

THE CITY OF PROVIDENCE

STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

CHAPTER: 1977-31

EMERGENCY

NO: 452 AN/ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE and REPEALING CHAPTER 1976-36 APPROVED OCTOBER 29, 1976, AS FURTHER AMENDED

Approved: July 5, 1977

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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	116.75	118.75	120.75	124.75	127.75	6071- 6643
2	121.75	124.75	126.75	130.75	133.75	6331- 6955
3	127.75	129.75	131.75	135.75	138.75	6643- 7215
4	133.75	135.75	137.75	140.75	144.75	6955- 7527
5	138.75	140.75	143.75	146.75	149.75	7215- 7787
6	144.75	146.75	148.75	152.75	155.75	7527- 8099
7	149.75	152.75	154.75	157.75	160.75	7787- 8359
8	155.75	157.75	159.75	163.75	166.75	8099- 8671
9	160.75	164.75	168.75	172.75	177.75	8359- 9243
10	166.75	169.75	173.75	178.75	183.75	8671- 9555
11	171.75	175.75	179.75	184.75	189.75	8931- 9867
12	177.75	181.75	185.75	189.75	194.75	9243-10127
13	183.75	186.75	190.75	194.75	200.75	9555-10439
14	189.75	194.75	200.75	205.75	211.75	9867-11011
15	194.75	200.75	205.75	211.75	216.75	10127-11271
16	200.75	205.75	211.75	216.75	222.75	10439-11583
17	205.75	211.75	216.75	222.75	227.75	10699-11843
18	211.75	216.75	222.75	227.75	233.75	11011-12155
19	216.75	222.75	227.75	233.75	239.75	11271-12467
20	222.75	227.75	233.75	239.75	244.75	11583-12727
21	227.75	234.75	241.75	247.75	255.75	11843-13299
22	233.75	240.75	246.75	253.75	261.75	12155-13611
23	239.75	245.75	252.75	259.75	266.75	12467-13871
24	244.75	250.75	258.75	264.75	271.75	12727-14131
25	249.75	258.75	265.75	275.75	283.75	12987-14755

GRADE NUMBER	SALARY STEPS			ANNUAL SALARY RANGE		
	1st	2nd	3rd	4th	5th	
26	255.75	263.75	270.75	281.75	288.75	13299-15015
27	261.75	268.75	279.75	286.75	294.75	13611-15327
28	266.75	276.75	282.75	289.75	300.75	13871-15639
29	271.75	283.75	294.75	305.75	316.75	14131-16471
30	283.75	295.75	305.75	316.75	327.75	14755-17043
31	288.75	300.75	310.75	321.75	334.75	15015-17407
32	300.75	310.75	321.75	332.75	344.75	15639-17927
33	310.75	321.75	334.75	344.75	355.75	16159-18499
34	321.75	334.75	344.75	355.75	366.75	16731-19071
35	332.75	344.75	355.75	366.75	377.75	17303-19643

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Asst. City Solicitor	17
Accountant I	10	Asst. Dir. of Recreation	26
Accountant II	12	Asst. Dog Officer	9
Accountant III	14	Asst. Fire Chief	21,060.00 yr
Admin. Asst. to Assessor	25		
Admin. Asst. to Chief Engineer (Water)	25	Asst. Planner	13
Admin. Asst. to City Council	29	Asst. Port Director	17
Admin. Asst. to Commissioner of Public Safety	25	Asst. Supt.-Parks Cultural Affairs	31
Admin. Asst. to Director of Prov. Human Relations Commission	14	Asst. Supt.-Parks Design Services	31
Admin. Asst. (Public Works)	23	Asst. Supt.-Parks Finance	31
		Asst. to Director (DPUD)	25
Asst. Supt. Parks for Cultural Affairs	26	Associate Engineer I	16
Asst. Supt. Parks for Design	26	Associate Engineer II	20
Admin. Asst. for Fiscal Affairs-Public Safety	25	Associate Engineer III	23
		Associate Engineer IV	28
		Associate Planner	15
Animal & Bird Curator	6.125 hr	Attorney (Water)	9,000.00 yr
Appraiser	16	Automobile Driver	4.72 hr
Assessment Aide	9	Automotive Equipt. Supt.	19
Asst. Chief, Division of Legal Services	29	Automotive Mechanic II	8
Asst. Chief, Fiscal Affairs	25	Bacteriologist I	11
Asst. City Collector	25	Bird & Animal Handler	4.85 hr
Asst. City Controller	29	Bldg. Custodian	4.15 hr
Asst. City Controller		Bldg. Custodian III	4.90 hr
		Bldg. Inspector I	10

