

## THE CITY OF PROVIDENCE

## STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

## CHAPTER:

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

## APPROVED:

BE IT ORDAINED BY THE CITY OF PROVIDENCE:

SECTION 1. The following Compensation Plan is hereby adopted as the official Compensation Plan for all City Officials & workers services and shall be applied to positions in the service as hereinafter provided. Each salaried position is placed in one of thirty-five "Pay Grades" each of which contains five "Steps" in order to provide for periodic increases. The "Pay Grades", "Steps" and "Annual Range" totals are recorded herein. All other salaries paid to City Officials and employees not in above pay grades shall be specifically specified.

GRADE NUMBER	SALARY STEPS					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	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 OR RATE	POSITION	PAY GRADE OR RATE
Account Collector	9	Admin. Asst. to City Council	29
Accountant I	10	Admin. Asst. to Commissioner of Public Safety	25
Accountant II	12	Admin. Asst. to Controller	16,500.00 yr.
Accountant III	14	Admin. Asst. to Director of Prov. Human Relations Comm.	14
Accounts Payable Supervisor	14		
Admin. Asst. to Assessor	25	Admin. Asst. - Public Property	31
Admin. Asst. to Chief Engineer (Water)	25	Admin. Asst. - Public Works	23

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

POSITION	PAY GRADE OR RATE	POSITION	PAY GRADE OR RATE
Chief, Division of Public Buildings	31	Clerk Typist I	1
Chief, Division of Purchasing	18	Clerk Typist II	3
Chief, Division of Research	31	Commissioner, Bureau of Licenses	9,971.00 yr.
Chief Engineer (Water Supply Bd)	23,400.00 yr.	Commissioner, Public Safety	27,389.96 yr.
Chief, Family Relocation	31	Control Center Operator	10
Chief, Fiscal Affairs	31	Council, Code Enforcement	24
Chief, Gardens	27	Co-ordinator Curator of Education	160.00 wk. 21 Rmn
Chief, Green Houses	27	Curator-Museum	21
Chief, Insp. of Mech. Equipt. Installations	25	Curb Setter	5.25 hr.
Chief, Insp. of Electrical Installations	25	Data Processing Co-Ordinator	34
Chief, Inspector of Plumbing Drainage & Gas Piping	35	Detention Officer	7,852.00 yr.
Chief Radio Engineer	20,191.60 yr.	Deputy Asst. Fire Chief	21,450.00 yr.
Chief, Supervisor of Payroll	24	Deputy Chief Engineer (Water)	35
City Architect	25	Deputy City Clerk, First	22
City Assessor	35	Deputy City Clerk, Second	18
City Clerk	23,400.00 yr.	Deputy City Registrar	11
City Collector	33	Deputy City Solicitor	<del>24</del> 24 Rmn
City Controller	35	Deputy Clerk, Probate Court	9
City Forester	29	Deputy Clerk, Providence Municipal Court	13
City Registrar of Vital Statistics	21	Deputy Director, Communications	23,166.00 yr.
City Sergeant	12	Deputy Director, Civil Defense Preparedness	32
Rmn City Solicitor	<del>23,400.00</del> 18,824.00 yr.	Deputy Director & City Engineer (P.W.)	35
City Treasurer	18,824.00 yr.	Deputy Recorder of Deeds	14
Clerk I	1	Deputy Supt. of Parks	27
Clerk II	3	Deputy Zoo Director	30
Clerk III	5	Director of Bldg. - Inspection	23,400.00 yr.
Clerk IV	9	Director of Civil Defense Preparedness	1.00 yr.
Clerk, Probate Court	18	Director, Communications	26,483.60 yr.
Clerk, Prov. Mun. Ct.	22	Director of Finance	23,400.00 yr.
Clerk Stenographer I	2	Director, Planning & Urban Development	23,400.00 yr.
Clerk Stenographer II	4		
Clerk Stenographer III	6		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>		<u>POSITION</u>	<u>PAY GRADE 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
<del>Rmm Federal Programs Supervisor</del>	<del>14</del>		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.	Landscape Gardener	5.20 hr. Rmm
Fire Chief Dispatcher	17,110.08	yr.	Land Disposition Officer	25
Fire Dept. Dispatcher	273.68	wk.	<del>Legal Counsel(Fire Dept.)</del>	<del>14</del> Rmm
Fire Equipt. Supt. I	20,191.60	yr.	Legal Secretary	14
Fire Equipt. Supt. II	23,166.00	yr.	<del>Legal Secretary(Law Dept.)</del>	<del>16</del> Rmm
Fire Lieutenant	16,122.08	yr.	Man-In-Charge-Carpenter Shop	17,110.08 yr.
Fireman	13,951.08) 14,313.52) 14,542.84)		Man-In-Charge-Bureau of Operational Control	16,122.08 yr.
Fire Marshal	20,191.60	yr.	Machinist	16
Fire Prevention Lieutenant	16,122.08	yr.	Maintenance Man II	5.175 hr.
			Maintenance Man III	5.625 hr.
			Maintenance Man (Electrician)	15

