

CHAPTER 2016-26

**No. 268 AN ORDINANCE AMENDING A COMPENSATION PLAN FOR THE
PROVIDENCE SCHOOL DEPARTMENT AND REPEALING ORDINANCE
CHAPTER 2016-10, NO. 101, APPROVED MARCH 23, 2016**

Approved June 20, 2016

Be it ordained by the City of Providence:

2016-2017 ANNUAL SALARY RANGE

ASSISTANTS¹

Group I	General Assistant	14.64h	
	30	hours per week	\$18,444
	35	hours per week	21,515
	40	hours per week	24,591
Group II	Teacher, Clerical or Security Assistant		
	14.64	1st Step	18,443 - 24,591
	15.20	2nd Step	19,166 - 25,555
	15.48	3rd Step	19,513 - 25,997
Group III	Teacher Assistant I, Clerical or Security Assistant		
	15.78	1st Step	19,874 - 26,500
	16.00	2nd Step	20,174 - 26,897
	16.32	3rd Step	20,565 - 27,424
Group IV	Teacher Assistant II, Clerical or Security Assistant		
	16.60	1st Step	20,913 - 27,884
	16.87	2nd Step	21,273 - 28,366
	17.13	3rd Step	21,590 - 28,777
Group V	Assistant Liaison		
	18.85	1st Step	23,762 - 31,682
	19.27	2nd Step	24,296 - 32,390
	19.72	3rd Step	24,847 - 33,130

CLERKS¹

10 Month Group I	22,223 - 28,643
12 Month Group I	28,971 - 35,390
12 Month Group II	29,432 - 35,724
10 Month Group III	23,476 - 29,773
12 Month Group III	30,940 - 37,237
12 Month Group IV	32,451 - 38,749
12 Month Group V	33,973 - 40,256
12 Month Group VI	43,462 - 50,841

TEACHERS¹

Step 1	39,948
Step 2	41,911
Step 3	44,156
Step 4	47,045
Step 5	50,861
Step 6	54,731
Step 7	58,329
Step 8	62,145
Step 9	65,525
Step 10	68,687
Step 11	71,412
Step 12	75,298
BA + 30	2,705
MA	3,105
MA + 30	3,507
Doctorate	3,907
National Board Certification	5,500

PRINCIPALS¹

Principals	106,080 - 119,374
Potential Performance Award	3,000

ASSISTANT PRINCIPALS¹

Assistant Principals	95,799 - 100,743
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CERTIFIED ADMINISTRATORS¹

Superintendent	191,283 - 207,679
Chief Academic Officer	130,108 - 147,851
Chief Transformation Officer	130,108 - 147,851
Executive Director of Performance Management	121,197 - 130,108
Zone Executive Director (Elementary Zone 1)	121,197 - 130,108
Zone Executive Director (Elementary Zone 2)	121,197 - 130,108
Zone Executive Director (Innovation Zone)	121,197 - 130,108
Zone Executive Director (Secondary Zone)	121,197 - 130,108
Director of CTE @ PCTA	106,048 - 113,223
Director of Curriculum & Instruction	106,048 - 113,223
Director of ELL	106,048 - 113,223
Director of Multiple Pathways for Students	106,048 - 113,223
Director of School Operations and Student Support	106,048 - 113,223
Director of Special Education	106,048 - 113,223
Director of Student Affairs	106,048 - 113,223
Health Service Administrator	103,882 - 111,057
Coordinator of Student Services Mount Pleasant	98,874 - 106,048
Special Education Manager	98,874 - 106,048
Supervisor of A-Venture Program	98,874 - 106,048
Supervisor of Community Transition Services	98,874 - 106,048
Supervisor of Fine Arts, World Language & Advanced Academic	98,874 - 106,048
Supervisor of Math Initiatives	98,874 - 106,048
Supervisor of K-12 Literacy	98,874 - 106,048
Supervisor of Scheduling, Guidance, College/ Career Readiness & Student Supports	98,874 - 106,048
Supervisor of Science Initiatives	98,874 - 106,048
Supervisor of Special Education	98,874 - 106,048
Director of PTECH	95,799 - 100,743
Summer School Coordinator	50,000