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bldg. Inspector II	14	Chief, Inspector of Plumbing, Drainage & Gas Piping	25
Bldg. Inspector III	22	Chief Radio Engineer	288.00 wk
Bldg. Maint. Supervisor	13	Chief Supervisor of Payroll	18
Business Relocation Officer	25	Chief Supervisor of Retirement	18
Caretaker Locust Grove Cemetery	4.75 hr	City Architect	25
Case Work Supervisor (DPUD)	12,385-14,487	City Assessor	35
Cement Finisher	5.00 hr	City Clerk	22,637.00 yr
Chairman, Bldg. Bd. of Review	1,500.00 yr	City Collector	31
Chairman, Housing Bd. of Review (60.00 per mtg.)	1,200.00 yr	City Controller	33
Chairman & Secretary (Bureau of Licenses)	10,569.00 yr	City Forester	28
Chairman, Water Supply Bd. (20 .00 per mtg.)	1,500.00 yr	City Registrar of Vital Statistics	21
Chairman, Zoning Bd. of Review	1,500.00 yr	City Sergeant	12
Charwoman	96.00 wk	City Solicitor	1.00 yr
Chief Appraiser	25	City Treasurer	18,187.00 yr
Chief Chemist (Water)	24	Clerk I	1
Chief, Division of Code Enforcement	31	Clerk II	3
Chief, Division of Community Services	31	Clerk III	5
Chief, Division of Legal Services	31	Clerk IV	9
Chief, Division of Maint. and Repairs	21	Clerk, Probate Court	18
Chief, Division of Planning	31	Clerk, Prov. Municipal Court	22
Chief, Division of Public Bldg.	31	Clerk Stenographer I	2
Chief, Division of Purchasing	18	Clerk Stenographer II	4
Chief, Division of Research	31	Clerk Stenographer III	6
Chief, Engineer (Water Supply Board)	22,637.00 yr	Clerk Typist I	1
Chief, Family Relocation	31	Clerk Typist II	3
Chief, Fiscal Affairs	31	Commissioner, Bureau of Licenses	8,697.00 yr
Chief, Gardens	27	Commissioner, Public Safety	24,900.20 yr
Chief, Green Houses	27	Control Center Operator	10
Chief, Insp. of Mech. Equipt. Installations	25	Co-Ordinator Curator - Museum	160.00 wk 21
Chief, Insp. of Electrical Installations	25	Curb Setter	4.90 hr
		Data Processing Co-Ordinator	34
		Deputy Asst. Fire Chief	19,500.00 yr
		Deputy Chief Enginner (Water)	35
		Deputy City Clerk, First	22
		Deputy City Clerk, Second	18
		Deputy City Registrar	9
		Deputy City Solicitor	24

