

City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 1985-86

No. 632 AN ORDINANCE

AMENDING THE COMPENSATION PLAN
FOR THE CITY OF PROVIDENCE AND REPEALING CHAPTER 1985-
71, APPROVED JUNE 25, 1985, AS AMENDED.

Approved November 27, 1985

Be it ordained by the City of Providence:

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

CHAPTER

AN ORDINANCE

Accountant I	10
Accountant (DPD)	17
Accountant II	12
Accountant III	15
Accountant III (DPD)	28
Accounts Payable Clerk	8
Accounts Payable Supervisor	21
Administrative Aide (DPD)	27
Administrative Aide for Supervisor of Specialists	15
Administrative Assistant (Personnel)	21,030.00 yr.
Administrative Assistant (City Clerk)	13
Administrative Assistant to Assessor	27
Administrative Assistant (DPD)	22,143.65 yr.
Administrative Assistant to City Council	30,410.77 yr.
Administrative Assistant to City Controller	26,753.97 yr.
Administrative Assistant to City Collector	18
Administrative Assistant to Commissioner	32
Administrative Assistant to Director (Human Relations)	14
Administrative Assistant to Finance Director	17,094.82 yr.
Administrative Assistant Fiscal Affairs (Public Safety)	28,259.85 yr.
Administrative Assistant (Grounds Maintenance)	20
Administrative Assistant to Director (Public Works)	32
Administrative Assistant Manager of Administration	27,059.00 yr.
Administrative Assistant (Operations (P.W.))	40,000.00 yr.
Administrative	

Coordinator (Inspection & Standards)	20,559.58 yr.
Animal Handler (Mounted Police)	9.16 hr.
Appraiser	24
Archival Assistant	8
Assistant City Solicitor	21
Assistant Chief (Fiscal Affairs)	33
Assistant Chief (Legal Services)	34
Assistant City Collector	27
Assistant City Controller	29
Assistant City Printer	16
Assistant Director Comprehensive Planning	36,966.94 yr.
Assistant Director Manager of Administration	30,628.19 yr.
Assistant Director of Engineering	29,509.17 yr.
Assistant Director (General Services)	34,000.00 yr.
Assistant Director Neighborhood Planning	31,619.83 yr.
Assistant Director - Project Management and Construction	35,955.10 yr.
Assistant Director of Recreation	26
Assistant Director (Grounds Maintenance Services)	32
Assistant to Controller	17,000.00 yr.
Assistant EEO/AA Officer	21
Assistant Fire Chief	42,676.40 yr.
Assistant Legal Secretary	10
Assistant Legal Secretary (Temporary) Law Dept.	125.00 wk.
Assistant Legal Secretary (Workmans Compensation)	10

Assistant Lending Officer	15
Assistant Planner (DPD)	16
Assistant Solid Waste Manager	19,280.70 yr.
Assistant Supervisor (Engineering)	32
Assistant Supervisor (Real Estate)	32
Associate Director Special Programs	33,727.83 yr.
Associate Director Economic Development	34,820.07 yr.
Associate Director Neighborhood Development	33,727.83 yr.
Associate Director, Project Management and Construction	33,727.83 yr.
Associate Director Planning	36,363.00 yr.
Associate Engineer I	20
Associate Engineer II	24
Associate Engineer III	28
Associate Engineer IV	31
Associate Engineer (Planner)	31
Associate Planner	18
Automobile Driver	8.78 hr.
Automotive Equipment Superintendent	19
Auxillary Member (Zoning Board)	750.00 yr.
Building Custodian	7.92 hr.
Building Inspector I	11
Building Inspector II	16
Building Inspector III	28
Building Maintenance Supervisor	13
Bricklayer	8.76 hr.
Budget Analyst	30
Budget Officer	31,620.00 yr.

Business Relations Representative	31,374.84 yr.
Business Relocation Officer	27
Carpenter	18,428.09 yr.
Cement Finisher	8.89 hr.
Certificate Coordinator	16
Chairman, Board of Tax Assessment Review	3,996.00 yr.
Chairman, Building Board of Review	1,500.00 yr.
Chairman, Bd. Canvassers	15,000.00 yr. R.M.M
Chairman, Housing Board of Review	600.00 yr.
Chairman & Secretary Board of Licenses	20,611.26 yr.
Chairman, School Committee	4,500.00 yr.
Chairman, Zoning Board of Review	1,500.00 yr.
Charwoman	248.58 wk.
Chief Appraiser	26,877.00 yr.
Chief, Building Inventory and Custodial Services	24
Chief, Central Maintenance	28
Chief Clerk (City Clerk)	15
Chief Clerk, Board of Canvassers	19
Chief Clerk, Board of Licenses	14
Chief Clerk, Tax Reverted Property	12
Chief Clerk, Collectors (Water Section)	12
Chief, Division of Code Enforcement	35
Chief, Division of Legal Services	33,815.98 yr.
Chief, Division of Maintenance & Repair	21
Chief, Division of Utilities & Standards	28
Chief, Family	