NON-CERTIFIED ADMINISTRATORS¹

Chief of Administration	130,108 -	157,590
Business Manager / School Controller	130,108 -	147,851
Chief of Human Capital	130,108 -	147,851
Deputy Chief Financial Officer	115,915 -	130,108
Executive Director of Operations	115,915 -	130,108
Executive Director of Partnership & Development	115,915 -	130,108
<i>Executive Director of System Wide Proficiency</i>	<i>115,915 -</i>	<i>130,108</i>
Senior Information Officer	100,341 -	113,721
Administrator of Human Resources	95,313 -	107,012
<i>Director of Family and Community Engagement</i>	<i>88,355 -</i>	<i>100,627</i>
<i>Director of Strategic Partnerships</i>	<i>88,355 -</i>	<i>100,627</i>
Director of Student Placement	88,355 -	100,627
<i>Director of Grant Funding</i>	<i>83,619 -</i>	<i>106,048</i>
Human Resource Manager	86,885 -	97,391
Program Manager - Operations	86,885 -	97,391
Senior Budget Officer	81,049 -	94,558
Press Secretary	71,400 -	91,800
Expediter of Purchasing and Supplies	70,225 -	80,193
Administrator of HRIS/Records	66,895 -	78,044
Plant Operations Coordinator	66,517 -	76,301
Plant Maintenance Coordinator	66,517 -	76,301
Routing and Transportation Coordinator	66,517 -	76,301
Timekeeper Administrator	61,680 -	75,748
Special Assistant to the Superintendent	61,200 -	81,600
Supervisor of Payroll and Personnel Related Records	59,092 -	73,789
Supervisor of Transportation	59,679 -	71,904
Budget Officer	55,866 -	67,632
<i>Supervisor of Food Services</i>	<i>59,093 -</i>	<i>71,868</i>
Support Services Administrator	44,764 -	56,062
Community Ombudsman for Central Registration	39,595 -	50,101
<i>Career and Technical Education Program Coordinator</i>	<i>43,285 -</i>	<i>48,696</i>


OTHER POSITIONS¹

Administrative Assistant	36,460 -	40,442
<i>Assessment Coordinator for College & Career Readiness</i>	<i>56,270 -</i>	<i>70,338</i>
<i>Assessment Coordinator for Literacy & Language</i>	<i>56,270 -</i>	<i>70,338</i>
<i>Assessment Specialist for Adequate Yearly Progress</i>		<i>61,954</i>
Assistant Human Resource Generalist	40,456 -	43,564
<i>Assistant to the Director of Grant Funding</i>	<i>56,270 -</i>	<i>67,092</i>
<i>Assistant to the Professional Learning Manager</i>	<i>42,366 -</i>	<i>53,515</i>
Budget Analyst I	43,227 -	49,306
Bus Monitor		21,204
Certified Occupational Therapy Assistant	25,329 -	42,473
Child Care Worker (School Year)	20.67/hr -	23.65/hr
Community Transition Liaison	38,321 -	44,045
Computer Management Specialist	58,862 -	68,115
Confidential Executive Assistant		51,025
<i>Creative Technology Specialist</i>	<i>48,639 -</i>	<i>55,710</i>
Crossing Guard		10,603
Customer Service Specialist	24,769 -	36,757
Customer Service Supervisor	44,764 -	56,062
<i>Data Specialist</i>	<i>61,680 -</i>	<i>75,748</i>
Data Specialist	61,680 -	75,748
Data & Testing Coordinator	21,550 -	28,579
Deputy Controller	70,338 -	81,159
<i>EEO & Recruitment Officer</i>	<i>76,500 -</i>	<i>86,700</i>
Educational Technology Specialist	54,106 -	64,927
Employee Relations Lawyer	69,549 -	78,065
Executive Assistant to the Superintendent	42,366 -	51,541

