

RESOLUTION OF THE CITY COUNCIL

No. 160

Approved April 17, 1989

WHEREAS, equal employment opportunity within municipal government, without discrimination because of age, sex, race, creed, color, national origin, marital status, religion or handicap, is the right of all people and is in the best interests of the growth and development of the City of Providence, and

WHEREAS, equal employment opportunity is required by federal, state and local legislation, Presidential Executive Order and definitive court decision.

IT IS HEREBY RESOLVED THAT:

Section 1. Non-Discrimination in City Employment

It is the policy of the Mayor and the City Council of the City of Providence to provide equal opportunity in municipal government for all qualified applicants and employees; to prohibit discrimination in employment because of race, color, age, national origin, creed, veteran status, marital status, handicap, religion and sex, except where sex is a bona fide occupational qualification, to eliminate procedural and structural barriers to the employment of handicapped individuals; and to promote the full realization of equal employment opportunity through a continuing Affirmative Action Program within municipal government. This policy shall govern every aspect of personnel policy and practice in employment, development, advancement and treatment of all employees in the bargaining and non-bargaining units, irrespective of the funding sources of the various positions.

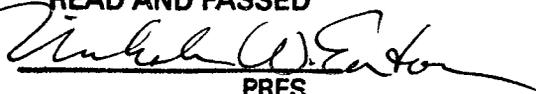
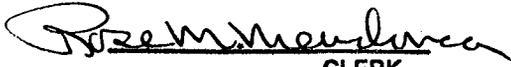
Section 2. Affirmative Action to Ensure Equality of
Opportunity in Employment

Affirmative Action and Equal Employment Opportunity shall become an integral part of the daily operations of all municipal departments, agencies and offices. The director of each

municipal department, commission and agency shall assume the responsibility for maintaining the Affirmative Action Program in his or her department. The successful achievement of a non-discriminatory employment program requires maximum cooperation between management and employees. This administration, in fulfilling its part of such cooperative effort, pledges itself to a program of aggressive Affirmative Action aimed at assuring true equality of employment and a work environment without discrimination and harassment. The Mayor shall have the responsibility for overall administration, monitoring and evaluation of the Affirmative Action Plan and shall assess the program to determine which elements are most effective and make recommendations in regard to those areas which require redesign and increased efforts. The Affirmative Action Officer, the Director of Personnel and other City officials shall assist the Mayor in the foregoing efforts as required.

Section 3. Adoption of the City of Providence
Affirmative Action Plan

The document entitled "City of Providence Affirmative Action Plan" is hereby adopted as the official Equal Opportunity Policy by which all City personnel operations shall be governed.

IN CITY COUNCIL
APR - 6 1989
READ AND PASSED

PRES.

CLERK

APPROVED
APR 17 1989

MAYOR

**THE COMMITTEE ON
FINANCE**

Approves Passage of
The Within Resolution

Rose M. Menlove
Clerk Chairman
March 16, 1989

**THE COMMITTEE ON
FINANCE**

Approves Passage of
The Within Resolution

Rose M. Menlove
Clerk Chairman
January 15, 1989

IN CITY COUNCIL

JAN 26 1989

Second FIRST READING
REFERRED TO COMMITTEE ON

Rose M. Menlove CLERK

**THE COMMITTEE ON
FINANCE**

Recommends

Rose M. Menlove
Clerk
March 2, 1989

IN CITY COUNCIL

DEC 15 1988

FIRST READING
REFERRED TO COMMITTEE ON

Rose M. Menlove CLERK

FINANCE

FINANCE

Councilman Glavin, Councilman Dillon
& Councilwoman Sargenti (By Request)

Adler Pollock & Sheehan Incorporated
230 Hospital Trust Tower
Providence, Rhode Island 02903
Telephone 401/274-7200
Telex 927661
Fax 401/751-0604

ATTORNEYS AT LAW

ADLER POLLOCK & SHEEHAN

December 15, 1988

Richard Ziff, Esq.
Personnel Director
City of Providence
City Hall
Providence, RI 02903

Dear Richard:

Enclosed are proposed revisions to the City's proposed affirmative action plan which will be presented before the Providence City Council this evening.

If you should have any questions regarding these proposed revisions, please do not hesitate to contact me.

Sincerely,


ROBERT P. BROOKS

RPB:dd

Enclosure

COMMENTS

- ✓ 1. In the City Council Resolution, there is no need to mention "marital status."

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ATTORNEYS AT LAW

ADLER POLLOCK & SHEEHAN

March 15, 1989

Richard Ziff, Esq.
Personnel Director
City of Providence
City Hall
Providence, RI 02903

Re: The Affirmative Action Plan for the City of Providence

Dear Richard:

This letter is in response to the questions raised by the City Council and you regarding our recommendation to remove the term "marital status" from the City Council Resolution endorsing the Affirmative Action Plan, and from the Plan itself.

Section IV of the Plan and Appendix A set forth the legal basis of the Affirmative Action Plan. The plan is based on federal, state and local laws and these laws combine to create protected classes of individuals and prohibits discrimination of these individuals on the basis of race, color, religion, national origin, sex, handicap, age, or veteran's status. Nowhere in this legal framework is the term "marital status" used to create a protected class of individuals. If an individual were discriminated against because of his or her marital status, the facts would most likely point to a discrimination which would be gender based and would therefore be a prohibited discrimination based on sex.

I hope this letter answers the City Council's questions. If you feel a more detailed response is warranted, please contact me immediately.

Sincerely,



ROBERT P. BROOKS

RPB:dd

cc: Mr. Timothy C. Duffy

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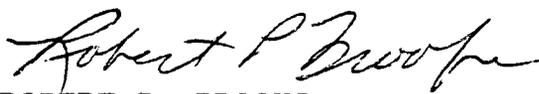
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cc: Mr. Timothy C. Duffy

AFFIRMATIVE ACTION PLAN
TO
IMPROVE EMPLOYMENT OPPORTUNITIES
FOR
MINORITY GROUPS AND WOMEN
FOR
THE CITY OF PROVIDENCE

FISCAL YEAR 1988 - 1991

MAYOR'S AFFIRMATIVE ACTION COMMITTEE

Joseph R. Paolino, Jr.
Mayor, City of Providence

Date

Lorine Bibbs
Affirmative Action Officer
City of Providence

Date

1/23/89

1988-1991

DIRECTORY OF MEMBERS

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John J. Lombardi
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WARD 13

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751-9098
WARD 3

Thomas F. O'Connor
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Council President Pro Tempore
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944-6707 943-7213
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Rose Mendonca, City Clerk
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272-0228
City Hall
25 Dorrance Street 02903
421-7740, Ext. 249-250

CITY OF PROVIDENCE
AFFIRMATIVE ACTION PLAN
1988 - 1991

AFFIRMATIVE ACTION COMMITTEE MEMBERS

1. Brenda Dann- Messier
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Providence, Rhode Island 02906
2. Charles A. Pisaturo, Esq.
Commissioner of Public Safety
Providence Police Department
201 Fountain Street
Providence, Rhode Island 02903
3. Richard N. Ziff, Esq.
Personnel Director
City of Providence
25 Dorrance Street
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4. Lorine Bibbs, MSW
Affirmative Action Officer
City of Providence
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Providence, Rhode Island 02903
5. Henry A. Johnson
Administrative Assistant to the Council
City of Providence
City Hall
Providence, Rhode Island 02903
6. Joseph T. Fowlkes
Executive Director
Providence Human Relations Commission
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Providence, Rhode Island 02903
7. Edward C. Clifton, ESq.
City Solicitor
City of Providence
Law Department
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Providence, Rhode Island 02903
8. Christine Roundtree
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Providence, Rhode Island 02907
9. Osvaldo Castill
97 Niagara Street
Providence, Rhode Island 02907
10. Joyce A. O'Connor
Affirmative Action Officer
Providence School Department
480 Charles Street
Providence, Rhode Island 02904

11. Ms. Barbara Gomes
128 Alabama Avenue
Providence, Rhode Island 02905
12. Dr. Curtis J. Morris
10 Parkis Avenue
Providence, Rhode Island 02907

COMMUNITY AGENCIES

1. Thomas P. Whitten
Executive Director
John Hope Settlement House
7 Burgess Street
Providence, Rhode Island 02908
2. Rufus Whitmore
Executive Director
Opportunities Industrialization Center
1 Hilton Street
Providence, Rhode Island 02907
3. Mr. William Shoey
Executive Director
International Institute of Rhode Island
421 Elmwood Avenue
Providence, Rhode Island 02907

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GLOSSARY OF TERMS

Affirmative Action: A legal concept which requires a contractor to employ and promote qualified members of a group not included in sufficient numbers so as to represent a balanced workforce.

Affirmative Action Plan: A written document with a specific program to eliminate or prevent discrimination and to encourage inclusion at all levels.

Artificial Barriers to Employment: Requirements which have nothing to do with job performance, but prevent certain groups from being hired or promoted.

Availability: The percentage of women and minorities in the labor force surrounding the employer.

Black: Not of Hispanic origin. A person having origins in any of the Black racial groups of Africa.

Bona fide Occupational Qualifications (BFOQ): A job qualification, not necessarily based on merit, education, or experience, that's necessary to the operation of a particular business. The burden of proof is on the employer.