POSITION	PAY GRADE OR RATE	POSITION	PAY GRADE OR RATE
Management Aide II (DPUD)	15	Parking Meter Maint Man I	5.15 hr.
Management Officer	21	Parking Meter Maint. Man II	5.60 hr.
Master Mechanic-Water	5.95 hr.	Pension Administrator	16,500.00 yr.
Mayors Administrative Aide I	30	Personnel Director	26
Mayors Administrative Aide II	12,311.00 yr.	Personnel Technician	24
Mayors Administrative Assistant	33	Plan Estimator	25
Mayors Admin. Asst. I	32	Planetarium Curator	14 Rmn
Mayors Admin. Asst. II	26	Plumbing Inspector II	16
Mayors Executive Secretary	26	Plumbing Inspector III	20
Mayors Personal Secretary	12	Police Captain	18,456.36) 8% 19,932.64)
Mechanic	5.35 hr.	Police Chief	26,483.60 yr.
Mechanical Engineer	23	Police Legal Adviser	18,156.84 yr.
Mechanical Equipt. Inspector II	16	Police Lieutenant	17,155.32) 8% 18,527.60)
Mechanical Equipt. Inspector III	20	Police Major	21,450.00 yr.
Member, Bd of Canvassers	12,948.00 yr.	Police Patrolman (Upon Appt)	13,358.28 yr. 12 mo. 13,358.28) 18 mo. 14,447.32) 8% 15,635.36)
Member, Bd of Review (Housing Bd-Review) (\$50.00 per mtg.)	1,000.00 yr.	Police Sergeant	16,122.08) 8% 17,411.68)
Member, Bd. of Tax Assessment Review	3,000.00 yr.	Police Woman	13,029.64) 14,477.32) 14,737.32)
Member, Bldg. Bd of Review	1,000.00 yr.	Port Director	22,274.20 yr.
Member, Water Supply Bd. (\$100.00 per month)	1,200.00 yr.	Port Security Officer	9
Member, Zoning Bd. of Review	1,000.00 yr.	Principal Engineer	31
Meter Reader I	5.35 hr.	Principal Planner	25
Meter Superintendent	15	Printer	16
Museum Director	27	Program Director (Senior Citizens)	11,596.00 yr.
Rmn Narcotics Inspector	<del>17,411.68</del> 18,456.36 yr.	Program Specialist	20
Offset Pressman	11	Project Coordinator	14
Operations, Planning, Training, & Public Information Officer	25	Project Counsel	20
Paralegal I	11	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 OR RATE</u>		<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Radio Engineer	17,110.08	yr.	Shop Supervisor	18
Rain Gauge Keeper (10.00 per instr per wk.)			Social Case Worker (DPUD)	11,687 - 13,432 yr.
Radio Repair Technician	279.67	wk.	Social Worker, (Senior Citizens)	9,932.00 yr.
Recorder of Deeds	21		Special Counsel	14
Recreation Center Director	196.00	wk.	Stationary Equipt. Operator	5.20 hr.
Real Estate Aide II	15		Special Asst. (Collectors)	19
Rehabilitation Specialist	20		Stenographic Reporter (City Council)	11
Renewal Inspector I	9		Supervisor, Warehouse & 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 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 Assessment Review	<del>125.00 per mtg.</del>		Supervisor, General Maint	20
Secretary, Bldg. Bd of Review	11,531.00 yr 3,332.68 yr.		Supervisor, Graphics	26
Secretary-Dir. Pub. Property	13		Supervisor, Landscaping	15
Secretary to Director (Public Works)	14		Supervisor, Long Range Planning	29
Secretary to Director (DPUD)	14		Supervisor, (Project Planning)	29
Secretary, Housing Bd of Review	1,529.32	yr.	Supervisor, Senior Citizens	7,696.00 yr.
Secretary, Zoning Bd. of Review	10,270.00	yr.	Supervisor, Traffic Planning	26
Senior Appraiser	24		Supervisor of Business Relocation & Property Management	26
Senior Draftsman (DPUD)	15		Supervisor, Division of Maintenance	17
Senior Mechanic	5.60	hr.	Supervisor, Election Materials	9
Senior Planner	21		Supervisor, of Enforcement	27
Senior Research Assistant	26		Supervisor of Engineering (DPUD)	31
Sewer Construction Worker	5.20	hr.	Supervisor of Environment Control	14
Sewer & Drain Inspector	5.25	hr.	Supervisor of Program Specialists	24
Sewer Equipt. Operator	5.25	hr.		
Sewing Instructor, Senior Citizens	3.35	hr.		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE 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.
Rmn Zoo Keeper I	5.20 hr.	* * * * *	
" Zoo Keeper II	5.30 hr.		
" Zoo Keeper III	5.35 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

READ AND NOT PASSED

*Rose M. Mendonca* CLERK



IN CITY COUNCIL  
MAY 15 1979  
FIRST READING  
REFERRED TO COMMITTEE ON FINANCE

Rose M. Mendonca CLERK

THE COMMITTEE ON  
FINANCE  
Approves Passage of  
The Within Ordinance, as amended

Rose M. Mendonca  
Clerk Chairman  
June 16, 1979

Councilman Sealman and Councilman Farmer (By Request)