Relocation	35
Chief, Electrical Installations	28
Chief, Information Processing	18
Chief, Lending Officer	23,502.77 yr.
Chief of Mechanical Equipment & Installations	28
Chief of Plumbing, Drainage & Gas Piping	32,221.08 yr.
Chief, Radio Engineer	33,312.85 yr.
Chief Teller	14
City Architect (DPD)	26,349.49 yr.
City Archivist	27
City Assessor	40,843.55 yr.
City Clerk	40,000.00 yr.
City Collector	40,843.55 yr.
City Controller	40,843.55 yr.
City Engineer	42,000.00 yr.
City Registrar of Vital Statistics	30,000.00 yr.
City Sergeant	19,342.84 yr.
City Solicitor	52,000.00 yr.
City Treasurer	28,000.00 yr.
Claims Adjuster	17,753.41 yr.
Claims Examiner (Workmans Compensation)	22,680.65 yr.
Clerk, Bd. of Sanvassers	15,000.00 yr.
Clerk, Temporary (Vital Statistics)	257.58 wk.
Clerk (Part-Time DPD)	125.46 wk.
Clerk I	1
Clerk I (Purchasing)	17,753.41 yr.
Clerk II	3
Clerk III	5
Clerk III (DPD)	9
Clerk III	

(Purchasing)	16,052.72 yr.
Clerk IV	
Clerk, Bd. of Canvassers	15,000.00 ⁹ yr. Rmm
Clerk, Probate Court	21
Clerk, Providence Municipal Court	22
Clerk Stenographer I	2
Clerk Stenographer II	4
Clerk Stenographer III	6
Clerk Typist I	1
Clerk Typist II	3
Clerical Aide (DPD)	13,941.51 yr.
Collection Agent (Municipal Dock)	20
Commander Deputy Chief	42,676.40 yr.
Commissioner, Board of Licenses	14,851.72 yr.
Commissioner of Public Safety	54,808.00 yr.
Commercial & Industrial Clerk	17,917.83 yr.
Control Center Operator	10
Control Center Operator (Bilingual)	10
Control Supervisor	12
Coordinator Human Services	231.88 wk.
Coordinator, Rental Rehabilitation	26,350.00 yr.
Counsel Building Inspector II	26
Counsel Building Inspector I	22
Counter Clerk Collectors	15
Cultural Affairs Coordinator	21
Curator of Education	15,231.14 yr.
Curator, Museum	21
Curb Setter	8.76 hr.
Departmental Clerk	13

Deputy Assistant Fire Chief	38,446.72 yr.
Deputy City Clerk First	28
Deputy City Clerk Second	24
Deputy City Solicitor	37,500.00 yr.
Deputy City Treasurer	21
Deputy Clerk, Probate Court	13
Deputy Clerk, Providence Municipal Court	20
Deputy Director (DPD)	37,187.23 yr.
Deputy Director for Policy and Program Development	42,671.15 yr.
Deputy Director of Communications	42,675.41 yr.
Deputy Director, Civilian Defense Preparedness Agency	28,458.00 yr.
Deputy Director of Public Works	42,000.00 yr.
Deputy Port Director	22,679.97 yr.
Deputy Recorder of Deeds	24,492.18 yr.
Deputy Director of Personnel for Labor Relations	36,890.00 yr.
Deputy Traffic Engineer	21,542.71 yr.
Deputy Superintendent (Highway)	23,330.00 yr.
Deputy Superintendent (Sewer Constr. & Maintenance)	21
Deputy Zoo Director	31
Detention Officer	15,072.20 yr.
Development Coordinator	23,233.08 yr.
Director of Civilian Defense Preparedness Agency	1.00 yr.
Director of Accounting (DPD)	22
Director of Communications	47,106.38 yr.

