

THE CITY OF PROVIDENCE

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER: 1979-31

590

NO: / AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE and REPEALING CHAPTER 1978-20 APPROVED JULY 28, 1978, IS FURTHER AMENDED.

APPROVED: June 22, 1979

BE IT ORDAINED BY THE CITY OF PROVIDENCE:

SECTION 1. The following Compensation Plan is hereby adopted as the official Cmpensation 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<br>NUMBER | SALARY STEPS |        |        |        |        | ANNUAL SALARY<br>RANGE |
|-----------------|--------------|--------|--------|--------|--------|------------------------|
|                 | 1st          | 2nd    | 3rd    | 4th    | 5th    |                        |
| 1               | 129.00       | 131.00 | 133.00 | 137.00 | 140.00 | 6708 - 7280            |
| 2               | 134.00       | 137.00 | 139.00 | 143.00 | 146.00 | 6968 - 7592            |
| 3               | 140.00       | 142.00 | 144.00 | 148.00 | 151.00 | 7280 - 7852            |
| 4               | 146.00       | 148.00 | 150.00 | 153.00 | 157.00 | 7592 - 8164            |
| 5               | 151.00       | 153.00 | 156.00 | 159.00 | 162.00 | 7852 - 8424            |
| 6               | 157.00       | 159.00 | 161.00 | 165.00 | 168.00 | 8164 - 8736            |
| 7               | 162.00       | 165.00 | 167.00 | 170.00 | 173.00 | 8424 - 8996            |
| 8               | 168.00       | 170.00 | 172.00 | 176.00 | 179.00 | 8736 - 9308            |
| 9               | 173.00       | 177.00 | 181.00 | 185.00 | 190.00 | 8996 - 9880            |
| 10              | 179.00       | 182.00 | 186.00 | 191.00 | 196.00 | 9308 - 10192           |
| 11              | 184.00       | 188.00 | 192.00 | 197.00 | 202.00 | 9568 - 10504           |
| 12              | 190.00       | 194.00 | 198.00 | 202.00 | 207.00 | 9880 - 10764           |
| 13              | 196.00       | 199.00 | 203.00 | 207.00 | 213.00 | 10192 - 11076          |
| 14              | 202.00       | 207.00 | 213.00 | 218.00 | 224.00 | 10504 - 11648          |
| 15              | 207.00       | 213.00 | 218.00 | 224.00 | 229.00 | 10764 - 11908          |
| 16              | 213.00       | 218.00 | 224.00 | 229.00 | 235.00 | 11076 - 12220          |
| 17              | 218.00       | 224.00 | 229.00 | 235.00 | 240.00 | 11336 - 12480          |
| 18              | 224.00       | 229.00 | 235.00 | 240.00 | 246.00 | 11648 - 12792          |
| 19              | 229.00       | 235.00 | 240.00 | 246.00 | 252.00 | 11908 - 13104          |
| 20              | 235.00       | 240.00 | 246.00 | 252.00 | 257.00 | 12220 - 13364          |
| 21              | 240.00       | 247.00 | 254.00 | 260.00 | 268.00 | 12480 - 13936          |
| 22              | 246.00       | 253.00 | 259.00 | 266.00 | 274.00 | 12792 - 14248          |
| 23              | 252.00       | 258.00 | 265.00 | 272.00 | 279.00 | 13104 - 14508          |
| 24              | 257.00       | 263.00 | 272.00 | 277.00 | 284.00 | 13364 - 14768          |
| 25              | 262.00       | 271.00 | 278.00 | 288.00 | 296.00 | 13624 - 15392          |
| 26              | 268.00       | 276.00 | 283.00 | 294.00 | 301.00 | 13936 - 15652          |
| 27              | 274.00       | 281.00 | 292.00 | 299.00 | 307.00 | 14248 - 15964          |
| 28              | 279.00       | 289.00 | 295.00 | 302.00 | 313.00 | 14508 - 16276          |
| 29              | 284.00       | 296.00 | 307.00 | 318.00 | 329.00 | 14768 - 17108          |
| 30              | 296.00       | 308.00 | 318.00 | 329.00 | 340.00 | 15392 - 17680          |
| 31              | 301.00       | 313.00 | 323.00 | 334.00 | 347.00 | 15652 - 18044          |
| 32              | 313.00       | 323.00 | 334.00 | 345.00 | 357.00 | 16276 - 18564          |
| 33              | 323.00       | 334.00 | 347.00 | 357.00 | 368.00 | 16796 - 19136          |
| 34              | 334.00       | 347.00 | 357.00 | 368.00 | 379.00 | 17368 - 19708          |
| 35              | 345.00       | 357.00 | 368.00 | 379.00 | 390.00 | 17940 - 20280          |