Complaints: The formal notification of alleged discrimination to the proper authority.

Equal Employment Opportunity: Equal access to all available jobs and training, under equal terms and conditions, and with equal benefits and services without actions, policies, or practices which differentiate among applicants or employees on the basis of race, color, national origin, sex, age, religion or handicap.

Goals: Numerical projections for the employment of minorities and women within the workforce. Goals are not to be construed as quotas.

Handicapped Persons: Under federal guidelines, handicapped persons are defined as persons who have physical or mental impairments that substantially limit one or more of their major life activities (talking, walking, working, etc.) have histories of these impairments, or are regarded as having those impairments.

Job Description: A general statement of duties and responsibilities.

GLOSSARY OF TERMS (CONTINUED)

Minority Groups: The term minority includes Blacks, Hispanics, American Indians or Alaskan Natives, Asian and Pacific Islanders.

Monitoring: Internal agency systems designed to track actions being taken by the agency to ensure compliance with the requirements.

Municipal Government: Refers to the Mayor/Council form of government.

Program: Refers to the goals and objectives, outlined within the plan and may, from time to time, be changed, superseded, amended and reclassified.

Protected Class: The term refers to minority group members and women.

Regulations: Rules or orders set forth by government agencies.

Underutilization: Having a lower percentage of minorities and women in some jobs than reasonably expected in the market statistical area.

White: (not of Hispanic origin): A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Workforce Profile: An analysis of the agency workforce showing the dispersion of race and national origin by gender within specified employment categories.

Veteran: The federal Vietnam Era Veterans: Readjustment Assistance Act, as amended, defines the term as a veteran, any part of whose active service was during August 5, 1964 through May, 1975, who (1) served on active duty for more than 180 days and received an other than dishonorable discharge or release therefrom, or (2) was discharged or released from active duty because of a service connected disability. The Act requires covered government contractors and subcontractors to take affirmative action to benefit veterans of the Vietnam era.

I. POLICY STATEMENT

The City of Providence is committed to Affirmative Action/Equal Employment Opportunity. The City will continue to direct its employment and personnel practices toward assuring truly equal opportunity for everyone.

The specific commitments to equal employment opportunity which the City will strive to enforce, are as follows:

- A. That the City will recruit, hire, train and promote persons in job classifications, without regard to race, color, religion, handicap, veteran status, age, national origin, sex except where sex is a bona fide occupational qualification (BFOQ).
- B. That the City will assure that promotion decisions are made in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities. The Department of Personnel reviews all job descriptions prior to posting to assure that only job-related requirements are included.
- C. That the City will insure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, training, social and recreational programs, will be administered without regard to race, color, religion, handicap, veteran status, age, national origin, sex except where sex is a bona fide occupational qualification (BFOQ).

The Mayor will have overall responsibility for the implementation of the Affirmative Action Plan. With the cooperation and assistance of appropriate staff, the administration will work to implement a meaningful Affirmative Action Program for the City of Providence.

AFFIRMATIVE ACTION PLAN

City of Providence

II. OBJECTIVES

The primary objectives of this Affirmative Action Plan are:

- (1) To achieve and maintain a truly equal employment opportunity for the citizens of Providence.
- (2) To eliminate and prevent bias or discrimination in municipal employment practices based on race, religion, color, sex, age, national origin, marital status, handicap or veteran status.

Implementation of these objectives will further assist the City of Providence in achieving the goal of a workforce which reflects an equitable distribution of minorities and women at all levels of employment throughout the municipal government. This Affirmative Action Plan will govern all City departments except the Police and Fire Departments. Separate Affirmative Action plans are being updated for these departments.

III. AFFIRMATIVE ACTION PROGRAM GOALS

A major goal of the City of Providence Affirmative Action Plan is to recruit, employ, train and promote minorities and women in each major job category at all job levels—to reflect the minority and female population in the City of Providence. Goal setting is neither intended for, nor used to discriminate against any employee or job applicant because of race, color, religion, national origin, age, handicap, veteran or marital status.

The City's long-range goal is for its overall municipal workforce to fairly mirror and represent the minority population within the City. The City's short-term goals are to improve its capacity to recruit, hire, train and promote minorities and women. The steps set forth in this plan will greatly strengthen the effectiveness of the City commitments to equal employment opportunity by allowing better personnel management. Each year, the City of Providence will evaluate areas where additional efforts will be required to ensure the implementation of steps outlined in this plan.

IV. LEGAL BASIS

The legal basis for the City's equal employment opportunity program can be found in Federal, State and local laws. (Applicable laws are set forth in Appendix # A.)

V. AFFIRMATIVE ACTION OFFICER

A. GENERAL NATURE OF WORK:

The Affirmative Action Officer shall be responsible for directing the City's Equal Employment Opportunity and Affirmative Action Programs. Essentially, the work of the Affirmative Action Officer shall involve the implementation of the Affirmative Action Plan. The AAO will serve as staff to the Mayor's Affirmative Action Committee and will work under the general supervision of the Personnel Director.

B. SPECIFIC NATURE OF WORK:

The Affirmative Action Officer shall:

1. Develop and implement the Affirmative Action Plan in order to eliminate discriminatory practices and to ensure equal employment opportunity in all municipal departments, including Police and Fire.
2. Review and assist in the development of workforce analysis in order to determine the employment status of minority and women employees.
3. Periodically review, evaluate and recommend to the Personnel Director the necessary revision of job specifications and to ensure the validity of job requirements and the removal of artificial barriers to employment.
4. Prescribe the requirements which departments are to follow, and guidelines for use by same, in establishing and implementing their program to promote equal employment opportunity.

5. Randomly review qualification of applicants to ensure that minorities and women are given equal employment opportunity.
6. Serve as a liaison between the city and federal regulatory agencies, minority and women's groups and other organizations concerned with the employment and advancement of minorities women and handicapped individuals.
7. Assist in the development of effective recruitment practices to attract minorities, women, the handicapped and veterans.
8. Assist in identifying problem areas which may be blocking the achievement of specified EEO goals and objectives.
9. Design and implement an audit and reporting system that:
 - Measures the effectiveness of the
 - City's AA/EEO programs; and determines
 - the degree to which the City's goals
 - and objectives have been achieved.
10. Assist with the design and monitoring of training programs.
11. Keep the administration informed of significant Policy and Regulation changes in the area of Equal Employment opportunity. Share significant EEO changes with Department Directors and Supervisors through written communications and workshops.
12. Prepare the City's annual EEO-4 report, amended EEO-4 report and other reports as requested on Affirmative Action goals and utilization.
13. Perform other related duties as assigned.

C. QUALIFICATIONS:

An accredited bachelor's degree with major course work in public administration or the social sciences, and one to three years experience in Personnel or employment counseling or any equivalent combination of training and experience which provides the following knowledge, abilities and skills:

1. Thorough knowledge of current legislation on equal opportunity employment practices.
2. Knowledge of the techniques of Personnel Management and of the local labor market.
3. Ability to continuously assess compliance with Affirmative Action objectives and to recommend corrective action as required.
4. Ability to establish and maintain effective working relationships with department heads, employees and potential employees.

VI. RESPONSIBILITY FOR ADMINISTRATION AND IMPLEMENTATION

The Mayor, in the implementation of this plan, will exercise personal leadership in establishing, maintaining, and carrying-out "Affirmative Action" efforts of the City. The Affirmative Action Officer of the City, in order to promote equal opportunity in every aspect of municipal employment, will assist the Mayor in carrying out the policies set forth in this Plan. The Affirmative Action Officer will be assigned responsibility and authority to direct the Affirmative Action Program. The Affirmative Action Officer will ensure that EEO/AAP policies and practices are designed to effectively achieve the goals of the program, will monitor the program and report regularly on its progress to the Mayor and the Affirmative Action Committee.

Every member of the City Management team will be required to assist in the implementation process of this plan. Specifically, all department directors will be assigned Equal Employment Opportunity responsibilities and will be held accountable for assisting the Affirmative Action Officer in the following:

- A. Identification of problem areas.
- B. Formulation of solutions.
- C. Establishment of mechanisms to reach departmental hiring goals for minorities and women.
- D. Reviewing qualifications of each employee to ensure that women and minorities are provided full opportunity for transfer, training, promotion and career counseling.
- E. Preventing any harassment of employees placed through Affirmative Action efforts.
- F. Submitting periodic reports on progress toward the accomplishment of departmental EEO/AAP goals.
- G. Assisting in development and implementation of training where appropriate.
- H. Ensuring that all employees are informed of the commitment of the City to Equal Employment Opportunity.

VII. THE AFFIRMATIVE ACTION COMMITTEE

A permanent Affirmative Action Committee was created by the Mayor on December 14, 1984, to serve as an oversight body and to make recommendations regarding the implementation of the Affirmative Action.

A. MEMBERSHIP

The Affirmative Action Committee shall consist of the following members:

Regular

- a) The Affirmative Action Officer for the City of Providence
- b) The Affirmative Action Officer for the Providence School Department
- c) The Executive Director of the Providence Human Relations Commission
- d) The City Solicitor
- e) The Director of Personnel for the City of Providence
- f) The Public Safety Commissioner for the City of Providence
- g) The Administrative Assistant to the City Council
- h) Three members of the public, two of whom shall be appointed by the Mayor and one of whom shall be appointed by the President of the City Council
- i) Representatives of three community organizations or agencies which are representatives of the protected class herein. The third representative will be appointed by the Mayor.

