

THE CITY OF PROVIDENCE  
STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

*A. J. Davis  
to City Council*

CHAPTER: 1974-58

NO: 651 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF  
 PROVIDENCE and REPEALING CHAPTER 1974-20, APPROVED JUNE 19, 1974.

Approved: December 20, 1974

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. All "Steps" are in even dollars. 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 (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	80	82	84	88	91	4160 - 4732
2	85	88	90	94	97	4420 - 5044
3	91	93	95	99	102	4732 - 5304
4	97	99	101	104	108	5044 - 5616
5	102	104	107	110	113	5304 - 5876
6	108	110	112	116	119	5616 - 6188
7	113	116	118	121	124	5876 - 6448
8	119	121	123	127	130	6188 - 6760
9	124	128	132	136	141	6448 - 7332
10	130	133	137	142	147	6760 - 7644
11	135	139	143	148	153	7020 - 7956
12	141	145	149	153	158	7332 - 8216
13	147	150	154	158	164	7644 - 8528
14	153	158	164	169	175	7956 - 9100
15	158	164	169	175	180	8216 - 9360
16	164	169	175	180	186	8528 - 9672
17	169	175	180	186	191	8788 - 9932
18	175	180	186	191	197	9100 - 10244
19	180	186	191	197	203	9360 - 10556
20	186	191	197	203	208	9672 - 10816
21	191	198	205	211	219	9932 - 11388
22	197	204	210	217	225	10244 - 11700
23	203	209	216	223	230	10556 - 11960
24	208	214	222	228	235	10816 - 12220
25	213	222	229	239	247	11076 - 12844

GRADE NUMBER	SALARY STEPS (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
26	219	227	234	245	252	11388 - 13104
27	225	232	243	250	258	11700 - 13416
28	230	240	246	253	264	11960 - 13728
29	235	247	258	269	280	12220 - 14560
30	247	259	269	280	291	12844 - 15132
31	252	264	274	285	298	13104 - 15496
32	264	274	285	296	308	13728 - 16016
33	274	285	298	308	319	14248 - 16588
34	285	298	308	319	330	14820 - 17160
35	296	308	319	330	341	15392 - 17732