| POSITION                                  | PAY GRADE<br>OR RATE | POSITION   | PAY GRADE<br>OR RATE |
|---|----------------------|--|----------------------|
| Account Collector                         | 9                    | Admin. Asst. to City Council                               | 29                   |
| Accountant I                              | 10                   | Admin. Asst. to Commissioner<br>of Public Safety           | 25                   |
| Accountant II                             | 12                   | Admin. Asst. to Controller                                 | 16,500.00 yr.        |
| Accountant III                            | 14                   | Admin. Asst. to Director of<br>Prov. Human Relations Comm. | 14                   |
| Accounts Payable Supervisor               | 14                   | Admin. Asst. - Public Property                             | 31                   |
| Admin. Asst. to Assessor                  | 25                   | Admin. Asst. - Public Works                                | 23                   |
| Admin. Asst. to Chief<br>Engineer (Water) | 25                   |  |                      |

| <u>POSITION</u>                                    | <u>PAY GRADE<br/>OR RATE</u> | <u>POSITION</u>                                     | <u>PAY GRADE<br/>OR RATE</u> |
|--|------------------------------|---|------------------------------|
| Asst Supt. Parks for<br>Cultural Affairs           | 31                           | Automobile Driver                                   | 5.07 hr.                     |
| Asst. Supt. Parks for<br>Design Services           | 31                           | Automotive Equipt. Supt.                            | 19                           |
| Admin. Asst. For Fiscal<br>Affairs (Public Safety) | 25                           | Automotive Mechanic II                              | 8                            |
| Animal & Bird Curator                              | 6.4750 hr                    | Bacteriologist I                                    | 11                           |
| Appraiser  | 16                           | Bacteriologist II                                   | 14                           |
| Asst. City Solicitor                               | 21                           | Bird & Animal Handler                               | 5.20 hr.                     |
| Assessment Aide                                    | 9                            | Bldg. Custodian                                     | 4.50 hr.                     |
| Asst. Chief,<br>(Fiscal Affairs)                   | 25                           | Bldg. Custodian III                                 | 5.25 hr.                     |
| Asst. Chief,<br>(Legal Services)                   | 29                           | Bldg. Inspector I                                   | 11                           |
| Asst. City Collector                               | 25                           | Bldg. Inspector II                                  | 16                           |
| Asst. City Controller                              | 29                           | Bldg. Inspector III                                 | 22                           |
| Asst. City Printer                                 | 13                           | Bldg. Maint. Supervisor                             | 13                           |
| Asst. Director<br>(Recreation)                     | 26                           | Budget Assistant                                    | 16                           |
| Assistant Dog Officer                              | 9                            | Business Relocation Officer                         | 25                           |
| Asst. Fire Chief                                   | 23,166.00 yr                 | Caretaker<br>(Locust Grove Cemetery)                | 5.10 hr.                     |
| Asst. Legal Secretary                              | 10                           | Case Work Supervisor                                | 13022 - 15124 yr.            |
| Asst. Master Mechanic<br>(Water)                   | 5.70 hr.                     | Cement Finisher                                     | 5.35 hr.                     |
| Assistant Planner                                  | 13                           | Chairman-Bd-Canvassers                              | 12,948.00 yr.                |
| Asst. Port Director                                | 17                           | Chairman-Bldg. Bd Review                            | 1,500.00 yr.                 |
| Asst. Supt.-Parks<br>(Cultural Affairs)            | 31                           | Chairman, Housing Bd-<br>Review                     | 1,200.00 yr.                 |
| Asst. Supt.-Parks<br>(Design Services)             | 31                           | Chairman & Secretary<br>(Bureau-Licenses)           | 11,843.00 yr.                |
| Asst. Supt.-Parks<br>(Finance)                     | 31                           | Chairman, Water Supply<br>Board(\$125.00 per month) | 1,500.00 yr.                 |
| Asst. Traffic Engineer                             | 33                           | Chairman, Zoning Bd.-<br>Review                     | 1,500.00 yr.                 |
| Asst. Director (DPUD)                              | 25                           | Charwoman   | 118.75 wk.                   |
| Associate Engineer I                               | 16                           | Chief Appraiser                                     | 25                           |
| Associate Engineer II                              | 20                           | Chief Chemist (Water)                               | 24                           |
| Associate Engineer III                             | 23                           | Chief, Division of<br>Code Enforcement              | 31                           |
| Associate Engineer IV                              | 28                           | Chief, Division of<br>Community Services            | 31                           |
| Associate Engineer -<br>(Planner)                  | 31                           | Chief, Division of<br>Legal Services                | 31                           |
| Associate Planner                                  | 15                           | Chief, Division of<br>Maint. & Repair               | 21                           |
| Attorney(Water                                     | 9,000.00 yr.                 | Chief, Division of<br>Planning                      | 31                           |

