from the bargaining unit represented by the Union and are not covered by the collective bargaining agreement.
2. The classifications listed in Exhibit B, attached hereto and made a part hereof, are likewise excluded from the said bargaining unit and from coverage under said contract, on the same basis as that set forth in paragraph 1 above. However, it is also agreed that notwithstanding said exclusion, the individuals listed in Exhibit B shall continue to be covered by all of the terms and conditions of the agreement for the period in which they continue to serve in the classifications listed thereon, but that whenever any such individual leaves said classification, the classification will no longer be held by an employee who is included in the bargaining unit.


3. The classifications listed in Exhibit C, attached hereto and made a part hereof, are within the scope of the term "confidential secretary", as used by the parties in Article I, Section 1 of the collective bargaining agreement, and are excluded as such from the bargaining unit and are not covered by the collective bargaining agreement.

Signed this 20 day of September, 1985.

By:

  
City of Providence

By:

  
R.I. Laborers' District  
Council



September 19, 1985-a

CITY OF PROVIDENCE: DEPARTMENTS/POSITIONS/EMPLOYEES

"EXHIBIT A"

MAYOR'S OFFICE:

Mayor . . . . .  
Liaison Officer . . . . .  
Administrative Assistant . . . . .

Executive Secretary . . . . .  
Administrative Aide I . . . . .

Administrative Aide II . . . . .

Director of Administration . . . . .  
Press Aide . . . . .  
Assistant Computer Operator . . . . .  
Secretary . . . . .

Secretary/Computer Operator . . . . .  
Information Systems Administrator . . . . .  
Chief of Staff . . . . .  
Associate Director for Policy  
Analysis . . . . .

CITY CLERK:

City Clerk . . . . .

CITY SERGEANT:

City Sergeant . . . . .

LAW DEPARTMENT:

City Solicitor . . . . .  
Deputy City Solicitor . . . . .

"EXHIBIT A" continued

LAW DEPARTMENT continued:

Assistant City Solicitor . . . . .

Special Counsel . . . . .

Chief, Legal Services . . . . .

MUNICIPAL COURT:

Court Judge . . . . .

PROBATE COURT:

Judge . . . . .

Public Administrator . . . . .

FINANCE:

Director . . . . .

Budget Officer . . . . .

Budget Analyst . . . . .

CONTROLLERS:

City Controller . . . . .

Assistant City Controller . . . . .

Administrative Assistant to  
Controller . . . . .

RETIREMENT:

Pension Administrator . . . . .

"EXHIBIT A" continued

COLLECTOR:

City Collector . . . . .  
Assistant City Collector . . . . .  
Administrative Assistant . . . . .

ASSESSOR:

City Assessor . . . . .  
Administrative Assistant . . . . .

BOARD OF TAX ASSESSMENT:

Chairman . . . . .  
Member . . . . .

TREASURY:

City Treasurer . . . . .  
Deputy Treasurer . . . . .

PERSONNEL:

Director . . . . .  
Deputy Director . . . . .  
EEO Officer . . . . .

PUBLIC SAFETY:

Commissioner . . . . .  
Medical Officer . . . . .  
Administrative Assistant . . . . .  
Fire Equipment Superintendent II .  
Fire Equipment Superintendent I . .

"EXHIBIT A" continued

COMMUNICATIONS:

Director . . . . .  
Deputy Director . . . . .

TRAFFIC ENGINEERING:

Traffic Engineer . . . . .

BUILDING ADMINISTRATION:

Director, Building Inspection . . .

BUILDING ORDINANCE BOARD:

Chairman . . . . .  
Members . . . . .

HOUSING BOARD OF REVIEW:

Chairman . . . . .  
Members . . . . .

ZONING BOARD:

Chairman . . . . .  
Members . . . . .

CODE ENFORCEMENT:

Chief, Division of Code Enforcement

"EXHIBIT A" continued

PROSECUTION:

Council Building Inspector II . . .

UTILITIES & STANDARDS:

Chief, Utilities & Standards . . .

PUBLIC WORKS:

Assistant Director, General  
Services . . . . .

Administrative Assistant of  
Operations . . . . .

Director, Public Works . . . . .

Secretary to Director . . . . .

Administrative Assistant . . . . .

Assistant Director for Maintenance  
Services . . . . .

Deputy Director, Public Works and  
City Engineer . . . . .

Assistant Manager, Solid Waste . .

Solid Waste Manager . . . . .

Assistant to Superintendent . . . .

Deputy Superintendent of Highway .

Highway Superintendent . . . . .

Supervisor, Environmental . . . . .

Deputy Superintendent . . . . .

Superintendent, Sewer Construction

\* Head of Auto Squad . . . . .

\* Shop Supervisor . . . . .

\* Deputy Superintendent, Sewer  
Construction and Maintenance . .

RECREATION:

Director . . . . .

Seasonal - Supervisor of Activities

" " - Lifeguard . . . . .

" " - Recreation Leader . . .

Supervisor, Senior Citizens . . . .

Program Director, Senior Citizens .

"EXHIBIT A" continued

PARKS:

Director, Division of Grounds  
Maintenance Services . . . . .  
Deputy Zoo Director . . . . .  
Zoo Director . . . . .  
Superintendent, Public Parks . . .  
Secretary to Director . . . . .  
Supervisor of Construction . . . .  
Production Specialist . . . . .  
Cultural Affairs Officer . . . . .  
Development Coordinator . . . . .

RECORDER OF DEEDS:

Recorder . . . . .

VITAL STATISTICS:

City Registrar . . . . .

BOARD OF CANVASSERS:

Chairman . . . . .  
Member . . . . .  
Secretary to the Board . . . . .