At least one-third of the public membership of the committee shall be minorities, one third shall be women and one third shall include representatives of the administrative, the bargaining units and the City Council.

B. OFFICERS

The Mayor shall designate the Chairperson who, in turn, shall choose the Secretary.

C. TERM OF OFFICE

The Personnel Director, the Public Safety Commissioner, the Administrative Assistant to the City Council, Affirmative Action Officer for the City of Providence, Affirmative Action Officer for the Providence School Department, the Executive Director of the Providence Human Relations Commission and the City Solicitor or designee, shall be permanent members of the Affirmative Action Committee. The members of the public and the representatives of the community or agencies shall serve renewable one-year terms.

D. MEETINGS

1. The Affirmative Action Committee shall meet at least monthly and at the call of the Chairperson. Announcements of subsequent meetings shall be printed in the Committee Minutes.
2. Meetings shall be open to members of the community. Placement of items on the Meeting Agenda shall be made through the Chairperson or the Secretary at least five working days in advance of the proposed meeting.

VIII. MONITORING

- A. The Affirmative Action Officer shall monitor, develop, evaluate and recommend innovations and corrective changes to the committee.
- B. The committee, through the Affirmative Action Officer, shall monitor the activities related to the Affirmative Action Plan and report to the Mayor during July of each year concerning compliance with the Plan. A copy of such report shall be furnished to the Affirmative Action Committee, department directors, commissioners and members of the City Council. The Affirmative Action Officer shall assist the committee in monitoring the implementation of the Plan by means of surveys and analysis which the committee shall review to determine compliance.
- C. The Affirmative Action Officer shall develop the Affirmative Action Guidelines and monitoring survey which shall be sent to each department director and to the committee chairperson.

IX. POLICY DISSEMINATION

The City of Providence will disseminate the Affirmative Action Plan both internally and externally so as to provide maximum awareness to the municipal family and the community. It is understood that this is a crucial factor in determining the eventual success of efforts to achieve the goals of the Affirmative Action Plan.

A. INTERNAL

1. The Affirmative Action Officer shall meet periodically with all department heads, supervisory personnel and all other employees to ensure that they are aware of the commitment of the city to provide equal employment opportunities.
2. The Affirmative Action Officer shall meet with department heads periodically and conduct EEO performance reviews as it compares to the Affirmative Action Plan. EEO progress will be reviewed and remedial action will be initiated as warranted.

3. The Affirmative Action Officer shall conduct an annual Affirmative Action workshop which all department heads be required to attend in order to discuss proposed annual amendments to this Plan.
4. A copy of the City's Affirmative Action Plan shall be made available for review to all applicants and hirees who request it.
5. Copies of the Plan shall be made available to all employees of the City of Providence.
6. All job related materials used by the City of Providence shall contain the following phrase:
"Equal Employment Opportunity"

B. EXTERNAL

1. The Affirmative Action Officer will inform organizations within the community, the membership of which includes significant numbers of minorities and women of the implementation of this Plan. Continuous contact with such organizations shall be maintained by the Personnel Department for assistance in minority/female applicants for future openings. All organizations contacted will be advised of the Affirmative Action policy commitment of the City to meeting minority/female hiring goals. Additional recruiting sources will be cultivated as part of an outreach program. The Affirmative Action Officer, during the year, will reaffirm the Affirmative Action Plan with recruiting sources, both verbally and in writing. The continuing desire to hire, promote, and retain minorities and women shall be emphasized and implemented.
2. The Purchasing Agent, in conjunction with the Affirmative Action Officer, will advise all contractors and vendors doing business with the City of Providence of the requirements of the Affirmative Action Plan and of the federal Minority Business Set Aside Enterprise Program.

3. The Affirmative Action Officer will post public notice in all city buildings advising the public of the Affirmative Action Plan. A telephone listing will be provided where inquiries may be directed.
4. The Affirmative Action Officer will distribute copies of the Mayor's Executive Order and the Affirmative Action Plan to all unions and employee associations with which the city negotiates. The Affirmative Action Officer and the Director of Personnel shall meet with the leadership of the labor organizations to ensure the widest possible employee cooperation and support.
5. The overall responsibility for the monitoring and integrating the Affirmative Action Plan shall rest with the Affirmative Action Officer, with the support of Department Directors. The final authority and responsibility shall rest with the Mayor and the City Council. The Affirmative Action Officer will attend all meetings that are directly concerned with Affirmative Action and Equal Employment and will advise the Mayor and the department directors on the Affirmative Action Plan and their obligations under the Civil Rights Act of 1964.
6. The Affirmative Action Officer and necessary support personnel shall be selected by the Mayor who shall solicit recommendations from the Affirmative Action Committee. The Affirmative Action Officer will be appointed on a full-time basis and will report directly to the City Director of Personnel. The Affirmative Action Officer will be charged with integrating and administering the Affirmative Action Plan as well as serving as a resource in the employment of minorities and women. The Affirmative Action Officer will compile relevant data on the availability and sources of qualified minority and women candidates. Such information will be made available to the Personnel Director and to the Mayor.

X. EMPLOYMENT POLICIES AND PRACTICES

A. AFFIRMATIVE ACTION COMMITTEE

The Affirmative Action Committee will oversee and give direction to the Affirmative Action Plan, recognizing that the ultimate success of the Affirmative Action Plan will depend on the positive, aggressive and good faith effort detailed in the Plan by department directors and other city officials.

B. RECRUITMENT AND SELECTION

The Mayor, with the assistance of the Affirmative Action Officer and the Personnel Department, in order to improve recruitment and increase the flow of minority and female applicants will consider the following activities:

1. Dissemination of information on job opportunities to the news media and agencies with large minority, female and disabled audiences, within the framework of any collective bargaining agreement.
2. Adherence to a policy of not restricting mid-level job openings to in-house promotions in instances where EEO deficiencies exist in particular job classifications, within the framework of any collective bargaining agreement.
3. Posting job openings and taking other actions to assure that all employees are knowledgeable of job openings for which they may apply.
4. Encouraging minorities and women to apply for openings which have been held traditionally by non-minorities and men.
5. Establishing and maintaining regular contact for recruitment purposes with minority and women groups.
6. Reviewing job specifications in order to remove all criteria which may be artificial and unnecessary and to assure that the qualifications required are the minimum needed for entrance into a given position, rather than desired standards attainable only after some experience in the position.

7. The City shall evaluate the total selection process to assure freedom from bias, and thus aid the attainment of goals and objectives.

C. UNION RECOGNITION

The City of Providence recognizes and acknowledges the agreements entered into by the Collective Bargaining Unions. The unions and the City of Providence affirm the joint opposition to any discriminatory practices in connection with employment, promotion, or training of its employees.

No employee covered by the collective bargaining agreement shall be discharged, laid off, demoted, suspended, transferred or affected in any way because of political beliefs or activities.

XI. SEXUAL HARASSMENT

The City of Providence reaffirms its commitment to maintaining a favorable environment for all employees and citizens that is free from harassment. Therefore, the City endorses the following policy:

It is prohibited for any employee, male or female, to sexually harass another employee by making sexual advances or requests for sexual favors or other verbal or physical conduct of a sexual nature, or making submission to or rejection of such conduct the basis for employment decisions affecting the employee, or creating an intimidating hostile or offensive working environment by such conduct. Sexual harassment can consist of any repeated, unwanted conduct or communication of a sexual nature which adversely affects an employee's working environment or employment. Additionally, it may include, but is not limited to, verbal harassment or abuse subtle pressures, brushing the body, unnecessary patting, pinching or demanding sexual favors which may or may not be accompanied by implied or overt threats concerning an employee's employment status and may involve intimidation by a person of either sex against a person of the same or opposite sex. Racial and ethnic epithets, slurs or jokes directed at, or made in the presence of minority and women employees, will not be tolerated as a condition of employment.

XII. COMPLAINT PROCEDURE

The Affirmative Action Officer is charged with the responsibility of accepting and investigating allegations of discrimination from employees and applicants for employment that are based on race, sex, age, national origin, religion, color, handicap or sexual harassment.

- A. All allegations and/or complaints shall be initially received and investigated by the Affirmative Action Officer. All complaints must be in writing and describe the action which has caused the employee or applicant to believe that there has been discrimination. The Affirmative Action Officer, upon determination that there is reasonable cause to believe that the discrimination has occurred, will attempt to resolve the complaints internally if possible.
- B. The Department Director concerned will be notified of the alleged discrimination and, within ten days of receipt, shall act upon the charge unless the Department Director is alleged to have committed a prohibited act, whereby the Personnel Director shall consider further appropriate action.
- C. The Affirmative Action Officer and the Personnel Director, upon completion of the investigation, shall make a determination of the findings and make recommendations for corrective action to the appropriate parties.
- D. Should the complaint not be resolved by the Affirmative Action Officer and the Personnel Director, the Mayor shall be advised and the parties will be advised of other enforcement agencies.
- E. All complaints filed under this section shall remain confidential except to the extent necessary to conduct a review of the findings.
- F. The Personnel Director shall recommend discipline where appropriate under this section in accordance with the Personnel Policies and Procedures of the City of Providence.