<i>Federal Programs Coordinator</i>	<i>74,005</i>	<i>-</i>	<i>85,479</i>
Fiscal Officer	43,712	-	56,201
Foreman			55,925
Grant Writer	61,357	-	73,631
<i>Grants Program Officer</i>	<i>61,357</i>	<i>-</i>	<i>73,631</i>
Hearing Officer			54,106
Help Desk Analyst	30,168	-	42,234
Human Resource Generalist	49,469	-	56,661
Human Resource Officer	56,100	-	66,300
Human Relations Specialist I	21,550	-	28,579
Human Relations Specialist II	22,985	-	31,633
Human Relations Specialist III	24,769	-	34,717
Human Relations Specialist IV	34,021	-	38,652
Human Resource Specialist	57,559	-	66,627
Innovation Specialist	56,100	-	66,300
<i>Innovation Specialist</i>	<i>56,100</i>	<i>-</i>	<i>66,300</i>
Job Coach	22,962	-	28,216
Lab Technician	19,031	-	23,191
Medicaid Specialist	50,656	-	56,734
Network Operations Facilitator	76,573	-	89,338
Non Certified Nurses			52,682
Occupational Therapist	43,042	-	72,176
<i>Parent Coordinator</i>			<i>35,700</i>
<i>Parent Engagement Specialist</i>	<i>37,470</i>	<i>-</i>	<i>39,773</i>
<i>Perkins Program Coordinator</i>	<i>61,200</i>	<i>-</i>	<i>68,850</i>
Physical Therapist	43,903	-	73,620
Placement Officer	40,502	-	43,564
<i>Professional Learning Manager</i>	<i>54,409</i>	<i>-</i>	<i>68,902</i>
Public School Safety Service Officer			10,603
<i>Research Specialist</i>	<i>67,092</i>	<i>-</i>	<i>81,159</i>
ROTC Officer	50,120	-	58,300
Route Foreman	36,327	-	44,369
School Board Chairperson			4,635
School Board Member			3,500
School Board Policy Writer			79,000
School Lunch Aides			9.60/hr
Senior Placement Officer			39,795
Shower Matron	17,740	-	26,819
Social Coach	42,852	-	51,422
Student Registration and Data Specialist	50,906	-	57,169
Student Registration and Placement Analyst	47,392	-	54,779
Supervising Occupational Therapist	62,163	-	79,754
Technical Support Technician			72,074
Technology E-Mail Administrator	68,116	-	77,673
Technology Integration Specialist	70,338	-	81,159
Technology Service Coordinator	53,136	-	63,111
Translator	40,580	-	55,130
Water Safety Instructor	19,598	-	25,153

¹Reflects base salary.

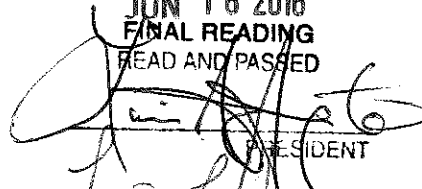

Bold italicized print indicates non-local funding.

IN CITY COUNCIL
JUN 13 2016
FIRST READING
READ AND PASSED
 CLERK

I HEREBY APPROVE.

 Mayor

Date: 6/20/16

IN CITY
COUNCIL
JUN 16 2016
FINAL READING
READ AND PASSED
 PRESIDENT
 CLERK



Mayor of Providence

Jorge O. Elorza

April 27, 2016

Lori L. Hagen, City Clerk
Department of the City Clerk
Providence City Hall, Room 311
25 Dorrance Street
Providence, Rhode Island 02903

Dear Ms. Hagen,

Enclosed, please find the proposed Fiscal Year 2017 Budget Message and associated budget ordinances, as required by Sections 406, 803, and 804 of the Providence Home Rule Charter. It is my understanding that these items will be placed on the City Council docket for consideration at a special meeting of the Providence City Council scheduled for April 29, 2016 in the City Council Chamber.

Specifically, you will find the following ordinances submitted for the City Council's review:

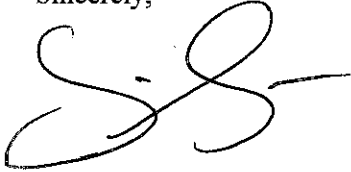
- An ordinance for the assessment and collection of 2016 taxes, based upon one hundred percent (100%) of the 2016-2017 fiscal year tax collection and amending Ordinance No. 335 Chapter 2015-12, adopted June 11, 2015.
- Budget message and appropriation ordinance with detailed estimates for the fiscal period beginning July 1, 2016 and ending June 30, 2017, in amendment of Ordinance No. 336, Chapter 2015-13, adopted June 11, 2015.
- An ordinance establishing a compensation plan for the City of Providence and repealing Ordinance No. 337, Chapter 2015-14, adopted June 11, 2015.
- An ordinance establishing the classes of positions, the maximum number of employees and the number of employees in certain classes in City departments and repealing the Ordinance No. 338, Chapter 2015-15, adopted June 11, 2015.
- An ordinance making an appropriation for the support of the Providence School Department for the Fiscal Year ending June 30, 2016, and repealing Ordinance No. 100, Chapter 2016-9, adopted March 23, 2016.

City Hall, 25 Dorrance Street, Providence, RI 02903
Phone (401) 421-7740 Fax (401) 274-8240

- An ordinance establishing the classes of positions, the maximum number of employees and the number of employees in certain classes in the Providence School Department and repealing the Ordinance No. 102, Chapter 2016-11, adopted March 23, 2016.
- An ordinance establishing a compensation plan for the Providence School Department and repealing the Ordinance No. 101, Chapter 2016-10, adopted March 23, 2016.

Thank you for your prompt attention to this matter.

Sincerely,

A handwritten signature in black ink, appearing to be 'J. Elorza', with a stylized flourish extending to the right.