Director-Fiscal (DPD)	27,125.03 yr.
Director/Green Houses	30
Director of Inspection and Standards	47,430.00 yr.
Director of Municipal Port	38,309.74 yr.
Director of Finance	57,000.00 yr.
Director, Grounds Maintenance Services	32,288.00 yr.
Director of Public Parks	38,344.22 yr.
Director Planning & Development	54,808.00 yr.
Director, Public Programming Services	33
Director of Purchasing	45,000.00 yr.
Director of Public Property Administration	47,430.00 yr.
Director of Public Works	50,592.00 yr.
Director/ Rehabilitation	32,221.08 yr.
Director of Recreation	32,000.00 yr.
Dispatcher	408.47 wk.
Dog Officer	17
Draftsman, Assessors (Real Estate)	24
Draftsman	9
Eldery Director	221.34 wk.
Electrical Inspector II	16
Electrical Inspector III	20
Engineer's Associate	22
Engineering Aide III	15
Equal Employment Opportunity Officer	26
Equipment Operator	8.70 hr.
Executive Director, Prov. Human Relations	24,993.50 yr.
Executive Secretary, Ed. & S. Canvassers	25,000.00 yr.
Fallout Shelter Coordinator	21

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Federal Programs Supervisor (Federal Office)	16
Finance Division Manager Appraisal Part-Time	7,706.40 yr.
Field Inspector (DPD)	22
Fire Alarm Technician	23,685.83 yr.
Fire Battalion Chief	36,141.04 yr.
Fire Captain	28,323.88 yr.
Fire Chief	47,106.28 yr.
Fire Chief Dispatcher	28,323.88 yr.
Fire Department Dispatcher	452.13 wk.
Fire Equipment Man	19,656.89 yr.
Fire Equipment Superintendent I	36,141.04 yr.
Fire Equipment Superintendent II	41,342.08 yr.
Fire Lieutenant	25,964.12 yr.
Firefighter (Grade 1)	21,105.76 yr.
(Grade 2)	22,866.48 yr.
(Grade 3)	23,574.72 yr.
Fire Marshall	38,446.72 yr.
Fire Medic	24,758.76 yr.
Fire Prevention Lieutenant	25,964.12 yr.
Fire Rescue Captain	28,323.88 yr.
Fire Rescue Lieutenant	25,964.12 yr.
Fire Prevention Captain	28,323.88 yr.
Fire Rescue Technicians	24,758.76 yr.
Fire Trainees	115.00 wk.
First Deputy City Sealer	10
First Deputy City Sergeant	9
First Deputy City Weigher	10

Fiscal Rehabilitation Investigator	25
Fiscal Officer	24
Fleet Manager	40,000.00 yr.
Foreman	8.89 hr.
Foreman, Cable Crew	501.66 wk.
Foreman, Line Crew	501.66 wk.
Foreman, Street Cleaning	407.93 wk.
Fuel Allocation Supervisor	20
Gas Pump Operator	348.18 wk.
General Foreman	9.24 hr.
Grants Writer (Part-Time)	15,000.00 yr.
Heavy Equipment Operator	8.89 hr.
Highway Superintendent	28,711.00 yr.
Horticultural Supervisor	22,887.82 yr.
Human Resource Specialist	15
Information Aide I	16
Information Specialist	20
Information Systems Administrator	42,160.00 yr.
Inspector of Public Property (OSHA)	31
Internal Auditor	34,571.79 yr.
Inventory Control Supervisor	14
Judge, Probate Court	25,000.00 yr.
Judge, Providence Municipal Court	15,000.00 yr.
Laborer	8.59 hr.
Land Disposition Officer	27
Landscape Architect	25,379.94 yr.
Legal Research Assistant	19,434.92 yr.
Legal Secretary	

(DPD)	19,434.92 yr.
Licensed Electrician	373.54 wk.
Landscape Gardener	8.74 hr.
Legal Secretary	14
Legal Secretary (Law Department)	16
Man-In-Charge (Carpenter Shop)	28,323.88 yr.
Man-In-Charge, Bureau Operational Control	25,964.12 yr.
Mail Room Supervisor	20,236.80 yr.
Maintenance Man II	8.67 hr.
Maintenance III (Pool & Recreation Buildings)	12.48 hr.
Maintenance Man III	9.21 hr.
Management Officer	25
Manifest Clerk (Port)	17
Mechanic	8.89 hr.
Mechanical Engineer	28
Mechanical Equipment Inspector II	16
Mechanical Equipment Inspector III	20
Medical Director	14,999.92 yr.
Medical Health Plan Administrator	15
Member, Board of Canvassers	15,000.00 yr.
Member, Housing Board of Review	500.00 yr.
Member, Board of Tax Assessment Review	3,000.00 yr.
Member, Building Board of Review	1,000.00 yr.
Member, School Committee	3,500.00 yr.
Member, Zoning Board of Review	1,000.00 yr.
Motor Pool and Inventory Manager	19
Narcotics Inspector	33,724.60 yr.