XIII INTERNAL AUDIT AND REPORTING SYSTEMS**A. GENERAL REPORTS**

1. The Affirmative Action Officer, in conjunction with department directors, shall be responsible for developing formal documents and other mechanisms for auditing and implementing this plan. Each department director will forward a monthly report to the Affirmative Action Officer which shows the number of people in his/her department on the last day of the month by job groupings, race, sex, etc.
2. An audit report will be furnished to the Mayor, Personnel Director and City's Affirmative Action Committee every month. Such audit reports will be designed to:
 - a) Measure goal attainment
 - b) Indicate areas where remedial action is needed.
 - c) Indicate impediments to effective implementation of Affirmative Action Plan.

B. STATISTICAL REPORTS

The following statistical reports will be prepared by the Affirmative Action Officer to provide continued visibility of the performance of the Affirmative Action Plan.

EEC-4 REPORT -

Provides the basis for the Employers Information Report, which is filed annually with the Equal Employment Opportunity Commission and the Joint Reporting Committee.

HUD AMENDED EEC-4 REPORT:

Provides employer information regarding departments funded with UDAG FUNDS, which is filed annually with the Department of Housing and Urban Development.

MINORITY FEMALE UTILIZATION:

This report identifies the number of minority and female individuals hired, terminated or rejected for the month.

TRANSFERS/PROMOTIONS:

This report will contain and/or identify minority and females who were transferred/promoted during the month. Job Classification, previous departments and present departments, date of changes and rate of pay will be noted.

XIV. PERSONNEL POLICIES:

The Personnel Policies of the City of Providence will be modified to accommodate the specific tenets of this Affirmative Action Plan as necessitated by any portions of those policies inconsistent with the implementation of this Plan.

City of Providence

Joseph R. Paolino, Jr.
Mayor

ATTEST:

City Clerk

LEGAL BASES

- A. Fourth Amendment to the U. S. Constitution provides equal protection of the law to all citizens.
- B. The Equal Pay Act of 1963 requires all employers subject to the Fair Labor Standards Act to provide equal pay for men and women performing similar work.
- C. Title VII of the Civil Rights Act of 1964 (as amended by the Equal Employment Act of 1972). Title VII prohibits discrimination because of race, color, religion, sex or national origin in any term, condition or privilege of employment.
- D. Executive Order 11246 (as amended by Executive Order 11375). This order, issued by the President in 1965, requires that all federal contractors, sub-contractors or federally assisted construction contracts over \$50,000 and fifty or more employees develop and implement written Affirmative Action Plans.
- E. The Age Discrimination Act of 1967 (as amended in 1978) prohibits employers of twenty-five or more persons from discriminating against persons 40-70 years of age in any area of employment because of age.
- F. The Rehabilitation Act of 1973 establishes federal policy to eliminate discrimination against any qualified employee or applicant because of physical or mental handicap. The policy includes all employment practices such as hiring, advertising, lay-off or termination, rates of pay or other forms of compensation and training.
- G. Vietnam Era Veterans Readjustment Assistance Act of 1974 requires contractors or subcontractors to take Affirmative Action to employ and advance disabled veterans and veterans of the Vietnam Era.

- H. Section 703 of Title VII of the Civil Rights Act of 1964 prohibits sexual harrassment and discrimination.
- I. Home Rule Charter of the City of Providence, Rhode Island (Section 906) calls for the appointment of an Affirmative Action Office and Officer by the Mayor to ensure equal employment opportunities.
- J. Executive Order Number 16 dated December 14, 1984 creates the Affirmative Action Committee pursuant to Section 302 (H) of the Providence Home Rule Charter.
- K. City of Providence Ordinance Number 481 approved on September 24, 1963, creates the Providence Human Relations Commission and enforces the antidiscrimination ordinance.
- L. Rhode Island Fair Employment Practices Act (28-5-1) prohibits job bias and is enforced by the Rhode Island Commission for Human Rights.

Appendix B

WORKFORCE PROFILE

The purpose of this Schedule is to provide a thorough understanding of the municipal workforce by enumerating and examining its personnel composition. The occupational distribution of all employees, their employment on a permanent or other than full-time basis, and the representation of females and minorities will be areas of principle focus. Of primary concern will be the relationship between this workforce and the surrounding labor market and population area.

In terms of developing an affirmative action program, it has been necessary to devise a workforce profile which would identify the existing minority and female composition of the City's municipal workforce.

It is, therefore, a principle aim of this analysis to arrive at a full understanding of the City workforce profile, with special emphasis on its minority and sex breakdown. This can help in the identification of possible areas of "under-utilization" and "concentration" of minorities and female in the workforce resulting for various reasons. The U. S. Civil Service Commission defines under-utilization as:

"...having fewer minorities and females in a particular job classification than would reasonably be expected by their availability."

Where it can be revealed statistically that either under-utilization or concentration have occurred to a significant degree, there is a possibility that some aspects of the employment system are or have in the past operated to the disadvantage of full participation of females and minorities. With a detailed understanding of the makeup of the current workforce, the City can identify areas of concern and the procedures necessary to ensure the ongoing full and equal participation by all citizens in the benefits of public employment.

The primary source for workforce data in the City of Providence is a series of statistical reports filed annually with the Equal Employment Opportunity Commission (EEOC) called the EEO-4 Reports. In accordance with EEOC regulations, these reports provide information by major city programs, job categories, salary levels, types of employment, sex and ethnic groups. The most recent EEO-4 report covers the City's workforce as of June 30, 1986 and represents the primary data source for this utilization analysis.

Data outlining the Providence area labor force is based primarily on a series of statistical reports provided by the Division of Employment Security (DES). Additional information concerning Providence's labor force and statistics were provided by the 1980 U. S. Census.

Job Categories:

The City's workforce has been divided into eight standard job categories, as defined by the Equal Employment Opportunity Commission:

Official/Administrators	Para-professionals
Professionals	Office/Clerical
Technicians	Skilled Craft
Protective Service	Service/Maintenance

For record keeping purposes, the duties of all employees of the City fall into one or another of these categories regardless of the job title they may bear within their given department. The rules governing assignment of a given job to a particular category are set forth in EEO-4 Report regulations.

Service Functions:

Service functions are organizational groupings of City Department's according to the broad definition of the duties or services which each performs. The function concept originates with the EEO-4 Report and is extremely useful for statistically handling large numbers of people who engage in similar tasks. In this report, its value is akin to that of the job category, which likewise groups workers by task instead of by numerous dissimilar job titles. The use of functions allows comparisons and merges numerous small departments into similar groupings for analysis. In a few cases, individual departments will make up an entire function.

Appendix C

PROVIDENCE AREA LABOR FORCE AND WORKFORCE ANALYSIS

The City of Providence, according to the 1980 census, had a population of approximately 156,804 persons. Minority residents represented 18.8% of that total and white residents represented 81.2%. The minority group population consisted of 11.8% Black, 5.8% Hispanics and 1.2% Indo-Chinese or other. There have been recent increases in the minority population since the 1980 census. Males represented 56.5% of the Providence labor force and females represented 43.5%, according to the Department of Employment Security.

The labor pool of the City of Providence, as of August 1987, consisted of 76,714 persons, 73,629 of whom were employed. The current unemployment rate in Providence is approximately 4.0%, according to Department for Employment Security.

Comparison of the city workforce with the surrounding population from which it is drawn leads to the conclusion that women and minorities are not represented in the workforce in proportion to the population make up.

The city's workforce for fiscal year 1986 consisted of 2,086 permanent and part-time employees.

The permanent, full-time municipal workforce numbered 1,826 consisting of 1,453 (79.6%) being male, 285 (15.6% being female and 113 (6.4%) being minority group members. There were also 260 workers other than full-time employees of whom 176 (67.7%) were males, 84 (32.3%) were females and 43 (16.5%) were minorities.

The City of Providence, during fiscal year 1986, hired 91 permanent, full-time employees, of whom 14 or 15% were minority and 29 or 32% were women. The City, during fiscal year 1987, has increased the number of minority employees hired from 14 or 15% in 1986 to 23 or 20.5%.

Despite the recent minority hiring, the increase in the overall proportion of minorities in the workforce was less than 2.0%. A similar situation exists regarding women employees who were hired at a rate of 25.9% in fiscal year 1987.

During the past two (2) years, the City of Providence undertook a variety of activities to address equal employment opportunity in the Public Safety Departments. As a result of these activities, 33.3% of all new hires in these departments were members of minority groups, .09% were women.

A total Of 104 new employees were hired during fiscal year 1987. The rate of minority and female hiring over the last fiscal year has been greater than the current proportion of these groups in the City's workforce. Despite the fairly positive rate of minority hiring, the City of Providence continues to experience problems in reaching a minority hiring goal which fairly mirrors the minority population. Where applicable, the City's recruitment and hiring efforts will be directed at correcting the conspicuous imbalance of minority and women employees throughout City Services. Currently, 7.3% of the City's reportable workforce consists of minority group members. The average percentages of minorities and women will not change rapidly due to the large proportion of the current workforce hired in previous years.