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Deputy Clerk, Probate Court	8	Fire Alarm Technician	238.12 wk
Deputy Clerk, Providence Municipal Court	13	Fire Battalion Chief	18,356.00 yr
Deputy Director Communications	19,500.00 yr	Fire Captain	15,916.16 yr
		Fire Chief	24,076.00 yr
		Fire Chief Dispatcher	15,916.16 yr
Deputy Director, Public Works	35	Fire Dept. Dispatcher	231.55 wk.
Deputy Recorder of Deeds	14	Fire Equipment Supt. I	18,356.00 yr
Deputy, Supt. of Parks	27	Fire Equipment Supt. II	21,060.00 yr
Director of Building Inspection	22,637.00 yr	Fire Lieutenant	14,997.32 yr
Director of Civil Defense Preparedness	1.00 yr	Fireman	12,977.64) 13,315.12) 13,528.32)
Director of Communications	24,076.00 yr	Fire Marshal	18,356.00 yr
Director of Finance	22,637.00 yr	Fire Prevention Lieutenant	14,997.32 yr
Director of Planning and Urban Development	22,637.00 yr	First Deputy City Sealer	10
Director of Public Property	22,637.00 yr	First Deputy City Sergeant	9
Director of Public Works	22,637.00 yr	First Deputy City Weigher	8
Director of Recreation	33	Fiscal Officer	21
Dog Officer	17	Foreman	5.00 hr
Draftsman Assessors Real Estate	20	Forester (Source of Supply)	16
Draftsman	9	Foreman Cable Crew	259.00 wk
Electrical Inspector I	14	Foreman Line Crew	259.00 wk
Electrical Inspector II	16	General Foreman	5.30 hr
Electronic Instrument Technician	28	Heavy Equipment Operator	5.00 hr
Elevator Operator	4.15 hr	Highway Superintendent	5.70 hr
Engineer's Associate	16	Human Resource Specialist	15
Engineering Aide II	7	Intergroup Specialist	16
Engineering Aide III	11	Inventory Control Clerk	9
Equipment Operator	4.80 hr	Judge, Probate Court	16,159.00 yr
Executive Director (Prov. Human Relations Comm)	30	Judge, Prov. Municipal Court	8,567.00 yr
Financial Specialist	20	Laboratory Technician II	8
		Laborer	4.75 hr
		Land Disposition Officer	25
		Legal Secretary	13
		Man in Charge-Carpenter Shop	15,916.16 yr
		Man in Charge Bureau Operational Control	14,997.32 yr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Machinist	16		
Maintenance Man II	4.825 hr	Parking Meter Maint. Man I	4.80 hr.
Maintenance Man III	5.275 hr	Parking Meter Maint. Man II	5.25 hr
Management Aide II (DPUD)	15	Personnel Director	26
Management Officer	21	Personnel Technician	18
Master Mechanic-Water	5.60 hr	Plan Estimator	25
		Plumbing Inspector I	14
Mayor's Administrative Aide I	30	Plumbing Inspector III	20
		Police Captain	15,823.60)
Mayor's Administrative Aide II	11,674.00 yr		17,089.28)
Mayor's Administrative Asst.	33	Police Chief	24,076.00 yr
		Police Legal Adviser	336.92 wk.
Mayor's Administrative Asst. I	32	Police Lieutenant	14,708.72)
			15,884.96)
Mayor's Admin. Asst. II	17,290.00 yr	Police Major	19,500.00 yr
Mayor's Executive Secretary	26	Police Matron	6,643.00 yr
		(upon appt)	11,171.16 yr
Mayor's Personal Secretary	12	Police Patrolman 12 mo.	11,453.00)
		18 mo.	12,412.40)
Mechanic	5.00 hr		13,405.08)
		Police Sergeant	13,822.64)
Mechanical Equip. Inspector I	12		14,928.16)
Mechanical Equip. Inspector II	15	Police Woman	11,171.16)
			11,453.00)
Member, Bd. of Canvassers	12,311.00 yr		12,412.40)
Member, Bd. of Review (Housing Bd. of Review) (50.00 per mtg)	1,000.00 yr	Port Director	21,637.00 yr
Member, Bd. of Tax Assessment Review	3,000.00 yr	Port Security Officer	9
Member, Bldg. Bd. of Review	1,000.00 yr	Principal Engineer	31
Member, Water Supply Board (15.00 per mtg)	1,200.00 yr	Principal Planner	25
Member Zoning Bd. of Review	1,000.00 yr	Printer	16
Meter Reader I	5.00 hr	Program Director (Senior Citizens)	10,959.00 yr
Meter Reader II	5.25 hr		
Meter Superintendent	15	Program Specialist	20
Museum Director	27	Project Counsel	20
Narcotics Inspector	14,928.16 yr	Project Supervisor	27
Offset Pressman	11	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
		Radio Engineer	258.00 wk