Office Manager, Park Programming Services	12
Offset Pressman	11
Operations, Planning & Public Information Officer	25
Paralegal I	11
Parking Checker	8.83 hr.
Parking Meter Maintenance Man I	8.64 hr.
Parking Meter Maintenance Man II	9.20 hr.
Payroll Clerk I	6
Payroll Clerk II	13
Pension Administrator	28,496.32 yr.
Personal Secretary to Director (Public Property Administration)	15
Personnel Clerk I	13
Personnel Director	45,000.00 yr.
Personal Secretary(DPD)	15
Personal Secretary to Director (DPD)	15
Personnel Technician	28,496.32 yr.
Plan Estimator	28
Plumbing Inspector II	16
Plumbing Inspector III	20
Police Captain	30,940.00 yr.
9%	33,696.00 yr.
Police Chief	47,106.28 yr.
Police Department Dispatcher	452.13 wk.
Police Lieutenant	28,452.32 yr.
9%	31,012.80 yr.
Police Major	38,446.72 yr.
Police Person (Upon Appt.)	21,679.32 yr.
(12 months)	22,175.92 yr.
(18 months)	23,574.72 yr.
9%	25,696.32 yr.
Police Sergeant	25,964.12 yr.
9%	28,301.00 yr.

Port Security Officer	9
Principal Engineer	31
Principal Planner	29
Printer	20
Printers Helper	13,385.80 yr.
Production Specialist	18,049.00 yr.
Program Director (Recreation)	9
Program Evaluator	22,680.65 yr.
Project Manager	25,291.15 yr.
Project Counsel	22
Project Supervisor (DPD)	27
Project Supervisor (Code Enforcement)	27
Prosecution Coordinator	25,396.38 yr.
Public Administrator	3,000.00 yr.
Public Grounds Inspector	21
Public Relations Coordinator	22,000.00 yr.
Public Works Inspector I	6
Public Works Inspector II	16
Purchasing Agent I	18,732.83 yr.
Purchasing Agent II	21,354.29 yr.
Purchasing Agent (DPD)	13
Radio Engineer	28,456.86 yr.
Radio Repair Technician	455.49 wk.
Reader of Deeds	16
Receptionist (DPD)	5
Recorder of Deeds	30,000.00 yr.
Recreation Center Director	10
Real Estate Aide II	20
Real Estate Appraiser	24
Rehabilitation Specialist	23

Renewal Inspector I	12
Renewal Inspector II	15
Renewal Inspector III	19
Reorganization Specialist	18,971.79 yr.
Research Assistant	20
Secretary to Administrative Assistant (Public Works)	12
Secretary to Assessor	26,068.58 yr.
Secretary, Board of Canvassers	25,000.00 yr. Rmm
Secretary to Administrative Assistant (City Council)	10
Secretary, Board of Tax Assessment Review	1,040.00 yr.
Secretary to Director of Parks	14
Secretary to Director of Public Works	16
Secretary (DPD)	18,925.66 yr.
Secretary/Port	14
Secretary to Director (DPD)	14
Secretary, Review Boards	25,888.34 yr.
Security Supervisor (Port)	30,410.22 yr.
Security Officer	9.19 hr.
Senior Accountant	18
Senior Appraiser	24
Senior Clerk, Assessors	17
Senior Draftsman(DPD)	15
Senior Mechanic	9.19 hr.
Senior Planner	26
Senior Research Assistant	29
Senior Security Officer	8.68 hr.
Sewer Construction Worker	8.71 hr.
Sewer & Drain Inspector	8.76 hr.