A. Summary of General Population and Labor Force Data:
(1980 U.S. Census Data)*

1. The City of Providence, which is the service area for Providence City government, has a population exceeding 156,804 persons. Minorities represented 18.8% of that figure. Of this number, approximately:

11.8% were Black
5.8% were Hispanic
0.8% were Native Americans
1.2% Indo-Chinese or other

2. According to the 1980 U.S. Census, the percentage of males and females in the Providence Labor force were as follows:

56.5% were Males
43.5% were Women

3. The City of Providence has a current unemployment rate of 4.0%. Unemployment information is not available for specific ethnic groups.

B. Handicapped Population:

1. According to the U.S. Government Committee on the Handicapped, there are approximately 33,637 handicapped persons in Providence's population. Of this number, approximately:

46% are Males
54% are Women

Note: The federal government does not require hiring goals for handicapped.

2. City Government Workforce Profile as of June 30, 1987:

1. According to the 1987 EEO-4 Report, 1818 reportable full-time employees were employed by the City of Providence. Of this number, approximately:

16.3% were females
7.3% were Minorities
77.9% were White Males

2. The following departments, employees, boards and commissions were exempt from the EEO-4 Report:

- a) Providence School Department
- b) Department Directors
- c) Mayor's Office- His immediate secretaries, administrative, legislative, or other immediate or first line aides.
- d) City Council Staff
- e) Providence Housing Authority
- f) Providence Civic Center
- g) Members of Appointed Boards and Commission
- h) Mayor's legal advisors

* The OFFCP requires that 1980 U.S. Census data be used for all new and updated AAP's with effective dates of 9-1-83 or later.

WORKFORCE ANALYSIS
(EEO-4 Information)

The City's Workforce by salary, race and gender as of June 30, 1987, is shown on the following pages.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)
 EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS
 (Read attached instructions prior to completing this form)

APPROVED BY
 OMB
 3048-0008
 EXPIRES
 5/31/88

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1987 - PROVIDENCE CITY
 PROVIDENCE CITY
 DIR AFFIRMATIVE ACTION
 25 DORRANCE STREET
 PROVIDENCE, RHODE ISLAND 02903

MAIL COMPLETED
 FORM TO:
 STATE - LOCAL
 AFFIRMATIVE
 ACTION
 PROGRAM
 FEDERAL
 GOVERNMENT
 WASHINGTON, D.C.
 20541

A. TYPE OF GOVERNMENT (Check one box only)

1. State 2. County 3. City 4. Township 5. Special district
 6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)				EEOC USE ONLY
2. Address—Number and Street				
CITY/TOWN	COUNTY	STATE/ZIP		A
				B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)		8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.
	<input checked="" type="checkbox"/>	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.
2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.		10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.
3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)		11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities
4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.		12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.
5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)		13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.
6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.		14. EMPLOYMENT SECURITY
7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.		15. OTHER (Specify on Page Four)

D. EMPLOYMENT DATA AS OF JUNE 30
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9											
	6. 25.0-32.9	3	3									
	7. 33.0-42.9	3	1	1					1			
	8. 43.0 PLUS											
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 16.0-19.9											
	13. 20.0-24.9											
	14. 25.0-32.9	3	3									
	15. 33.0-42.9											
	16. 43.0 PLUS											
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9											
	20. 16.0-19.9	5	4	1								
	21. 20.0-24.9	22	19	3								
	22. 25.0-32.9	3	3									
	23. 33.0-42.9											
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9											
	29. 20.0-24.9											
	30. 25.0-32.9											
	31. 33.0-42.9											
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9											
	36. 16.0-19.9											
	37. 20.0-24.9											
	38. 25.0-32.9											
	39. 33.0-42.9											
	40. 43.0 PLUS											
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9	4						4				
	44. 16.0-19.9	7						7				
	45. 20.0-24.9	1						1				
	46. 25.0-32.9											
	47. 33.0-42.9											
	48. 43.0 PLUS											

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

*** INCLUDE LIST OF AGENCIES IN THIS FUNCTION ***

Housing - Inspections and Standards

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM

Lorine Bibbs

TITLE

Affirmative Action Officer

ADDRESS (Number and Street, City, State, Zip Code)

City Hall
25 Dorrance Street
Providence, Rhode Island 02903

TELEPHONE NUMBER
AREA CODE

401-421-7740

DATE

5-3-88

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL

Lorine Bibbs, Affirmative Action Off.

SIGNATURE

Lorine Bibbs

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)

EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS
 (Read attached instructions prior to completing this form)

APPROVED BY
 OMB
 3048-0008
 EXPIRES
 5/31/88

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

1987 PROVIDENCE CITY
 PROVIDENCE CITY
 DIR AFFIRMATIVE ACTION
 25 DORRANCE STREET
 PROVIDENCE, RHODE ISLAND 02903

MAIL COMPLETED
 FORM TO:
 STATE-LOCAL
 RELATIONS
 COMMISSION
 1000 ...
 ...
 ...

A. TYPE OF GOVERNMENT (Check one box only)

1. State 2. County 3. City 4. Township 5. Special district
 6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)				EEOC USE ONLY A B
2. Address—Number and Street	CITY/TOWN	COUNTY	STATE/ZIP	

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

X	1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and	8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.
	X GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.
	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.
	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)	11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities
	4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.
	5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.
	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.	14. EMPLOYMENT SECURITY
	7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.	15. OTHER (Specify on Page Four)

D. EMPLOYMENT DATA AS OF JUNE 30
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9	3	3									
	6. 25.0-32.9	6	2	2				1	1			
	7. 33.0-42.9	4	3					1				
	8. 43.0 PLUS											
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 18.0-19.9	8	2	1				4	1			
	13. 20.0-24.9	15	10					5				
	14. 25.0-32.9	9	7					2				
	15. 33.0-42.9	2	2									
16. 43.0 PLUS												
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9											
	20. 16.0-19.9											
	21. 20.0-24.9											
	22. 25.0-32.9	8	6					2				
	23. 33.0-42.9											
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9											
	29. 20.0-24.9											
	30. 25.0-32.9											
	31. 33.0-42.9											
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9											
	36. 18.0-19.9	1						1				
	37. 20.0-24.9	6	4	1					1			
	38. 25.0-32.9											
	39. 33.0-42.9											
40. 43.0 PLUS												
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9	12						11		1		
	44. 16.0-19.9	56	3					47	5		1	
	45. 20.0-24.9	21	5					15	1			
	46. 25.0-32.9	3	1					2				
	47. 33.0-42.9											
	48. 43.0 PLUS											

D. EMPLOYMENT DATA AS OF JUNE 30 (Cont.)
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
SKILLED CRAFT	49. \$ 0.1-7.9											
	50. 8.0-11.9											
	51. 12.0-15.9											
	52. 16.0-19.9	1	1									
	53. 20.0-24.9											
	54. 25.0-32.9											
	55. 33.0-42.9											
	56. 43.0 PLUS											
SERVICE/ MAINTENANCE	57. 0.1-7.9											
	58. 8.0-11.9											
	59. 12.0-15.9											
	60. 16.0-19.9											
	61. 20.0-24.9											
	62. 25.0-32.9											
	63. 33.0-42.9											
	64. 43.0 PLUS											
65. TOTAL FULL TIME (LINES 1-64)		155	49	4				91	9	1	1	

2. OTHER THAN FULL-TIME EMPLOYEES (Include temporary employees)

66. OFFICIALS/ADMIN.	4	4										
67. PROFESSIONALS	3	3										
68. TECHNICIANS												
69. PROTECTIVE SERV.												
70. PARA-PROFESSIONAL	1		1									
71. ADMIN. SUPPORT	2							2				
72. SKILLED CRAFT												
73. SERV./MAINT.												
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)		10	7	1				2				

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

.1 02 OF 10

***** INCLUDE LIST OF AGENCIES IN THIS FUNCTION *****

#1 GENERAL CONTROLS/ FINANCIAL ADMINISTRATION

CITY CLERK
CITY SARGEANT
LAW DEPARTMENT
MUNICIPAL COURT
ARCHIVES AND HISTORY
PROBATE COURT
FINANCE
CONTROLLERS
ASSESSOR'S
PERSONNEL
RETIREMENT
DATA PROCESSING
TREASURY
COMMISSION FOR PUBLIC SAFETY
PROVIDENCE HUMAN RELATIONS COMMISSION
BOARD OF CANVASSER
LICENSE
RECORDER OF DEEDS
PROVIDENCE EMERGENCY MANAGEMENT
VITAL STATISTICS
COLLECTOR'S

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM		TITLE
LORINE BIBBS		AFFIRMATIVE ACTION OFFICER
ADDRESS (Number and Street, City, State, Zip Code)		TELEPHONE NUMBER AREA CODE
25 DORRANCE STREET PROVIDENCE, RHODE ISLAND 02903		401-421-7740
DATE	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL	SIGNATURE
5-3-88	Lorine Bibbs, Affirm. Action Officer	<i>Lorine Bibbs</i>

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)
 EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS
 (Read attached instructions prior to completing this form)

