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THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

CHAPTER: 1973-29

NO: 345

AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE and REPEALING CHAPTER 1973-8, AND 1973-9, APPROVED FEBRUARY 5, 1973.

Approved: June 25, 1973

BE IT ORDAINED BY THE CITY OF PROVIDENCE:

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

GRADE NUMBER	SALARY STEPS (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	76	78	80	83	86	3952 - 4472
2	81	83	85	89	92	4212 - 4784
3	86	88	90	94	97	4472 - 5044
4	92	94	96	99	102	4784 - 5304
5	97	99	101	104	107	5044 - 5564
6	102	104	106	110	113	5304 - 5876
7	107	110	112	115	118	5564 - 6136
8	113	115	117	120	123	5824 - 6396
9	118	121	125	129	134	6136 - 6968
10	123	126	130	135	139	6396 - 7228
11	128	132	136	140	145	6656 - 7540
12	134	137	141	145	150	6968 - 7800
13	139	142	146	150	155	7228 - 8060
14	145	150	155	160	166	7540 - 8632
15	150	155	160	166	171	7800 - 8892
16	155	160	166	171	176	8060 - 9152
17	160	166	171	176	181	8320 - 9412
18	166	171	176	181	187	8632 - 9724
19	171	176	181	187	192	8892 - 9984
20	176	181	187	192	197	9152 - 10244
21	181	188	194	200	208	9412 - 10816
22	187	193	199	206	213	9724 - 11076
23	192	198	205	211	218	9984 - 11336
24	197	203	210	216	223	10244 - 11596

GRADE NUMBER	SALARY STEPS (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
25	202	210	217	227	234	10504 - 12168
26	208	215	222	232	239	10816 - 12428
27	213	220	230	237	245	11076 - 12740
28	218	226	233	240	250	11336 - 13000
29	223	234	245	255	265	11596 - 13780
30	234	245	255	265	276	12168 - 14352
31	239	250	260	270	282	12428 - 14664
32	250	260	270	281	292	13000 - 15184
33	260	270	282	292	302	13520 - 15704
34	270	282	292	302	313	14040 - 16276
35	281	292	302	313	323	14612 - 16796

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Asst Dog Officer	9
Accountant I	10	Asst Fire Chief	13,572.00
Accountant II	14	Asst Master Mechanic (Water)	3.95 Hr
Administrative Asst to Chief Engineer (Water)	25	Asst Planner	13
Admin Asst to Commissioner of Public Safety	21	Asst Port Director	17
Admin Asst to Director of Prov Human Relations Comm.	14	Asst Supt of Parks	19
Admin Asst (Public Works)	21	Asst Supt (Sewage Disposal)	15
Administrative Officer (Civilian Defense)	22	Asst to Director (DPUD)	25
Animal & Bird Curator	4.6250 Hr	Associate Engineer I	16
Appraiser	16	Associate Engineer II	20
Assessment Aide	9	Associate Engineer III	23
Asst Chief, Division of Legal Services	23	Associate Engineer IV	28
Asst Chief, Fiscal Affairs	25	Associate Planner	15
Asst City Collector	21	Attorney (Water)	5,720.00
Asst City Controller	29	Automobile Driver	3.32 Hr
Asst City Controller (Second)	25	Automotive Equipt Supt	14
Asst City Solicitor	17	Automotive Mechanic II	8
Asst Director of Recreation	14	Bacteriologist I	11
		Bacteriologist II	14
		Bird & Animal Handler	3.45 Hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bldg Custodian	2.75 Hr	Chief, Division of Maint and Repairs	21
Bldg Custodian II	3.25 Hr		
Bldg Custodian III	3.50 Hr	Chief, Division of Planning	31
Bldg Inspector I	10		
Bldg Inspector II	14	Chief, Division of Public Buildings	31
Bldg Inspector III	22		
Bldg Maint Engineer I	3.50 Hr	Chief, Division of Public Lands & Parks	33
Bldg Maint Engineer II	4.125 Hr		
Bldg Maint Supervisor	13	Chief, Division of Purchasing	16
Business Relocation Officer	25	Chief, Division of Research	31
Case Work Supervisor (DPUD) (Prev State Wage)		Chief, Family Relocation	26
		Chief, Fiscal Affairs	31
Cement Finisher	3.60 Hr	Chief, Inspector of Mech Equipt Installations	25
Chairman, Bd of Canvassers	8,892.00 Yr		
Chairman, Bd of Review (Min. Housing Stand'ds) (60.00 per mtg.)	1,200.00 Yr.	Chief Inspector of Electrical Installations	25
Chairman, Bldg Bd of Review	1,500.00 Yr.	Chief Inspector of Plumbing, Drainage & Gas Piping	25
Chairman & Secretary (Bureau of Licenses)	9,412.00 Yr.		
		Chief Inspector of Structures and Zoning	27
Chairman, Water Supply Bd. (20.00 per mtg.)	1,500.00 Yr.		
		Chief Supervisor of Public Lands	16
Chairman, Zoning Bd of Review	1,500.00 Yr.		
Charwoman	68.00 Wk	City Architect	25
Chief Chemist (Water)	20	City Assessor	34
		City Clerk	31
Chief Engineer (Water Supply Board)	18,512.00 Yr.		
		City Collector	31
Chief, Division of Code Enforcement	31	City Controller	33
		City Forester	24
Chief, Division of Community Services	31	City Registrar of Vital Statistics	10
Chief, Division of Custodial Services	24	City Sergeant	1.00 Yr.
Chief, Division of Legal Services	31	City Solicitor	15,444.00 Yr.
		City Treasurer	31