Jorge O. Elorza

Mayor



CITY OF PROVIDENCE

Jorge O. Elorza, Mayor

April 27, 2016

Honorable Members
Providence City Council
Providence City Hall
25 Dorrance Street
Providence, Rhode Island 02903

Dear City Council Members,

Enclosed, please find the submission package for the Mayor's Fiscal Year 2017 Budget. This budget speaks to Mayor Elorza's focus on the City's long-term fiscal future and demonstrates his commitment to investing in education, strengthening our neighborhoods, and improving city operations.

The FY2017 Proposed Budget Summary is included here in table format, cataloguing changes in revenues and expenditures by department. However, the FY2017 Budget can be summarized as follows:

1. The total budget is \$716,790,249.
2. The budget reflects a 4% increase in the tax levy due to increased property values and a reduction in several tax rates.
3. The budget reflects a 2% increase in departmental operating expenses largely due to required pension contributions and benefit increases across all departments in the City.
4. The budget reflects a commitment to responsible funding of the pension system with 100 percent of the Annual Required Contribution (ARC).
5. The School Department appropriations are \$124.9 million.

I, alongside the Administration and the Department of Finance, look forward to working with the City Council on all matters related to the budget adoption process.

Respectfully submitted,

Brett P. Smiley
Chief Operating Officer

OFFICE OF THE MAYOR

Providence City Hall | 25 Dorrance Street Providence, Rhode Island 02903

401 421 2489 ph | 401 455 8823 fax

www.providenceri.com

**City of Providence FY 2017
Proposed Budget Summary**

	Approved Budget FY 2016	Proposed Budget FY 2017	Change FY 16 to FY 17	Percent Change
<u>REVENUES</u>				
Taxes	336,649,500	349,845,641	13,196,141	4%
State Revenues and Aid	72,438,872	70,620,360	(1,818,512)	-3%
Local Receipts				
PILOT Payments	14,180,596	15,589,401	1,408,805	10%
Licenses and Permits	6,970,798	7,745,530	774,732	11%
Fines and Forfeits	8,135,080	7,416,676	(718,404)	-9%
Interest Income	4,500,000	4,500,000	0	0%
Charges for Services	6,081,615	6,242,200	160,585	3%
Departmental Fees	10,739,507	10,885,402	145,895	1%
Other Funding Sources	7,769,208	4,988,708	(2,780,500)	-36%
Total Local Receipts	58,376,803	57,367,917	(1,008,886)	-2%
General (Municipal) Total Revenues	467,465,175	477,833,918	10,368,743	2%
Pass-Through School Fund Revenue	228,644,721	238,956,331	10,311,610	5%
 Combined City - General (Municipal) and School Revenues	 696,109,896	 716,790,249	 20,680,353	 3%
 <u>EXPENDITURES</u>				
Mayor's Office				
Mayor	2,780,872	2,660,796	(120,076)	-4%
City Sergeant	71,011	71,143	132	0%
Mayor's Office Total	2,851,883	2,731,939	(119,944)	-4%
City Solicitor	4,938,355	5,154,299	215,944	4%
Finance Department				
Finance Administration	657,925	889,090	231,165	35%
City Controller	1,266,419	1,344,154	77,735	6%
City Collector	2,365,420	2,510,799	145,379	6%
City Assessor	2,469,645	1,830,836	(638,809)	-26%
Retirement Office	400,403	413,876	13,473	3%
Recorder of Deeds	497,234	503,963	6,729	1%
Board of Tax Assessment	17,224	17,224	0	0%
Finance Department Total	7,674,270	7,509,942	(164,328)	-2%
Information Technology	2,992,000	3,266,283	274,283	9.2%
Human Resource Department				
Personnel	1,774,620	1,871,582	96,962	5%
Workers Compensation	1,980,000	2,060,000	80,000	4%
Unemployment Compensation	165,000	165,000	0	0%
Human Resource Total	3,919,620	4,096,582	176,962	5%
Public Safety				
Commissioner of Public Safety	1,508,973	1,580,876	71,903	5%
Police Department	71,344,812	73,386,290	2,041,478	3%
Fire Department	74,324,913	74,251,885	(73,028)	0%
Communications	8,688,879	9,055,155	366,276	4%
Emergency Management	645,847	659,879	14,032	2%
Public Safety Total	156,513,424	158,934,085	2,420,661	2%
Planning and Development	5,132,114	5,447,873	315,759	6%
Public Works Department				
Administration	768,544	835,126	66,582	9%
Engineering	893,852	958,860	66,582	9%
Environmental	9,687,774	10,067,776	65,008	7%
Highway	4,138,052	5,315,950	1,177,898	28%
Traffic Engineering	1,381,971	1,194,265	(187,706)	-14%