APPROVED BY
 OMB
 3046-0008
 EXPIRES
 5/31/88

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

1987 - PROVIDENCE CITY
 PROVIDENCE CITY
 DIR AFFIRMATIVE ACTION
 25 DORRANCE STREET
 PROVIDENCE, RHODE ISLAND 02903

MAIL COMPLETED
 FORM TO:
 STATE-LOCAL
 EMPLOYMENT
 COMMISSION
 P.O. BOX 15
 WASHINGTON, D.C.
 20540

A. TYPE OF GOVERNMENT (Check one box only)

1. State 2. County 3. City 4. Township 5. Special district
 6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)				EEOC USE ONLY
2. Address—Number and Street				
CITY/TOWN	COUNTY	STATE/ZIP		A
				B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

<input type="checkbox"/>	1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)	<input type="checkbox"/>	8. HEALTH. Provision of public health services, patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.
<input checked="" type="checkbox"/>	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.	<input type="checkbox"/>	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.
<input type="checkbox"/>	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)	<input type="checkbox"/>	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.
<input type="checkbox"/>	4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coronor's office, etc., including technical and clerical employees engaged in police activities.	<input type="checkbox"/>	11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities
<input type="checkbox"/>	5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)	<input type="checkbox"/>	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.
<input type="checkbox"/>	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.	<input type="checkbox"/>	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.
<input type="checkbox"/>	7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.	<input type="checkbox"/>	14. EMPLOYMENT SECURITY
		<input type="checkbox"/>	15. OTHER (Specify on Page Four)

D. EMPLOYMENT DATA AS OF JUNE 30
 (Do not include elected/appointed officials. Blanks will be counted as zero)

.1 03 OF 10

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9											
	6. 25.0-32.9											
	7. 33.0-42.9	3	3									
	8. 43.0 PLUS	1	1									
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 16.0-19.9	1						1				
	13. 20.0-24.9	14	10	1	1			2				
	14. 25.0-32.9	3	3									
	15. 33.0-42.9											
16. 43.0 PLUS												
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9											
	20. 16.0-19.9											
	21. 20.0-24.9	3	3									
	22. 25.0-32.9	1	1									
	23. 33.0-42.9											
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9											
	29. 20.0-24.9											
	30. 25.0-32.9											
	31. 33.0-42.9											
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9											
	36. 16.0-19.9											
	37. 20.0-24.9	1						1				
	38. 25.0-32.9	1	1									
	39. 33.0-42.9	2	1					1				
	40. 43.0 PLUS											
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9											
	44. 16.0-19.9	5						5				
	45. 20.0-24.9	1						1				
	46. 25.0-32.9											
	47. 33.0-42.9											
	48. 43.0 PLUS											

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

.1 03 OF 10

*** INCLUDE LIST OF AGENCIES IN THIS FUNCTION ***

#2 STREETS AND HIGHWAYS

PUBLIC WORKS (ADMIN)
ENGINEERING, HIGHWAY
BRIDGE MAINTENANCE
WASTE COLLECTION
CLEANING, Garage
MAINTENANCE AND EQUIPMENT
TRAFFIC ENGINEERING

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM

LORINE BIBBS

TITLE

AFFIRMATIVE ACTION OFFICER

ADDRESS (Number and Street, City, State, Zip Code)

25 DORRANCE STREET
PROVIDENCE, RHODE ISLAND 02907

TELEPHONE NUMBER
AREA CODE

401-421-7740

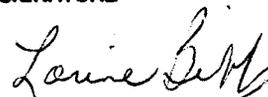
DATE

5-3-88

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL

LORINE BIBBS, AFFIRMATIVE ACTION OFFICER

SIGNATURE



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)

EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS
(Read attached instructions prior to completing this form)

APPROVED BY
OMB
3048-0008
EXPIRES
5/31/88

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

1987- PROVIDENCE CITY
PROVIDENCE CITY
DIR AFFIRMATIVE ACTION
25 DORRANCE STREET
PROVIDENCE, RHODE ISLAND 02903

MAIL COMPLETED
FORM TO:
STATE-LOCAL
GOVERNMENTS
COMMUNITY
RELATIONS
DIVISION
WASHINGTON, D.C.
20541

A. TYPE OF GOVERNMENT (Check one box only)

- 1. State
- 2. County
- 3. City
- 4. Township
- 5. Special district
- 6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)				EEOC USE ONLY A
2. Address—Number and Street	CITY/TOWN	COUNTY	STATE/ZIP	
				B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

<p>1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and</p> <p>GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)</p>	<p>8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.</p>
<p>2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.</p>	<p>9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.</p>
<p>3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)</p>	<p>10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.</p>
<p>4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.</p>	<p>11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities</p>
<p>X X 5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)</p>	<p>12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.</p>
<p>6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and</p> <p>PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.</p>	<p>13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.</p>
<p>7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.</p>	<p>14. EMPLOYMENT SECURITY</p>
	<p>15. OTHER (Specify on Page Four)</p>

D. EMPLOYMENT DATA AS OF JUNE 30 .1 04 OF 10
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9											
	6. 25.0-32.9											
	7. 33.0-42.9	17	17									
	8. 43.0 PLUS	3	3									
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 16.0-19.9											
	13. 20.0-24.9											
	14. 25.0-32.9	117	116	1								
	15. 33.0-42.9											
16. 43.0 PLUS												
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9											
	20. 16.0-19.9											
	21. 20.0-24.9	22	22									
	22. 25.0-32.9	9	9									
	23. 33.0-42.9	1	1									
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9											
	29. 20.0-24.9	284	281	3								
	30. 25.0-32.9											
	31. 33.0-42.9											
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9											
	36. 16.0-19.9											
	37. 20.0-24.9											
	38. 25.0-32.9											
	39. 33.0-42.9											
	40. 43.0 PLUS											
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9											
	44. 16.0-19.9	7						7				
	45. 20.0-24.9											
	46. 25.0-32.9	12	12									
	47. 33.0-42.9											
	48. 43.0 PLUS											

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

.1 04 OF 10

*** INCLUDE LIST OF AGENCIES IN THIS FUNCTION ***

#5 FIRE PROTECTION
COMMUNICATION

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM

LORINE BIBBS

TITLE

AFFIRMATIVE ACTION OFFICER

ADDRESS (Number and Street, City, State, Zip Code)

25 DORRANCE STREET
PROVIDENCE, RHODE ISLAND 02903

TELEPHONE NUMBER

AREA CODE

401-421-7740

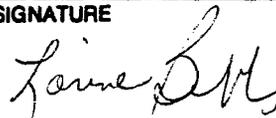
DATE

5-3-88

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL

LORINE BIBBS, AFFIRMATIVE ACTION OFFICER

SIGNATURE



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)

EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS
 (Read attached instructions prior to completing this form)

APPROVED BY
 OMB
 3048-0008
 EXPIRES
 5/31/88

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

1987 - PROVIDENCE CITY
 PROVIDENCE CITY
 DIR AFFIRMATIVE ACTION
 25 DORRANCE STREET
 PROVIDENCE, RHODE ISLAND 02903

MAIL COMPLETED
 FORM TO:
 STATE-LOCAL
 COOPERATION
 COMMITTEE
 P.O. BOX 100
 BOSTON, MASS.
 02111
 PHONE:
 617-552-7111

A. TYPE OF GOVERNMENT (Check one box only)

1. State 2. County 3. City 4. Township 5. Special district
6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)

EEOC
 USE
 ONLY

2. Address—Number and Street

CITY/TOWN

COUNTY

STATE/ZIP

A

B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and

GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)

8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.

9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.

2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.

10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.

3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)

11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities

4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.

12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.

5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)

13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.

X 6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and

14. EMPLOYMENT SECURITY

X PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.

15. OTHER (Specify on Page Four)

7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.

D. EMPLOYMENT DATA AS OF JUNE 30
 (Do not include elected/appointed officials. Blanks will be counted as zero)

.1 05 OF 10

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9	1	1									
	6. 25.0-32.9	4	3					1				
	7. 33.0-42.9	1		1								
	8. 43.0 PLUS											
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 16.0-19.9	4	2						2			
	13. 20.0-24.9	5	1					3	1			
	14. 25.0-32.9	5	3					2				
	15. 33.0-42.9	2	2									
	16. 43.0 PLUS											
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9	1	1									
	20. 16.0-19.9	1	1									
	21. 20.0-24.9											
	22. 25.0-32.9											
	23. 33.0-42.9											
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9	5	3	1				1				
	29. 20.0-24.9											
	30. 25.0-32.9											
	31. 33.0-42.9											
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9	2	1					1				
	36. 16.0-19.9	17	7					10				
	37. 20.0-24.9											
	38. 25.0-32.9	1	1									
	39. 33.0-42.9											
	40. 43.0 PLUS											
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9	1						1				
	44. 16.0-19.9	13						12	1			
	45. 20.0-24.9	3						3				
	46. 25.0-32.9											
	47. 33.0-42.9											
	48. 43.0 PLUS											