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>		<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Rain Gauge Keeper (7.42 per instr. wk)			Stenographic Reporter (City Council)	11
Radio Repair Technician	238.12	wk	Supt. Bridge Maintenance	19
Recorder of Deeds	21		Supt. of Filtration	30
Real Estate Aide II	15		Supt. of Garbage Collection	5.70 hr
Rehabilitation Specialist	20			
Renewal Inspector I	9		Supt. of Parks	35
Renewal Inspector II	11		Supt. of Sewage Disposal	19
Renewal Inspector III	14		Supt. of Sewer Construction and Maintenance	19
Research Assistant	15		Supt. of Weights & Measurer	17
Rescue Lieutenant	14,997.32	yr	Supervisor of Warehouse & Inventory	24
Rescue Truck Driver	14,447.16	yr	Supervisor (Current Planning)	29
School Crossing Guard	3.55	hr	Supervisor (Graphics)	26
Secretary to Assessor	18		Supervisor (Long Range Planning)	29
Secretary, Bd. of Tax Assm't Review	10,894.00	yr	Supervisor (Project Planning)	29
Secretary, Bldg. Bd. of Review	3,332.68	yr	Supervisor, Senior Citizens	7,059.00 yr
Secretary to Director Public Works	14		Supervisor (Traffic Planning)	26
Secretary, Housing Bd. of Review	1,529.32	yr	Supervisor of Business Relocation & Property Management	26
Secretary, Zoning Bd. of Review	9,633.00	yr	Supervisor-Division of Maint.	17
Senior Appraiser	24		Supervisor of Enforcement	27
Senior Draftsman (DPUD)	15		Supervisor of Engineering (DPUD)	31
Senior Mechanic	5.25	hr	Supervisor of Environment Control	14
Senior Planner	21		Supervisor, Program Specialists	24
Senior Research Assistant	26		Supervisor of Public Lands	14
Sewer Construction Worker	4.85	hr	Supervisor of Real Estate	26
Sewer & Drain Inspection	4.90	hr	Supervisor of Rehabilitation Services	26
Sewer Equip. Operator	4.90	hr	Switchboard Operator I	3
Sewing Instructor, Senior Citizens	3.00	hr	Switchboard Operator II	4
Shop Supervisor	18		Teller	10
Social Case Worker (DPUD)	11,050-12,795		Traffic Engineer	20,683.00 yr
Social Worker, Senior Citizens	9,295.00	yr	Traffic Engineer I	20
Special Counsel	14		Traffic Engineer II	23
Stationary Equip. Operator	4.85	hr	Traffic Engineer III	25
			Traffic Marker & Sign Man I	5.00 hr
			Traffic Signal Maint Man I	5.25 hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>		<u>CONTINUED TEMPORARY PART-TIME</u>	
Traffic Signal Maint Man II	5.50	hr	Recreation Center Director	125.00 wk
Traffic System Analyst	18		Referee (Recreation)	7.00 game
			Recreation Leader	2.30 hr
Tree Trimmer	5.00	hr	School Janitro (Prev. School Dept. Wage)	
			Supervisor Activities (Recreation)	4.00 hr
Water Service Inspector	7		Matron's-Recreation Seasonal	3.88 hr
Watershed Manager (Source of Supply-Water)	27			
Watchman	3.85	hr		
Woman Parking Checker	3.90	hr		
Zoning Assistant	9			
Zoo Curator	1.00	yr		
Zoo Director	34			

SWIMMING POOLS

Pool Attendants	2.30 hr
Lifeguard (Prev. State Wage)	
Pool Directors	125.00 wk
Supervisor	160.00 wk

RECREATION HANDICAPPED

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	92.00	wk
Shower Man & Matron	5.70	hr
Custodian	6.56	hr
Instructor-Arts & Crafts	6.00	hr
Aide Arts & Crafts	46.00	wk

Operations and Planning Officer	- 25
Training and Public Information Officer	- 13
Fall Out Shelter Co-ordinator	- 21

xx The Adoption of this Ordinance, as an Emergency Measure, is necessary in order for all personnel to be compensated in accordance with the provisions of the Appropriation Ordinance for the fiscal year ending June 30, 1978, as amended.

TEMPORARY PART TIME

Automobile Driver (Part-Time Bd. of Canvassers)	2.30	hr
Clerk I, Emergency, Temporary & Seasonal	2.30	hr
Co-Director (Recreation)	11.00 session	
Playground Director	80.00	wk
Laborers (Emergency, Temporary & Seasonal)	2.30	hr
Playground Supervisor	85.00	wk

**THE COMMITTEE ON
FINANCE**

Approves Passage of
The Within Ordinance
EMERGENCY

Ursinus Cooper
July 3, 1927 *Clerk*

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-sections 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, excepting part-time and temporary employees.

1976 8 JUL

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 1976-36 of the Ordinance approved October 29, 1976 with all amendments thereto is hereby repealed.

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

IN CITY COUNCIL
JULY 5 1977

READ AND PASSED
AS AN EMERGENCY ORDINANCE

Robert J. Hatten
Essential Services

Approved
Vernon A. Lewis
Mayor
July 5, 1977