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Asst. Dog Officer	9
Accountant I	10	Asst. Fire Chief	16,380.00
Accountant II	14	Asst. Master Mechanic (Water)	4.30 hr
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	21	Asst. Supt. of Parks	19
Admin. Asst. to Director of Prov. Human Relations Commission	14	Asst. Supt. (Sewage Disposal)	15
Admin. Asst. (Public Works)	21	Asst. to Director (DPUD)	25
Administrative Officer (Civilian Defense)	22	Associate Engineer I	16
Animal & Bird Curator	5.075 hr	Associate Engineer II	20
Appraiser	16	Associate Engineer III	23
Assessment Aide	9	Associate Engineer IV	28
Asst. Chief, Division of Legal Services	23	Associate Planner	15
Asst. Chief, Fiscal Affairs	25	Attorney (Water)	6,032.00
Asst. City Collector	21	Automobile Driver	3.67 hr
Asst. City Controller	29	Automotive Equipt. Supt.	14
Asst. City Controller (Second)	25	Automotive Mechanic II	8
Asst. City Solicitor	17	Bacteriologist I	11
Asst. Dir. of Recreation	14	Bacteriologist II	14
		Bird & Animal Handler	3.80 hr
		Bldg. Custodian	3.10 hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bldg. Custodian III	3.85 hr	Chief Inspec. of Electrical Installations	25
Bldg. Inspector I	10	Chief Inspector of Plumbing, Drainage & Gas Piping	25
Bldg. Inspector II	14	Chief Inspector of Structures and Zoning	27
Bldg. Inspector III	22	Chief Radio Engineer	12,376.00
Bldg. Maint Supervisor	13	Chief Supervisor of Public Lands	16
Business Relocation Officer	25	City Architect	25
Case Work Supervisor (DPUD) (Prev. State Wage)		City Assessor	34
Cement Finisher	3.95 hr	City Clerk	31
Chairman, Bd. of Canvassers	9,360.00 yr	City Collector	31
Chairman, Housing Bd. of Review	1,200.00 yr (60.00 per mtg.)	City Controller	33
Chairman, Bldg Bd of Review	1,500.00 yr	City Forester	24
Chairman & Secretary (Bureau of Licenses)	9,932.00 yr	City Registrar of Vital Statistics	14
Chairman, Water Supply Bd	1,500.00 yr (20.00 per mtg.)	City Sergeant	1.00 yr
Chairman, Zoning Bd. of Review	1,500.00 yr	City Solicitor	16,276.00 yr
Charwoman	75.00 wk	City Treasurer	31
Chief Chemist (Water)	24	Clerk I	1
Chief Engineer (Water (Supply Board)	20,000.00 yr	Clerk II	3
Chief, Division of Code Enforcement	31	Clerk III	5
Chief, Division of Community Services	31	Clerk IV	9
Chief, Division of Legal Services	31	Clerk, Probate Court	18
Chief, Division of Maint. and Repairs	21	Clerk, Prov. Municipal Court	18
Chief, Division of Planning	31	Clerk Stenographer I	2
Chief, Division of Public Bldg	31	Clerk Stenographer II	4
Chief, Division of Public Lands and Parks	33	Clerk Stenographer III	6
Chief, Division of Purchasing	16	Clerk Typist I	1
Chief, Division of Research	31	Clerk Typist II	3
Chief, Family Relocation	31	Commissioner, Bureau of Licenses	8,060.00 yr
Chief, Fiscal Affairs	31	Commissioner, Public Safety	20,000.00 yr
Chief, Inspector of Mech. Equipt. Installations	25	Control Center Operator	10
		Curb Setter	3.85 hr
		Data Processing Co-Ordinator	34
		Deputy Asst. Fire Chief	15,184.00