D. EMPLOYMENT DATA AS OF JUNE 30 (Cont.)
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
SKILLED CRAFT	49. \$ 0.1-7.9											
	50. 8.0-11.9											
	51. 12.0-15.9	1	1									
	52. 16.0-19.9	54	47	6				1				
	53. 20.0-24.9	11	11									
	54. 25.0-32.9	5	5									
	55. 33.0-42.9											
56. 43.0 PLUS												
SERVICE/ MAINTENANCE	57. 0.1-7.9											
	58. 8.0-11.9											
	59. 12.0-15.9											
	60. 16.0-19.9	44	38	5	1							
	61. 20.0-24.9	12	12									
	62. 25.0-32.9	1	1									
	63. 33.0-42.9											
64. 43.0 PLUS												
65. TOTAL FULL TIME (LINES 1-64)		194	141	13	1			35	4			
2. OTHER THAN FULL-TIME EMPLOYEES (Include temporary employees)												
66. OFFICIALS/ADMIN.												
67. PROFESSIONALS	43	19	15					6	3			
68. TECHNICIANS	15	11	4									
69. PROTECTIVE SERV.	33	15	15	1	1				1			
70. PARA-PROFESSIONAL	69	25	17	1	1			14	11			
71. ADMIN. SUPPORT												
72. SKILLED CRAFT												
73. SERV./MAINT.	10	7	2						1			
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)	170	77	53	2	2			20	16			

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

.1 05 OF 10

***** INCLUDE LIST OF AGENCIES IN THIS FUNCTION *****

#6 PARKS AND RECREATION

Parks Department
Recreation
Purchasing/Public Property
No. Burial Grounds

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM

LORINE BIBBS

TITLE

AFFIRMATIVE ACTION OFFICER

ADDRESS (Number and Street, City, State, Zip Code)

25 DORRANCE STREET
PROVIDENCE, RHODE ISLAND 02903

TELEPHONE NUMBER

AREA CODE

401-421-7740

DATE

5-3-88

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL

Lorine Bibbs, Affirmative Action Officer

SIGNATURE

Lorine Bibbs

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)

EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS
 (Read attached instructions prior to completing this form)

APPROVED BY
 OMB
 3046-0008
 EXPIRES
 5/31/88

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

1987 - PROVIDENCE CITY
 PROVIDENCE CITY
 DIR AFFIRMATIVE ACTION
 25 DORRANCE STREET
 PROVIDENCE, RHODE ISLAND 02903

MAIL COMPLETED
 FORM TO:

A. TYPE OF GOVERNMENT (Check one box only)

1. State 2. County 3. City 4. Township 5. Special district
 6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)				EEOC USE ONLY
2. Address—Number and Street				
CITY/TOWN	COUNTY	STATE/ZIP		A
				B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)	8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.
	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.
2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.
3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)	11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities
X X 4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.
5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.
6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.	14. EMPLOYMENT SECURITY
7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.	15. OTHER (Specify on Page Four)

D. EMPLOYMENT DATA AS OF JUNE 30
 (Do not include elected/appointed officials. Blanks will be counted as zero)

.1 06 OF 10

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9											
	6. 25.0-32.9	78	74	2			2					
	7. 33.0-42.9	10	10									
	8. 43.0 PLUS	1	1									
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 16.0-19.9											
	13. 20.0-24.9											
	14. 25.0-32.9											
	15. 33.0-42.9											
	16. 43.0 PLUS											
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9	4					2	1	1			
	20. 16.0-19.9											
	21. 20.0-24.9											
	22. 25.0-32.9											
	23. 33.0-42.9											
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9	10					9	1				
	29. 20.0-24.9	306	257	22	7	4	1	13	2			
	30. 25.0-32.9											
	31. 33.0-42.9	1	1									
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9											
	36. 16.0-19.9											
	37. 20.0-24.9	3	3									
	38. 25.0-32.9											
	39. 33.0-42.9											
	40. 43.0 PLUS											
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9	1						1				
	44. 16.0-19.9	43	8	1		3		26	1	4		
	45. 20.0-24.9	12	9	2				1				
	46. 25.0-32.9											
	47. 33.0-42.9											
	48. 43.0 PLUS											

D. EMPLOYMENT DATA AS OF JUNE 30 (Cont.)
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
SKILLED CRAFT	49. \$ 0.1-7.9											
	50. 8.0-11.9											
	51. 12.0-15.9											
	52. 16.0-19.9	1	1									
	53. 20.0-24.9											
	54. 25.0-32.9											
	55. 33.0-42.9											
	56. 43.0 PLUS											
SERVICE/ MAINTENANCE	57. 0.1-7.9											
	58. 8.0-11.9											
	59. 12.0-15.9											
	60. 16.0-19.9	8	8									
	61. 20.0-24.9											
	62. 25.0-32.9											
	63. 33.0-42.9											
	64. 43.0 PLUS											
65. TOTAL FULL TIME (LINES 1-64)		477	371	27	7	7	1	54	5	4		

2. OTHER THAN FULL-TIME EMPLOYEES (include temporary employees)

66. OFFICIALS/ADMIN.												
67. PROFESSIONALS												
68. TECHNICIANS												
69. PROTECTIVE SERV.	49	29	9	5				4	2			
70. PARA-PROFESSIONAL												
71. ADMIN. SUPPORT												
72. SKILLED CRAFT												
73. SERV./MAINT.												
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)		49	29	9	5			4	2			

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

.1 06 OF 10

*** INCLUDE LIST OF AGENCIES IN THIS FUNCTION ***

4 POLICE PROTECTION

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM

LORINE BIBBS

TITLE

AFFIRMATIVE ACTION OFFICER

ADDRESS (Number and Street, City, State, Zip Code)

25 DORRANCE STREET
PROVIDENCE, RHODE ISLAND 02903

TELEPHONE NUMBER
AREA CODE

401-421-7740

DATE

5-3-88

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL

Lorine Bibbs, Affirmative Action Officer

SIGNATURE

Lorine Bibbs

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)

EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS

(Read attached instructions prior to completing this form)

APPROVED BY
OMB
3048-0008

EXPIRES
5/31/88

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

MAIL COMPLETED
FORM TO:

1987 - PROVIDENCE CITY
PROVIDENCE CITY
DIR AFFIRMATIVE ACTION
25 DORRANCE STREET
PROVIDENCE, RHODE ISLAND 02903

A. TYPE OF GOVERNMENT (Check one box only)

- 1. State
- 2. County
- 3. City
- 4. Township
- 5. Special district
- 6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)

EEOC
USE
ONLY

A

2. Address—Number and Street

CITY/TOWN

COUNTY

STATE/ZIP

B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and

GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and

8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.

9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.

2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.

10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.

3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)

11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities

4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.

X
X

12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.

5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)

13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.

6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and

14. EMPLOYMENT SECURITY

PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.

15. OTHER (Specify on Page Four)

7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.

D. EMPLOYMENT DATA AS OF JUNE 30 .1 07 OF 10
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9	1		1								
	6. 25.0-32.9	2	1	1								
	7. 33.0-42.9	4	4									
	8. 43.0 PLUS											
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 16.0-19.9											
	13. 20.0-24.9	1	1									
	14. 25.0-32.9	16	14					2				
	15. 33.0-42.9	2	2									
	16. 43.0 PLUS											
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9											
	20. 16.0-19.9	8	4					3				1
	21. 20.0-24.9	3	2					1				
	22. 25.0-32.9	10	10									
	23. 33.0-42.9											
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9	12	11	1								
	29. 20.0-24.9											
	30. 25.0-32.9											
	31. 33.0-42.9											
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9											
	36. 16.0-19.9											
	37. 20.0-24.9	5	5									
	38. 25.0-32.9											
	39. 33.0-42.9											
	40. 43.0 PLUS											
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9	3	1					1	1			
	44. 16.0-19.9	25	2					23				
	45. 20.0-24.9	3	3									
	46. 25.0-32.9											
	47. 33.0-42.9											
	48. 43.0 PLUS											

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

.1 07 OF 10

*** INCLUDE LIST OF AGENCIES IN THIS FUNCTION ***

#12 UTILITIES AND TRANSPORTATION

Water Supply Board
Port of Providence

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM		TITLE
Lorine Bibbs		Affirmative Action Officer
ADDRESS (Number and Street, City, State, Zip Code)		TELEPHONE NUMBER AREA CODE
25 Dorrance Street Providence, Rhode Island 02903		401-421-7740
DATE	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL	SIGNATURE
5-3-88	Lorine Bibbs, Affirmative Action Officer	<i>Lorine Bibbs</i>

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)
 EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS
 (Read attached instructions prior to completing this form)

APPROVED BY
 OMB
 3046-0008
 EXPIRES
 5/31/88

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

1987 - PROVIDENCE CITY
 PROVIDENCE CITY
 DIR AFFIRMATIVE ACTION
 25 DORRANCE STREET
 PROVIDENCE, RHODE ISLAND 02903

MAIL COMPLETED
 FORM TO:

A. TYPE OF GOVERNMENT (Check one box only)

1. State 2. County 3. City 4. Township 5. Special district
6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)

EEOC
 USE
 ONLY

A

B

2. Address—Number and Street

CITY/TOWN

COUNTY

STATE/ZIP

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and

GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)

8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.

9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.

2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.

10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.

3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)

11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities

4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.

12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.

5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)

X 13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.

6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and

14. EMPLOYMENT SECURITY

PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.

15. OTHER (Specify on Page Four)

7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.