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Clerk I	1	Director of Communications	33
Clerk II	3	Director of Finance	18,512.00 Yr.
Clerk III	5	Director of Planning and Urban Development	18,512.00 Yr.
Clerk IV	9		
Clerk, Probate Court	18	Director of Public Property	18,512.00 Yr.
Clerk, Prov Municipal Court	18		
Clerk Stenographer I	2	Director of Public Works	18,512.00 Yr.
Clerk Stenographer II	4	Director of Recreation	33
Clerk Stenographer III	6		
Clerk Typist I	1	Dog Officer	17
Clerk Typist II	3	Draftsman	9
Commissioner, Bureau of Licenses	7,644.00 Yr.	Duplicating Equipt Operator	10
Commissioner, Public Safety	18,512.00 Yr.		
Control Center Operator	6,136.00	Electrical Inspector I	14
Curb Setter	3.50 Hr	Electrical Inspector II	16
Data Processing Co-Ordinator	34	Electrical Inspector III	20
Deputy Chief Engineer (Water)	33	Electronic Instrument Technician	28
Deputy City Clerk, First	18	Elevator Operator	2.75 Hr
Deputy City Clerk, Second	14	Engineer's Associate	16
Deputy City Registrar	7	Engineering Aide (DPUD)	8
Deputy City Solicitor	24	Engineering Aide II	7
Deputy Clerk, Probate	8	Engineering Aide III	11
Deputy Clerk, Prov. Municipal Court	13	Equipment Manager	11
Deputy Director & Chief of Project Development (DPUD)	35	Equipment Operator	3.40 Hr
Deputy Director of Civilian Defense	32	Executive Director (Prov Human Relations Comm)	30
Deputy Director, Public Works	35	Fallout Shelter Co-Ordinator (Civilian Defense)	21
Deputy Recorder of Deeds	14	Field Worker (Prov Human Relations Comm)	15
Detective I	10,920.00) 8% 11,793.60)	Financial Specialist	20
Director of Bldg Inspection	18,512.00 Yr.	Fire Alarm Technician	4.125 Hr
Director of Civilian Defense	33	Fire Battalion Chief	12,480.00 Yr.