Sewer Equipment Operator	8.76 hr.
Shop Supervisor	20,584.79 yr.
Shop Supervisor Mechanics	18
Shop Supervisor	28
Solid Waste Manager	24
Special Counsel	14
Stationary Equipment Operator	8.71 hr.
Stock Room Clerk	355.39 wk.
Stable Supervisor (Mounted Police)	10.73 hr.
Stenographic Reporter (City Council)	14
Stenographic Reporter (City Clerk)	11
Stone Cutter	370.73 wk.
Supervisor, Land Acquisition	35
Supervisor Recreation	275.94 wk.
Supervisor, Rehabilitation Services	31
Superintendent, Sewer Construction and Maintenance	21
Supervisor, Comprehensive Planning	32
Supervisor, Division of Grounds Maintenance	10.86 hr.
Supervisor (General Maintenance)	29
Supervisor (Graphics)	32
Supervisor, Inspections	32
Supervisor, Landscaping	15
Supervisor, Project Planning	32
Supervisor/Purchasing Agent	25
Supervisor, Traffic Planning	32
Supervisor, Business Relocation & Property	

Management	29
Supervisor, Election Materials	13
Supervisor, Engineers & Building Maintenance	31
Supervisor (Code Enforcement)	29
Supervisor of Engineering (DPD)	35
Supervisor of Payroll	24
Supervisor, Personal Property Tax	16
Supervisor, Property Tax Real Estate	18
Supervisor, Program Specialists	31
Supervisor, Public Lands	14
Supervisor, Real Estate	35
Supervisor of Registration (Board of Canvassers)	13
Supervisor-Urban Forestry Operation	26
Supervisor, of Verification	31
Switchboard Operator I	4
Switchboard Operator II	5
Teller	12
Traffic Engineer	33,728.00 yr.
Traffic Engineering Foreman	25,662.75 yr.
Traffic Marker & Sign Man I	8.89 hr.
Traffic Sign Maintenance Man	8.72 hr.
Traffic Sign Maintenance Man II	11.15 hr.
Traffic Signal Maintenance Man Helper	9.19 hr.
Traffic Signal Maintenance Foreman	493.17 wk.
Traffic Systems Analyst	18
Tree Trimmer	8.85 hr.
Watchman	7.62 hr.

Zoning Assistant	16
Zoo Curator (Honorary)	1.00 yr.
Zoo Keeper	8.65 hr.
Zoo Director	35
EMERGENCY, TEMPORARY, SEASONAL AND PART TIME.	

Automobile Driver (Emergency Temporary & Seasonal)	3.35 hr.
Clerk I (Emergency, Temporary & Seasonal)	3.35 - 5.00 hr.
Laborer (Emergency, Temporary & Seasonal)	3.35 - 5.00 hr.
Primary & Election Clerks (Emergency, Temporary & Seasonal)	3.35 hr.
Assistant Recreation Center Director	175.00 wk.
Recreation Center Director	210.00 wk.
Recreation Leader	4.00 hr.
Supervisor of Activities	5.00 hr.
Program Coordinator	150.00 wk.
Playground Monitors	4.00 hr.
Pool Attendants	80.00 wk.
Lifeguards (Prevailing State Wage)	
Pool Directors	175.00 wk.
Supervisor (Recreation Seasonal)	150.00 wk.
Pool Watchman	140.00 wk.
Special Program Specialist	5.00 hr.
Special Program Aide	6.00 hr.

SECTION 1. The aforescribed Compensation Plan is hereby adopted for all City Officers and employees and shall be applied to each, except as hereinafter described.

In order to provide for periodic increases each position is categorized as one (1) of thirty-five (35) "Pay Grades", each of which contains five (5) steps.

SECTION 2. Notwithstanding any other provision of this Ordinance, any and all employees in the Office of the Mayor shall be excepted from any salary established herein so long as the total of the compensation for such employees does not exceed the annual budget appropriation for personal services in the office of the Mayor.

SECTION 3. Notwithstanding any other provision of this ordinance the compensation for department heads and legal assistants to the City Solicitor shall be no greater than those herein specified; however, any department head or legal assistant to the City Solicitor may be compensated at a rate lower than that established herein, and that lower compensation shall be allowed by this Ordinance.

SECTION 4. The provisions of this ordinance shall be retroactive to July 1, 1985.

SECTION 5. This ordinance shall take effect upon its passage.

IN CITY COUNCIL
NOV 7 1985
FIRST READING
READ AND PASSED *as amended*

Rose M. Mendonca CLERK

IN CITY
COUNCIL
NOV 21 1985
FINAL READING
READ AND PASSED

Michael W. Ender
PRESIDENT
Rose M. Mendonca
CLERK

IN CITY COUNCIL
OCT 17 1985

FIRST READING
REFERRED TO COMMITTEE ON

Rose Mendonca
CLERK

CONCISE
IN CITY
FINANCE

APPROVED JAMES
OCT 20 1985

THE COMMITTEE ON
FINANCE

Approves Passage of
The Within Ordinance, as amended

Rose Mendonca
Clerk Chairman
October 30, 1985

APPROVED

NOV 27 1985

J. L. P.