D. EMPLOYMENT DATA AS OF JUNE 30 .1 08 OF 10
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK				WHITE	BLACK			
			B	C	D	E	F	G	H	I	J	K
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9											
	6. 25.0-32.9											
	7. 33.0-42.9											
	8. 43.0 PLUS											
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 16.0-19.9											
	13. 20.0-24.9											
	14. 25.0-32.9											
	15. 33.0-42.9											
	16. 43.0 PLUS											
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9											
	20. 16.0-19.9											
	21. 20.0-24.9											
	22. 25.0-32.9											
	23. 33.0-42.9											
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9											
	29. 20.0-24.9											
	30. 25.0-32.9											
	31. 33.0-42.9											
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9											
	36. 16.0-19.9											
	37. 20.0-24.9											
	38. 25.0-32.9											
	39. 33.0-42.9											
	40. 43.0 PLUS											
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9											
	44. 16.0-19.9											
	45. 20.0-24.9	1	1									
	46. 25.0-32.9											
	47. 33.0-42.9											
	48. 43.0 PLUS											

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

.1 08 OF 10

***** INCLUDE LIST OF AGENCIES IN THIS FUNCTION *****

#13 SEWER CONSTRUCTION AND REPAIR

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM

Lorine Bibbs

TITLE

Affirmative Action Officer

ADDRESS (Number and Street, City, State, Zip Code)

25 Dorrance Street
Providence, Rhode Island 02903

TELEPHONE NUMBER
AREA CODE

401-421-7740

DATE

5-3-88

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL

Lorine Bibbs, Affirmative Action Officer

SIGNATURE

Lorine Bibbs

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)
 EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS
 (Read attached instructions prior to completing this form)

APPROVED BY
 OMB
 3046-0008
 EXPIRES
 5/31/88

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

1987 - PROVIDENCE CITY
 PROVIDENCE CITY
 DIR AFFIRMATIVE ACTION
 25 DORRANCE STREET
 PROVIDENCE, RHODE ISLAND 02903

MAIL COMPLETED
 FORM TO:

A. TYPE OF GOVERNMENT (Check one box only)

1. State 2. County 3. City 4. Township 5. Special district
6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to item C)				EEOC USE ONLY
2. Address—Number and Street				
CITY/TOWN	COUNTY	STATE/ZIP		A
				B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and		8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.
GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)		9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.
2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.	X X	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.
3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)		11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities
4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.		12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.
5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)		13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.
6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and		14. EMPLOYMENT SECURITY
PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.		15. OTHER (Specify on Page Four)
7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.		

D. EMPLOYMENT DATA AS OF JUNE 30 .1 09 OF 10
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS 8-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9											
	6. 25.0-32.9											
	7. 33.0-42.9	7	5					2				
	8. 43.0 PLUS	2	2									
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 16.0-19.9	1						1				
	13. 20.0-24.9	4	4									
	14. 25.0-32.9	1	1									
	15. 33.0-42.9											
	16. 43.0 PLUS											
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9											
	20. 16.0-19.9											
	21. 20.0-24.9											
	22. 25.0-32.9											
	23. 33.0-42.9											
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9											
	29. 20.0-24.9											
	30. 25.0-32.9											
	31. 33.0-42.9											
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9											
	36. 16.0-19.9	3	2					1				
	37. 20.0-24.9	11	9					2				
	38. 25.0-32.9	27	23	2			1	1				
	39. 33.0-42.9	7	7									
	40. 43.0 PLUS											
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9	1						1				
	44. 16.0-19.9	10						10				
	45. 20.0-24.9	5						5				
	46. 25.0-32.9											
	47. 33.0-42.9											
	48. 43.0 PLUS											

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

.1 09 OF 10

*** INCLUDE LIST OF AGENCIES IN THIS FUNCTION ***

10 PLANNING AND DEVELOPMENT
(formerly Mayor's Office of Community Development,
Economic Development)

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM

Lorine Bibbs

TITLE

Affirmative Action Officer

ADDRESS (Number and Street, City, State, Zip Code)

25 Dorrance Street
Providence, Rhode Island 02903

TELEPHONE NUMBER
AREA CODE

401-421-7740

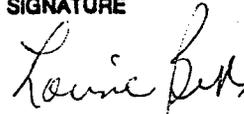
DATE

5-3-88

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL

Lorine Bibbs, Affirmative Action Officer

SIGNATURE



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)

EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS

(Read attached instructions prior to completing this form)

APPROVED BY
OMB

3046-0008

EXPIRES

5/31/88

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

1987 - PROVIDENCE CITY
PROVIDENCE CITY
DIR AFFIRMATIVE ACTION OFFICER
25 DORRANCE STREET
PROVIDENCE, RHODE ISLAND 02903

MAIL COMPLETED
FORM TO:

A. TYPE OF GOVERNMENT (Check one box only)

- 1. State
- 2. County
- 3. City
- 4. Township
- 5. Special district
- 6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)

EEOC
USE
ONLY

A

2. Address—Number and Street

CITY/TOWN

COUNTY

STATE/ZIP

B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s), please attach a list showing name and address of agencies whose data are not included.)

1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and

GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and other offices (judges, magistrates, bailiffs, etc.)

8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.

9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.

2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.

10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.

3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)

11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities

4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.

12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.

5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)

13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.

6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and

14. EMPLOYMENT SECURITY

PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.

15. OTHER (Specify on Page Four)

7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.

Providence/Cranston Job Trng.

D. EMPLOYMENT DATA AS OF JUNE 30
 (Do not include elected/appointed officials. Blanks will be counted as zero) .1 10 OF 10

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON-HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K
			WHITE B	BLACK C				WHITE G	BLACK H			
OFFICIALS/ ADMINISTRATORS	1. \$ 0.1-7.9											
	2. 8.0-11.9											
	3. 12.0-15.9											
	4. 16.0-19.9											
	5. 20.0-24.9											
	6. 25.0-32.9											
	7. 33.0-42.9	1	1									
	8. 43.0 PLUS	2	2									
PROFESSIONALS	9. 0.1-7.9											
	10. 8.0-11.9											
	11. 12.0-15.9											
	12. 16.0-19.9											
	13. 20.0-24.9	1								1		
	14. 25.0-32.9	7	3	1				3				
	15. 33.0-42.9	1	1									
	16. 43.0 PLUS											
TECHNICIANS	17. 0.1-7.9											
	18. 8.0-11.9											
	19. 12.0-15.9											
	20. 16.0-19.9											
	21. 20.0-24.9											
	22. 25.0-32.9	1	1									
	23. 33.0-42.9											
	24. 43.0 PLUS											
PROTECTIVE SERVICE	25. 0.1-7.9											
	26. 8.0-11.9											
	27. 12.0-15.9											
	28. 16.0-19.9											
	29. 20.0-24.9											
	30. 25.0-32.9											
	31. 33.0-42.9											
	32. 43.0 PLUS											
PARA-PROFESSIONALS	33. 0.1-7.9											
	34. 8.0-11.9											
	35. 12.0-15.9											
	36. 16.0-19.9	1	1									
	37. 20.0-24.9	1	1									
	38. 25.0-32.9	2	1					1				
	39. 33.0-42.9											
	40. 43.0 PLUS											
ADMINISTRATIVE SUPPORT	41. 0.1-7.9											
	42. 8.0-11.9											
	43. 12.0-15.9											
	44. 16.0-19.9	3						2	1			
	45. 20.0-24.9											
	46. 25.0-32.9											
	47. 33.0-42.9											
	48. 43.0 PLUS											

D. EMPLOYMENT DATA AS OF JUNE 30 (Cont.)
 (Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (in thousands 000)	TOTAL (COLUMNS B-K) A	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK				WHITE	BLACK			
			B	C	D	E	F	G	H	I	J	K
SKILLED CRAFT	49. \$ 0.1-7.9											
	50. 8.0-11.9											
	51. 12.0-15.9											
	52. 16.0-19.9											
	53. 20.0-24.9											
	54. 25.0-32.9											
	55. 33.0-42.9											
56. 43.0 PLUS												
SERVICE/ MAINTENANCE	57. 0.1-7.9											
	58. 8.0-11.9											
	59. 12.0-15.9											
	60. 16.0-19.9											
	61. 20.0-24.9											
	62. 25.0-32.9											
	63. 33.0-42.9											
64. 43.0 PLUS												
65. TOTAL FULL TIME (LINES 1-64)		20	11	1				6	1	1		

2. OTHER THAN FULL-TIME EMPLOYEES (include temporary employees)

66. OFFICIALS/ADMIN.												
67. PROFESSIONALS	1					1						
68. TECHNICIANS												
69. PROTECTIVE SERV.												
70. PARA-PROFESSIONAL	2					2						
71. ADMIN. SUPPORT	20	11	4					3	1	1		
72. SKILLED CRAFT												
73. SERV./MAINT.												
74. TOTAL OTHER THAN FULL TIME (LINES 66-73)	23	11	4			3		3	1	1		

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

.1 10 OF 10

***** INCLUDE LIST OF AGENCIES IN THIS FUNCTION *****

#15 PROVIDENCE CRANSTON JOB TRAINING .

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM

Lorine Bibbs

TITLE

Affirmative Action Officer

ADDRESS (Number and Street, City, State, Zip Code)

25 Dorrance Street
Providence, Rhode Island 02903

TELEPHONE NUMBER

AREA CODE
401-421-7740

DATE

5-3-88

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL

Lorine Bibbs, Affirmative Action Officer

SIGNATURE