| <u>POSITION</u>                                    | <u>PAY GRADE<br/>OR RATE</u> |
|--|------------------------------|
| Chief, Division of Public Buildings                | 31                           |
| Chief, Division of Purchasing                      | 18                           |
| Chief, Division of Research                        | 31                           |
| Chief Engineer (Water Supply Bd)                   | 23,400.00 yr.                |
| Chief, Family Relocation                           | 31                           |
| Chief, Fiscal Affairs                              | 31                           |
| Chief, Gardens                                     | 27                           |
| Chief, Green Houses                                | 27                           |
| Chief, Insp. of Mech. Equipt. Installations        | 25                           |
| Chief, Insp. of Electrical Installations           | 25                           |
| Chief, Inspector of Plumbing Drainage & Gas Piping | 35                           |
| Chief Radio Engineer                               | 20,191.60 yr.                |
| Chief, Supervisor of Payroll                       | 24                           |
| City Architect                                     | 25                           |
| City Assessor                                      | 35                           |
| City Clerk   | 23,400.00 yr.                |
| City Collector                                     | 33                           |
| City Controller                                    | 35                           |
| City Forester                                      | 29                           |
| City Registrar of Vital Statistics                 | 21                           |
| City Sergeant                                      | 12                           |
| City Solicitor                                     | <del>35 23,400.00 yr.</del>  |
| City Treasurer                                     | 18,824.00 yr.                |
| Clerk I  | 1                            |
| Clerk II   | 3                            |
| Clerk III  | 5                            |
| Clerk IV   | 9                            |
| Clerk, Probate Court                               | 18                           |
| Clerk, Prov. Mun. Ct.                              | 22                           |
| Clerk Stenographer I                               | 2                            |
| Clerk Stenographer II                              | 4                            |
| Clerk Stenographer III                             | 6                            |

| <u>POSITION</u>                             | <u>PAY GRADE<br/>OR RATE</u> |
|---|------------------------------|
| Clerk Typist I                              | 1                            |
| Clerk Typist II                             | 3                            |
| Commissioner, Bureau of Licenses            | 9,971.00 yr.                 |
| Commissioner, Public Safety                 | 27,389.96 yr.                |
| Control Center Operator                     | 10                           |
| Council, Code Enforcement                   | 24                           |
| Co-ordinator                                | 160.00 wk.                   |
| Curator-Museum                              | 21                           |
| Curb Setter                                 | 5.25 hr.                     |
| Data Processing Co-Ordinator                | 34                           |
| Detention Officer                           | 7,852.00 yr.                 |
| Deputy Asst. Fire Chief                     | 21,450.00 yr.                |
| Deputy Chief Engineer (Water)               | 35                           |
| Deputy City Clerk, First                    | 22                           |
| Deputy City Clerk, Second                   | 18                           |
| Deputy City Registrar                       | 11                           |
| Deputy City Solicitor                       | 29                           |
| Deputy Clerk, Probate Court                 | 9                            |
| Deputy Clerk, Providence Municipal Court    | 13                           |
| Deputy Director, Communications             | 23,166.00 yr.                |
| Deputy Director, Civil Defense Preparedness | 32                           |
| Deputy Director & City Engineer (P.W.)      | 35                           |
| Deputy Recorder of Deeds                    | 14                           |
| Deputy Supt. of Parks                       | 27                           |
| Deputy Zoo Director                         | 30                           |
| Director of Bldg. - Inspection              | 23,400.00 yr.                |
| Director of Civil Defense Preparedness      | 1.00 yr.                     |
| Director, Communications                    | 26,483.60 yr.                |
| Director of Finance                         | 23,400.00 yr.                |
| Director, Planning & Urban Development      | 23,400.00 yr.                |