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Deputy Chief Engineer (Water)	33	Engineering Aide II	7
Deputy City Clerk, First	18	Engineering Aide III	11
Deputy City Clerk, Second	14	Equipment Manager	11
Deputy City Registrar	7	Equipment Operator	3.75 hr
Deputy City Solicitor	24	Executive Director (Prov Human Relations Comm)	30
Deputy Clerk, Probate Court	8		
Deputy Clerk, Providence Municipal Court	13	Fallout Shelter Co-Ordinator (Civilian Defense)	21
Deputy Director, Communications	15,184.00	Field Worker (Prov Human Relations Comm)	15
Deputy Director & Chief of Project Development	35	Financial Specialist	20
Deputy Director of Civilian Defense	32	Fire Alarm Technician	4.475 hr
Deputy Director, Public Works	35	Fire Battalion Chief	14,300.00
Deputy Recorder of Deeds	14	Fire Captain	12,688.00
Detective I	11,908.00)	Fire Chief	18,824.00
	8% 12,844.00)	Fire Chief Dispatcher	12,688.00
Director of Building Inspection	20,000.00	Fire Equipment Supt I	14,300.00
Director of Civilian Defense	33	Fire Equipment Supt II	16,380.00
Director of Communications	18,824.00	Fire Lieutenant	11,960.00
Director of Finance	20,000.00	Fireman	10,348.00) 10,608.00) 10,764.00)
Director of Planning and Urban Development	20,000.00	Fire Marshal	14,300.00
Director of Public Property	20,000.00	First Deputy City Sealer	10
Director of Public Works	20,000.00	First Deputy City Sergeant	9
Director of Recreation	33	First Deputy City Weigher	8
Dog Officer	17	Fiscal Officer	21
Draftsman	9	Foreman	3.95 hr
Duplicating Equip. Operator	10	Forester (Source of Supply)	16
Electrical Inspector I	14	Foreman Cable Crew	4.725 hr
Electrical Inspector II	16	Foreman Line Crew	4.725 hr
Electrical Inspector III	20	General Foreman	4.25 hr
Electronic Instrument Technician	28	Heavy Equipment Operator	3.95 hr
Elevator Operator	3.10 hr	Highway Yard Supervisor	4.35 hr
Engineer's Associate	16	Horticultural Supervisor	4.25 hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Intergroup Specialist	16	Member, Bd of Tax Assessment Review	3,000.00 yr
Inventory Control Clerk	9	Member, Bldg Bd of Review	1,000.00 yr
Judge, Probate Court	14,248.00	Member Water Supply Board	1,200.00 yr (15.00 per mtg)
Judge, Prov Municipal Court	6,656.00	Member Zoning Bd of Review	1,000.00 yr
Laboratory Technician II	6	Meter Reader I	3.95 hr
Laborer	3.70 hr	Meter Reader II	4.20 hr
Land Disposition Officer	25	Meter Superintendent	15
Man in Charge-Carpenter Shop	12,688.00	Museum Director	27
" " " Bur Operational Cont	11,960.00	Narcotics Inspector	12,844.00
Machinist	16	Operations & Planning Officer (Civilian Def)	25
Maintenance Man II	3.775 hr	Parking Meter Maint Man I	3.75 hr
Maintenance Man III	4.225 hr	Parking Meter Maint Man II	4.20 hr
Management Aide I (DPUD)	9	Personnel Director	26
Management Aide II (DPUD)	15	Personnel Technician	14
Management Officer	21	Plan Estimator	25
Master Mechanic-Water	4.55 hr	Playground Director	2
Matrons-Rec. Seasonal Help	2.83 hr	Playground Supervisor	4
Mayor's Administrative Aide	24	Plumbing Inspector I	14
Mayor's Administrative Asst.	29	Plumbing Inspector III	20
Mayor's Admin. Asst. for Public Safety	31	Police Captain	13,780.00) 8% 14,872.00)
Mayor's Admin. Asst. for Urban Affairs	16,016.00	Police Chief	18,824.00
Mayor's Executive Secretary	26	Police Lieutenant	12,740.00) 8% 13,780.00)
Mayor's Personal Secretary	9	Police Major	15,184.00
Mayor's Police Aide	12,636.00	Police Matron	1
Mayor's Stenographer	9	Police Patrolman	9,568.00) 10,712.00) 8% 11,544.00)
Mayor's Typist	4	Police Sergeant	11,960.00) 8% 12,896.00)
Mechanic	3.95 hr	Police Woman	9,568.00) 10,712.00)
Mechanical Engineer	23	Port Director	27
Mechanical Equip. Inspector I	12	Port Security Officer	9
Mechanical Equip. Inspector II	15		
Member, Bd. of Canvassers	9,360.00		
Member, Bd. of Review (Housing Bd.of Review)(50.00 per mtg)	1,000.00 yr		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Principal Engineer	31	Senior Draftsman (DPUD)	15
Principal Planner	25	Senior Mechanic	4.20 hr
Program Director (Senior Citizens)	9,048.00	Senior Planner	21