BOARD OF LICENSES:

Chairman . . . . .  
Members . . . . .

HUMAN RELATIONS COMMISSION:

Executive Director . . . . .

"EXHIBIT A" continued

CIVILIAN DEFENSE:

Deputy Director . . . . .  
Operations, Planning, Training,  
Public Information Officer . . .

CITY COUNCIL:

Administrative Assistant . . . . .  
Internal Auditor . . . . .

ARCHIVES:

City Archivist . . . . .  
Assistant Archivist . . . . .

WATER SUPPLY BOARD:

Claims Assistant . . . . .

Rain Guage Keeper . . . . .

\* Secretary to the Chief Engineer . .  
Supervisor of Safety & Training . .  
Engineering Project Coordinator . .  
Land Management Specialist . . . .  
Principal Bacteriologist . . . . .  
Principal Engineer . . . . .

Principal Engineer - Systems . . .  
Senior Principal Engineer . . . . .  
Assistant Director, Operations -  
Distribution . . . . .

\* Assistant Director, Operations -  
Supply . . . . .  
Chief Engineer/General Manager . .  
Controller . . . . .  
Director of Operations/Assistant  
General Manager . . . . .

"EXHIBIT A" continued

WATER SUPPLY BOARD continued:

- \* Director of Planning/Engineering .
- \* Forest Supervisor . . . . .
- Manager - Income . . . . .
- Manager, Information Systems . . .
- Superintendent of Transmission &  
Distribution . . . . .
- \* Superintendent, Water Construction  
Superintendent of Water Plant  
Operations . . . . .
- Superintendent of Water Quality  
Control . . . . .
- Superintendent of Water Resources .
- Supervisor of Water Laboratory . .
- Supervisor, Water Maintenance Crew

Supervisor of Watershed Maintenance  
Supervisor of Water Treatment  
Plant Operations . . . . .

Chairman, Water Supply Board . . .

Members, Water Supply Board . . . .

Attorney - Water . . . . .

PORT:

Director . . . . .

Security Supervisor . . . . .

PUBLIC PROPERTY:

Director . . . . .

PURCHASING:

- Director . . . . .
- \* Purchasing Supervisor . . . . .



"EXHIBIT A" continued

EQUAL HOUSING:

Director . . . . .  
Civil Rights Investigator . . . . .

SENIOR AIDES:

Senior Aides . . . . .

J.T.P.A.:

Personnel Supervisor . . . . .  
Acting Deputy Director . . . . .  
Administrative Intake & Operations  
EEO Officer . . . . .  
Assistant Manager - MIS . . . . .  
Job Development Specialist . . . . .  
CETA Administrator . . . . .  
CRJ Officer . . . . .  
Fiscal Manager . . . . .

PLANNING & DEVELOPMENT:

Director, Rehabilitation . . . . .  
Deputy Director, Planning &  
Development . . . . .  
Supervisor of Specifications . . .  
Associate Director, Economic  
Development . . . . .  
Landscape Architect . . . . .  
Director, Neighborhood Planning . .  
Director of Accounting . . . . .  
Assistant Director, Comprehensive  
Planning . . . . .  
Business Relations Representative .  
Associate Director, Planning . . .  
Co-ordinator, Rental Rehabilitation  
Director, Planning & Development .  
Associate Director, Project  
Development . . . . .  
Re-organization Specialist . . . .  
Associate Director, Project  
Management & Construction . . . .

"EXHIBIT A" continued

PLANNING & DEVELOPMENT continued:

Financial Development Manager . . .  
Financial Development Appraiser . .  
Associate Director, Neighborhood  
Development . . . . .  
Assistant Director - Manager of  
Administration . . . . .  
City Architect . . . . .  
Grant Writer . . . . .  
Associate Director - Special  
Projects . . . . .  
Deputy Director, Policy & Program  
Development . . . . .  
Assistant Director, Neighborhood  
Planning . . . . .  
Assistant Director, Information &  
Research . . . . .

"EXHIBIT B"

CITY CLERK:

Deputy City Clerk First . . . . .

CITY CONTROLLER:

Administrative Assistant . . . . .

MUNICIPAL COURT:

Clerk, Municipal Court . . . . .

PROBATE COURT:

Clerk, Probate Court . . . . .

BUILDING ADMINISTRATION:

Secretary, Zoning Board . . . . .

CODE ENFORCEMENT:

Supervisor, Code Enforcement . . . . .

RECREATION:

Recreation Center Director . . . . .

Assistant Director, Recreation . . . . .

PARKS:

Assistant Director, Division of  
Grounds Maintenance Services . .  
Curator of Education . . . . .

RECORDER OF DEEDS:

Deputy Recorder . . . . .

"EXHIBIT B" continued

CIVILIAN DEFENSE:

Fallout Shelter Co-ordinator . . .

CITY COUNCIL:

Secretary to Administrative  
Assistant . . . . .

PORT:

Deputy Port Director . . . . .

PUBLIC PROPERTY:

Chief, Building & Custodial  
Services . . . . .

PLANNING & DEVELOPMENT:

Chief, Family Relocation . . . . .  
Assistant Director, Project  
Management & Construction . . . . .  
Supervisor, Engineering . . . . .  
Supervisor of Comprehensive  
Planning . . . . .  
Supervisor of Graphics . . . . .

"EXHIBIT C"

LAW DEPARTMENT:

- \* Legal Secretary (Labor Relations) .

PARKS:

- \* Secretary to Director . . . . .

PERSONNEL:

- \* Secretary to Director . . . . .
- \* Secretary to Deputy Director . . .

PUBLIC WORKS:

- \* Secretary to Director . . . . .