| <u>POSITION</u>                             | <u>PAY GRADE<br/>OR RATE</u>           |     | <u>POSITION</u>                             | <u>PAY GRADE<br/>OR RATE</u> |
|---|--|-----|---|------------------------------|
| Director of Public Property                 | 23,400.00                              | yr. | First Deputy City Sealer                    | 10                           |
| Director of Public Works                    | 23,400.00                              | yr. | First Deputy City Sergeant                  | 9                            |
| Director of Recreation                      | 33                                     |     | First Deputy City Weigher                   | 10                           |
| Dog Officer                                 | 17                                     |     | Fiscal Officer                              | 21                           |
| Draftsman, Assessors Real Estate            | 20                                     |     | Foreman                                     | 5.35 hr.                     |
| Draftsman                                   | 9                                      |     | Forester (Source of Supply)                 | 16                           |
| Electrical Inspector II                     | 16                                     |     | Foreman(Cable Crew)                         | 310.04 wk.                   |
| Electrical Inspector III                    | 20                                     |     | Foreman, Line Crew                          | 310.04 wk.                   |
| Electronic Instrument Technician            | 28                                     |     | Foreman, Traffic Engineering                | 310.04 wk.                   |
| Elevator Operator                           | 4.50                                   | hr. | Foreman, St. Cleaning                       | 273.68 wk.                   |
| Engineer's Associate                        | 16                                     |     | General Foreman                             | 5.65 hr.                     |
| Engineering Aide II                         | 7                                      |     | Heavy Equipt. Operator                      | 5.35 hr.                     |
| Engineering Aide III                        | 11                                     |     | Highway Supt.                               | 6.05 hr.                     |
| Equal Employment Opportunity Officer        | 26                                     |     | Human Resource Specialist                   | 15                           |
| Equipment Operator                          | 5.15                                   | hr. | Inspector of Public Properties (OSHA)       | 27                           |
| Executive Director, (Prov. Human Relations) | 30                                     |     | Intergroup Specialist                       | 16                           |
| Fallout Shelter Coordinator                 | 21                                     |     | Inventory Control Clerk                     | 9                            |
| Federal Programs Supervisor                 | 14                                     |     | Inventory Control Supervisor                | 14                           |
| Financial Specialist                        | 20                                     |     | Judge, Probate Court                        | 16,796.00 yr.                |
| Fire Alarm Technician                       | 279.67                                 | wk. | Judge, Prov. Municipal Court                | 9,204.00 yr.                 |
| Fire Battalion Chief                        | 20,191.60                              | yr. | Laboratory Technician II                    | 8                            |
| Fire Captain                                | 17,110.08                              | yr. | Laborer                                     | 5.10 hr.                     |
| Fire Chief                                  | 26,483.60                              | yr. | Land Disposition Officer                    | 25                           |
| Fire Chief Dispatcher                       | 17,110.08                              | yr. | Legal Counsel(Fire Dept.)                   | 14                           |
| Fire Dept. Dispatcher                       | 273.68                                 | wk. | Legal Secretary                             | 14                           |
| Fire Equipt. Supt. I                        | 20,191.60                              | yr. | Legal Secretary(Law Dept.)                  | 16                           |
| Fire Equipt. Supt. II                       | 23,166.00                              | yr. | Man-In-Charge-Carpenter Shop                | 17,110.08 yr.                |
| Fire Lieutenant                             | 16,122.08                              | yr. | Man-In-Charge-Bureau of Operational Control | 16,122.08 yr.                |
| Fireman                                     | 13,951.08)<br>14,313.52)<br>14,542.84) |     | Machinist                                   | 16                           |
| Fire Marshal                                | 20,191.60                              | yr. | Maintenance Man II                          | 5.175 hr.                    |
| Fire Prevention Lieutenant                  | 16,122.08                              | yr. | Maintenance Man III                         | 5.625 hr.                    |
|   |  |     | Maintenance Man (Electrician)               | 15                           |