Program Specialist	20	Senior Research Assistant	26
Project Counsel	20	Sewer Construction Worker	3.80 hr
Project Supervisor	27	Sewer & Drain Inspector	3.85 hr
Public Works Inspector I	6	Sewer Equip. Operator	3.85 hr
Public Works Inspector II	16	Sewing Instructor, Senior Citizens	2.22 hr
Purchasing Agent I	12	Shop Supervisor	18
Radio Engineer	11,232.00	Social Case Worker (DPUD) (Prev State Wage)	
Rain Gauge Keeper (7.42 per instr. wk)		Social Worker, Senior Citizens	7,384.00
Radio Repair Technician	9,308.00	Special Counsel	14
Recorder of Deeds	21	Stationary Equip. Operator	3.80 hr
Real Estate Aide II	15	Stenographic Reporter (City Council)	9
Recreation Center Director	10	Supt., Bridge Maintenance	19
Recreation Leader	2.00 hr	Supt. of Filtration	30
Rehabilitation Specialist	20	Supt. of Garbage Collection	16
Renewal Inspector I	9	Supt. of Highway	19
Renewal Inspector II	11	Supt. of Parks	1.00 yr
Renewal Inspector III	14	Supt. of Sewage Disposal	19
Research Assistant	15	Supt. of Sewer Construction and Maintenance	19
Rescueman In Charge	11,960.00	Supt. of Weights & Measures	17
Rescue Truck Driver	11,492.00	Supervisor of Warehouse & Inventory	16
School Crossing Guards	2.50 hr	Supervisor (Current Planning)	29
Second Deputy City Sealer	5	Supervisor (Graphics)	26
Second Deputy City Sergeant	6	Supervisor (Long Range Planning)	29
Secretary, Bd of Canvassers	1,040.00 yr	Supervisor (Project Planning)	29
Secretary, Bd of Tax Assm't Review	3,900.00 yr	Supervisor, Senior Citizens	5,148.00
Secretary, Bldg Bd of Review	3,172.00 yr	Supervisor (Traffic Planning)	26
Secretary, Housing Bd of Review	1,456.00 yr	Supervisor of Business Reloca- tion & Property Management	26
Secretary, Zoning Bd of Review	7,956.00 yr	Supervisor-Division of Maint.	17
Senior Appraiser	24		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Supervisor of Enforcement	27	<u>TEMPORARY-PART-TIME</u>	
Supervisor of Engineering (DPUD)	31	Automobile Driver (Part-time Bd. of Canvassers)	2.03 hr
Supervisor of Environment Control	14	Clerk I, Emergency, Temporary & Seasonal	2.00 hr
Supervisor, Program Specialists	24	Co-Director (Recreation)	11.00 session
Supervisor of Public Lands	14	Laborers (Emergency, Temporary & Seasonal)	2.00
Supervisor of Real Estate	26	Recreation Center Director	62.50 wk
Supervisor of Rehabilitation Services	26	Referee (Recreation)	5.00 game
Switchboard Operator	2	School Janitor (Prev.School Dept.Wage)	
Traffic Engineer	35	Supervisor of Activities (Recreation)	4.00 hr
Traffic Engineer II	20		
Traffic Engineer III	25		
Traffic Marker & Sign Man I	3.95 hr	<u>SWIMMING POOLS</u>	
Traffic Planner	20	Asst. Small Pool Manager	80.00 wk
Traffic Signal Maint Man I	4.20 hr	Counter Person	1.60 hr
Traffic Signal Maint Man II	4.45 hr	Hygiene Inspector	64.00 wk
Training & Public Information Officer (Civ. Def.)	25	Lifeguard (Prev. State Wage)	
Tree Trimmer	3.95 hr	Small Pool Manager	90.00 wk
Utility Inspector	12	Supervisor	110.00 wk
Water Service Inspector	7	Watchman (Recreation, Seasonal Help)	1.70 hr
Watershed Manager (Source of Supply-Water)	27		
Watchman	2.80 hr		
Woman Parking Checker	2.85 hr		
Zoning Assistant	9		
Zoo Curator	1.00 yr		
Zoo Director	24		

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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.

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 1974-20 of the Ordinance approved June 19, 1974 with all amendments thereto is hereby repealed.

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

IN CITY COUNCIL

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APPROVED

IN CITY COUNCIL

DEC 5 1974

First Reading Read and Passed Referred to Committee on

*Unimut Coopers*

DEC 19 1974  
FINAL READING  
READ AND PASSED

FINANCE PRESIDENT  
CLERK

*Unimut Coopers*

MAYOR

*Joseph A. Rowley*

DEC 20 1974

Councilmen Lopez  
and Councilmen Kelly,  
by request

THE COMMITTEE ON  
FINANCE

Recommends

*As amended*  
Vincent Casper  
Clerk  
December 17, 1974

THE COMMITTEE ON

FINANCE

Approves Passage of  
The Within Ordinance

Vincent Casper  
Chairman  
December 17, 1974