**City of Providence FY 2017
Proposed Budget Summary**

	Approved Budget FY 2016	Proposed Budget FY 2017	Change FY 16 to FY 17	Percent Change
Snow Removal	1,900,480	1,978,980	78,500	4%
Sewer	799,320	765,458	(33,862)	-4%
Garage Maintenance	835,987	896,034	60,047	7%
Parking Administration	554,889	859,447	304,558	55%
Public Works Total	20,960,869	22,871,896	1,911,027	9%
Recreation Department				
Recreation	1,205,538	1,395,662	190,124	16%
Recreation Seasonal	767,785	767,785	0	0%
Recreation Total	1,973,323	2,163,447	190,124	10%
Parks Department				
Neighborhood	1,209,737	1,249,500	39,763	3%
Forestry	4,527,978	4,610,730	82,752	2%
Zoological	2,777,859	2,841,035	63,176	2%
Botanical	561,127	624,120	62,993	11%
Roger Williams	1,470,732	1,443,592	(27,140)	-2%
Superintendent	1,138,046	1,368,074	230,028	20%
Burial Ground	710,474	721,075	10,601	1%
Parks Total	12,395,953	12,858,126	462,173	4%
Inspections and Standards				
Administration	1,733,029	2,318,926	585,897	34%
Structures	1,724,415	1,850,467	126,052	7%
Plumbing and Gas	379,204	389,903	10,699	3%
Electrical	344,349	350,446	6,097	2%
Zoning	16,688	16,688	0	0%
Building Board of Review	14,000	13,996	(4)	0%
Prosecution	234,958	229,973	(4,985)	-2%
Inspections and Standards Total	4,446,643	5,171,359	724,716	16%
Public Property and Purchasing	6,283,415	6,333,398	49,983	1%
Housing Court	436,885	470,200	33,315	8%
Human Services Department				
Arts, Culture and Tourism	708,794	759,923	51,129	7%
Human Relations Commission	80,735	75,779	(4,956)	-6%
Department of Human Services	643,777	710,947	67,170	10%
P.E.R.A.	115,059	115,177	118	0%
Housing Authority	8,614	8,614	0	0%
League of Cities & Towns	12,242	12,242	0	0%
Human Services Total	1,569,221	1,682,682	113,461	7%
Miscellaneous Departments				
Board of Canvassers	827,824	1,205,622	377,798	46%
Board of Licenses	801,182	885,722	84,540	11%
Vital Statistics	320,006	322,061	2,055	1%
Miscellaneous Departments Total	1,949,012	2,413,405	464,393	24%
Debt Service	62,876,800	64,944,155	2,067,355	3%
Unallocated Benefits	22,355,374	25,349,761	2,994,387	13%
Unallocated Expenses Total	85,232,174	90,293,916	5,061,742	6%
Contingencies	680,000	500,000	(180,000)	-26%
Heat Power & Light	6,500,000	3,564,400	(2,935,600)	-45%
Grants Commissions & Misc	5,068,000	4,803,000	(265,000)	-5%
Ceremonies	9,030	9,030	0	0%
City Council				

City of Providence FY 2017
Proposed Budget Summary

	Approved Budget FY 2016	Proposed Budget FY 2017	Change FY 16 to FY 17	Percent Change
City Council	1,186,550	1,166,921	(19,629)	-2%
Administration	1,196,020	1,232,630	36,610	3%
Internal Auditor	369,611	378,893	9,282	3%
City Clerk	992,199	1,050,599	58,400	6%
Municipal Court	1,649,007	2,152,472	503,465	31%
Probate Court	454,719	476,229	21,510	5%
Treasury	578,440	630,821	52,381	9%
Archives	285,674	272,880	(12,794)	-4%
City Council Total	6,712,220	7,361,445	649,225	10%
Deficit Reduction Plan	4,330,154	5,300,000	969,846	22%
Total General (Municipal) Services	342,568,565	352,937,307	10,368,742	3%
School Appropriation (Transfer To Company 10)	124,896,611	124,896,611	0	0%
General (Municipal) Total Expenditures	467,465,176	477,833,918	10,368,742	2%
Pass-Through School Fund Expenditures	228,644,721	238,956,331	10,311,610	5%
Combined City - General (Municipal) and School Expenditures	696,109,897	716,790,249	20,680,352	3%

PROOF OF BUDGET SUMMARY FOR EXPENDITURES BY CITY COMPONENTS

Total Municipal Expenditures without School Appropriation	342,568,565	352,937,307	10,368,742	3%
Total School Expenditures	353,541,332	363,852,942	10,311,610	3%
Total City Expenditures	696,109,897	716,790,249	20,680,352	3%