| <u>POSITION</u>  | <u>PAY GRADE<br/>OR RATE</u>              |
|--|---|
| Management Aide II (DPUD)                                    | 15  |
| Management Officer   | 21  |
| Master Mechanic-Water  | 5.95 hr.                                  |
| Mayors Administrative Aide I                                 | 30  |
| Mayors Administrative Aide II                                | 12,311.00 yr.                             |
| Mayors Administrative Assistant                              | 33  |
| Mayors Admin. Asst. I  | 32  |
| Mayors Admin. Asst. II                                       | 26  |
| Mayors Executive Secretary                                   | 26  |
| Mayors Personal Secretary                                    | 12  |
| Mechanic   | 5.35 hr.                                  |
| Mechanical Engineer  | 23  |
| Mechanical Equipt. Inspector II                              | 16  |
| Mechanical Equipt. Inspector III                             | 20  |
| Member, Bd of Canvassers                                     | 12,948.00 yr.                             |
| Member, Bd of Review (Housing Bd-Review) (\$50.00 per mtg.)  | 1,000.00 yr.                              |
| Member, Bd. of Tax Assessment Review                         | 3,000.00 yr.                              |
| Member, Bldg. Bd of Review                                   | 1,000.00 yr.                              |
| Member, Water Supply Bd. (\$100.00 per month)                | 1,200.00 yr.                              |
| Member, Zoning Bd. of Review                                 | 1,000.00 yr.                              |
| Meter Reader I   | 5.35 hr.                                  |
| Meter Superintendent   | 15  |
| Museum Director  | 27  |
| Narcotics Inspector  | 18,456.36 yr.<br><del>17,411.68 yr.</del> |
| Offset Pressman  | 11  |
| Operations, Planning, Training, & Public Information Officer | 25  |
| Paralegal I  | 11  |

| <u>POSITION</u>                     | <u>PAY GRADE<br/>OR RATE</u>   |
|-------------------------------------|--|
| Parking Meter Maint Man I           | 5.15 hr.   |
| Parking Meter Maint. Man II         | 5.60 hr.   |
| Pension Administrator               | 16,500.00 yr.  |
| Personnel Director                  | 26   |
| Personnel Technician                | 24   |
| Plan Estimator                      | 25   |
| Plumbing Inspector II               | 16   |
| Plumbing Inspector III              | 20   |
| Police Captain                      | 18,456.36)<br>8% 19,932.64)  |
| Police Chief                        | 26,483.60 yr.  |
| Police Legal Adviser                | 18,156.84 yr.  |
| Police Lieutenant                   | 17,155.32)<br>8% 18,527.60)  |
| Police Major                        | 21,450.00 yr.  |
| Police Patrolman (Upon Appt)        | 13,358.28 yr.<br>12 mo. 13,358.28)<br>18 mo. 14,447.32)<br>8% 15,635.36) |
| Police Sergeant                     | 16,122.08)<br>8% 17,411.68)  |
| Police Woman                        | 13,029.64)<br>14,477.32)<br>14,737.32)                                   |
| Port Director                       | 22,274.20 yr.  |
| Port Security Officer               | 9  |
| Principal Engineer                  | 31   |
| Principal Planner                   | 25   |
| Printer                             | 16   |
| Program Director (Senior Citizens)  | 11,596.00 yr.  |
| Program Specialist                  | 20   |
| Project Coordinator                 | 14   |
| Project Counsel                     | 20   |
| Project Supervisor                  | 27   |
| Public Safety Dept. Medical Officer | 10,500.00 yr.  |
| Public Works Inspector I            | 6  |
| Public Works Inspector II           | 16   |
| Purchasing Agent I                  | 12   |
| Purchasing Agent II                 | 16   |

| <u>POSITION</u>                                | <u>PAY GRADE<br/>OR RATE</u>                                | <u>POSITION</u>   | <u>PAY GRADE<br/>OR RATE</u> |
|--|---|---|------------------------------|
| Radio Engineer                                 | 17,110.08 yr.   | Shop Supervisor   | 18                           |
| Rain Gauge Keeper<br>(10.00 per instr per wk.) |   | Social Case Worker (DPUD)                                     | 11,687 - 13,432 yr.          |
| Radio Repair Technician                        | 279.67 wk.  | Social Worker,<br>(Senior Citizens)                           | 9,932.00 yr.                 |
| Recorder of Deeds                              | 21  | Special Counsel   | 14                           |
| Recreation Center Director                     | 196.00 wk.  | Stationary Equipt.<br>Operator                                | 5.20 hr.                     |
| Real Estate Aide II                            | 15  | Special Asst. (Collectors)                                    | 19                           |
| Rehabilitation Specialist                      | 20  | Stenographic Reporter<br>(City Council)                       | 11                           |
| Renewal Inspector I                            | 9   | Supervisor, Warehouse &<br>Inventory                          | 24                           |
| Renewal Inspector II                           | 11  | Supt., Bridge Maint.  | 19                           |
| Renewal Inspector III                          | 14  | Supt. of Filtration   | 30                           |
| Research Assistant                             | 15  | Supt. of Garbage Collection                                   | 6.05 hr.                     |
| Rescue Lieutenant                              | 16,122.08 yr.   | Supt. of Parks  | 35                           |
| Rescue Truck Driver                            | 15,325.44 yr.   | Supt. of Sewage Disposal                                      | 19                           |
| School Crossing Guard                          | 3.90 hr.  | Supt. of Sewer Construction<br>and Maintenance                | 19                           |
| Secretary to Assessor                          | 18  | Supt. of Weights & Measures                                   | 17                           |
| Secretary, Bd-Canvassers                       | 12,948.00 yr.   | Supervisor, (Current Planning)                                | 29                           |
| Secretary, Bd of Tax<br>Assessment Review      | <del>\$ 11,531.00 yr.</del><br><del>\$ 25.00 per mtg.</del> | Supervisor, General Maint                                     | 20                           |
| Secretary, Bldg. Bd<br>of Review               | 3,332.68 yr.  | Supervisor, Graphics  | 26                           |
| Secretary-Dir. Pub. Property                   | 13  | Supervisor, Landscaping                                       | 15                           |
| Secretary to Director<br>(Public Works)        | 14  | Supervisor, Long Range<br>Planning                            | 29                           |
| Secretary to Director<br>(DPUD)                | 14  | Supervisor, (Project Planning)                                | 29                           |
| Secretary, Housing Bd<br>of Review             | 1,529.32 yr.  | Supervisor, Senior<br>Citizens                                | 7,696.00 yr.                 |
| Secretary, Zoning Bd.<br>of Review             | 10,270.00 yr.   | Supervisor, Traffic<br>Planning                               | 26                           |
| Senior Appraiser                               | 24  | Supervisor of Business<br>Relocation & Property<br>Management | 26                           |
| Senior Draftsman (DPUD)                        | 15  | Supervisor, Division of<br>Maintenance                        | 17                           |
| Senior Mechanic                                | 5.60 hr.  | Supervisor, Election<br>Materials                             | 9                            |
| Senior Planner                                 | 21  | Supervisor, of Enforcement                                    | 27                           |
| Senior Research Assistant                      | 26  | Supervisor of Engineering<br>(DPUD)                           | 31                           |
| Sewer Construction<br>Worker                   | 5.20 hr.  | Supervisor of Environment<br>Control                          | 14                           |
| Sewer & Drain Inspector                        | 5.25 hr.  | Supervisor of Program<br>Specialists                          | 24                           |
| Sewer Equipt. Operator                         | 5.25 hr.  |   |                              |
| Sewing Instructor,<br>Senior Citizens          | 3.35 hr.  |   |                              |

| <u>POSITION</u>                                  | <u>PAY GRADE<br/>OR RATE</u> | <u>POSITION</u>                                 | <u>PAY GRADE<br/>OR RATE</u> |
|--|------------------------------|---|------------------------------|
| Supervisor of Public Lands                       | 14                           | <u>TEMPORARY - PART TIME</u>                    |                              |
| Supervisor of Real Estate                        | 26                           | Automobile Driver (Part Time Bd. of Canvassers) | 2.90 hr.                     |
| Supervisor of Rehabilitation Services            | 26                           | Clerk I, Emergency, Temporary & Seasonal        | 2.90 hr.                     |
| Switchboard Operator I                           | 3                            | Co-Director (Recreation)                        | 11.00 session                |
| Switchboard Operator II                          | 4                            | Playground Director                             | 85.00 wk.                    |
| Teller   | 10                           | Laborers (Emerg. Temp & Seasonal Employees)     | 2.90 hr.                     |
| Traffic Engineer                                 | 21,320.00 yr.                | Playground Supervisor                           | 90.00 wk.                    |
| Traffic Marker & Sign Man I                      | 5.35 hr.                     | Recreation Center Director                      | 125.00 wk.                   |
| Traffic Signal Maint Man                         | 5.20 hr.                     | Referee (Recreation)                            | 7.00 game                    |
| Traffic Signal Maint Man II                      | 5.85 hr.                     | Recreation Leader                               | 2.90 hr.                     |
| Traffic Signal Maint. Man Helper                 | 5.60 hr.                     | School Janitor (Prev. School Dept. Wage)        |                              |
| Traffic Systems Analyst                          | 18                           | Supervisor Activities (Recreation)              | 4.00 hr.                     |
| Tree Trimmer                                     | 5.35 hr.                     | Matrons-Recreation Seasonal                     | 3.88 hr.                     |
| Urban Forestry Specialist                        | 17                           | Program Coordinator (Recreation)                | 150.00 wk.                   |
| Water Service Inspector                          | 7                            |   |                              |
| Watershed Manager (Source of Supply)             | 27                           | <u>SWIMMING POOLS</u>                           |                              |
| Watchman   | 4.20 hr.                     | Pool Attendants                                 | 2.90 hr.                     |
| Woman Parking Checker                            | 4.25 hr.                     | Lifeguard (Prev State Wage)                     |                              |
| Zoning Assistant                                 | 16                           | Pool Directors                                  | 125.00 wk.                   |
| Zoo Curator                                      | 1.00 yr.                     | Supervisor                                      | 160.00 wk.                   |
| Zoo Director                                     | 34                           | Watchman (Rec. Seasonal Help)                   | 2.90 hr.                     |
|  |                              | * * * * *                                       |                              |
| <u>RECREATION HANDICAPPED</u>                    |                              |   |                              |
| Co-ordinator                                     | 160.00 wk.                   |   |                              |
| Water Safety Director                            | 150.00 wk.                   |   |                              |
| Water Safety Aide                                | 4.00 hr.                     |   |                              |
| Physical Education Instructor                    | 120.00 wk.                   |   |                              |
| Physical Education Aide                          | 2.90 hr.                     |   |                              |
| Shower Man & Matron                              | 5.70 hr.                     |   |                              |
| Custodian  | 6.56 hr.                     |   |                              |
| Instructor, Arts & Crafts                        | 6.00 hr.                     |   |                              |
| Aide, Arts & Crafts                              | 2.90 hr.                     |   |                              |
| Coordinator - Human Serv. - Eldery & Handicapped | 252.25 wk.                   |   |                              |

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-section 1, 2, 3, and 5 of this Section.
5. Any employee who is transferred from a position not carrying a minimum and maximum pay rate to one that carries a minimum and maximum pay rate shall receive either his present salary or the minimum salary of the new position, whichever is greater, but in no case shall the new salary exceed the maximum salary of his new position.
6. Increased compensation received by an individual as the result of promotion from a lower to a higher class shall not be deemed a step increase in the sense of the term as used in this section and in the event of promotion shall automatically receive the minimum salary for the class to which he has been promoted. If such minimum salary is the same or less than the salary he received prior to his promotion, he may receive a salary which shall be one full increment higher than his prior salary, but in no case to exceed the maximum.

SECTION 4. A given rate of pay as expressed in the compensation plan may be commuted to weekly, daily, or hourly rate and established by a department head or Chairman of a Bureau or Commission with the approval of the Mayor and the Director of Finance, as the rate of pay for employees of a particular class: provided, however, that all employees of a given class in a given unit of a department shall be paid on the same basis, exception 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 1978-20 of the Ordinance approved July 28, 1978 with all amendments thereto is hereby repealed.

SECTION 7. This Ordinance shall take effect upon its passage.



IN CITY COUNCIL

JUN 18 1979  
FIRST READING  
READ AND PASSED

Rose M. Mendonca CLERK

IN CITY  
COUNCIL

JUN 21 1979

FINAL READING  
READ AND PASSED, *as amended*

Ralph Fargnoli  
PRESIDENT

Rose M. Mendonca  
CLERK

APPROVED  
Vincent A. Crain  
MAYOR

JUN 22 1979