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Fire Captain	10,972.00	Laborer	3.35 Hr
Fire Chief	16,198.00	Land Disposition Officer	25
Fire Chief Dispatcher	10,972.00	Machinist	16
Fire Equipment Supt I	11,388.00	Maintenance Man II	3.425 Hr
Fire Equipment Supt II	12,480.00	Maintenance Man III	3.875 Hr
Fire Lieutenant	10,348.00	Management Aide I (DPUD)	9
Fireman	9,152.00) 9,360.00) 9,516.00)	Management Aide II (DPUD)	15
Fire Marshal	12,480.00	Management Officer	21
First Deputy City Sealer	10	Master Mechanic-Water	4.55 Hr
First Deputy City Sergeant	9	Mayor's Administrative Aide	24
First Deputy City Weigher	8	Mayor's Administrative Asst	29
Fiscal Officer	21	Mayor's Admin Asst for Public Safety	31
Foreman	3.60 Hr	Mayor's Admin Asst for Urban Affairs	15,185.00 Yr.
Forester (Source of Supply)	16	Mayor's Executive Secretary	26
Foreman Cable Crew	4.375 Hr	Mayor's Personal Secretary	9
Foreman Line Crew	4.375 Hr	Mayor's Police Aide	11,596.00
Garage Supt I	12	Mayor's Stenographer	9
Garage Supt II	14	Mayor's Typist	4
General Foreman	3.90 Hr	Mechanic	3.60 Hr
Heavy Equipment Operator	3.60 Hr	Mechanical Engineer	23
Highway Field Supervisor	4.35 Hr	Mechanical Equipt Inspector I	12
Highway Yard Supervisor	4.35 Hr	Mechanical Equipt Inspector II	15
Horticultural Supervisor	3.90 Hr	Mechanical Equipt Inspector III	20
Intergroup Specialist	16	Member, Bd of Canvassers	8,892.00 Yr
Inventory Control Clerk	9	Member, Bd of Review (Min Housing Stand'ds)(50.00 per mtg.)	1,000.00 Yr.
Judge, Probate Court	13,520.00 Yr	Member, Bldg Bd of Review	1,000.00 Yr.
Judge, Prov. Municipal Court	6,292.00 Yr.	Member, Bd of Tax Assessment Review	3,000.00 Yr.
Laboratory Technician II	6		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Member, Water Supply Board	1,200.00 Yr. (15.00 per mtg.)	Police Sergeant	10,920.00) 8% 11,793.60)
Member, Zoning Bd of Review	1,000.00 Yr.		
Meter Reader I	3.60 Hr	Police Surgeon, First	18
Meter Reader II	3.85 Hr	Police Woman	9,491.04) 10,614.24)
Meter Superintendent	15	Port Director	27
Museum Director	27	Port Security Officer	9
Narcotics Inspector	11,793.60	Principal Engineer	31
		Principal Planner	25
Operations & Planning Officer (Civilian Defense)	25	Program Director (Senior Citizens)	8,570.00 Yr.
Parking Meter Maint Man I	3.40 Hr	Program Specialist	20
Parking Meter Maint Man II	3.85 Hr	Project Counsel	20
Personnel Director	26	Project Supervisor	27
Personnel Technician	13	Public Works Inspector I	6
Plan Estimator	25	Public Works Inspector II	11
Playground Director	2	Purchasing Agent I	9
Playground Supervisor	4	Radio Engineer	10,972.00 Yr.
Plumbing Inspector I	14	Rain Gauge Keeper (7.42 per instr. Wk.)	
Plumbing Inspector II	15	Radio Repair Technician	4.1250 Hr
Plumbing Inspector III	20	Recorder of Deeds	21
Police Captain	12,480.00) 8% 13,478.40)	Real Estate Aide II	15
Police Chief	16,458.00	Recreation Center Director	10
Police Lieutenant	11,596.00) 8% 12,523.68)	Recreation Leader	2.00 Hr
Police Major	13,258.80	Recreation Program Supervisor	6
Police Matron	1	Rehabilitation Specialist	20
Police Patrolman	8,788.00) 9,828.00 8% 10,614.24)	Renewal Inspector I	9
		Renewal Inspector II	11
		Renewal Inspector III	14
		Research Assistant	15
		Rescueman In Charge	10,348.00
		Rescue Truck Driver	9,932.00
		School Crossing Guards	2.37 Hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Second Deputy City Sealer	5	Stationary Equipt Operator	3.40 Hr
Second Deputy City Sergeant	6	Stenographic Reporter (City Council)	9
Secretary, Bd of Canvassers	1,040.00 Yr.	Supt, Bridge Maintenance	17
Secretary, Bd of Tax Assm't Review	3,500.00 Yr.	Supt of Filtration	30
Secretary, Bldg Bd of Review	3,016.00 Yr.	Supt of Garbage Collection	15
Secretary, Housing Bd of Review	1,352.00 Yr.	Supt of Highway	19
Secretary, Zoning Bd of Review	7,540.00 Yr.	Supt of Incinerator	19
Senior Appraiser	24	Supt of Parks	1.00 Yr.
Senior Draftsman (DPUD)	15	Supt of Sewage Disposal	19
Senior Mechanic	3.85 Hr	Supt of Sewer Construction and Maintenance	19
Senior Planner	21	Supt of Transmission & Distribution	14
Senior Research Assistant	26	Supt of Weights & Measures	17
Sewer Construction Worker	3.40 Hr	Supervisor of Warehouse & Inventory	16
Sewer & Drain Inspector	3.50 Hr	Supervisor (Current Planning)	29
Sewer Equipt Operator	3.50 Hr	Supervisor (Graphics)	26
Sewing Instructor, Senior Citizens	2.10 Hr	Supervisor (Long Range Planning)	29
Shop Supervisor	18	Supervisor (Project Planning)	29
Social Case Worker (DPUD)	(Prev State Wage)	Supervisor, Senior Citizens	4,883.00 Yr.
Social Worker, Senior Citizens	7,050.00 Yr.	Supervisor (Traffic Planning)	26
Special Counsel	14	Supervisor of Business Relocation & Property Management	26

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Supervisor-Division of Maint and Repairs	17	Woman Parking Checker	2.37 Hr
Supervisor of Enforcement	26	Zoning Assistant	9
Supervisor of Engineering (DPUD)	31	Zoo Curator	1.00 Yr.
Supervisor of Environment Control	3.90 Hr	Zoo Director	22
<u>TEMPORARY-PART-TIME</u>			
Supervisor, Program Specialists	24	Automobile Driver (Part-time Bd. of Canvassers)	2.03 Hr
Supervisor of Public Lands (Dept of Public Property)	14	Clerk, (Part-time Bd. of Canvassers)	1.95 Hr
Supervisor of Real Estate	26	Co-Director (Recreation)	11.00 session
Supervisor of Rehabilitation Services	26	Recreation Center Director	62.50 wk.
Switchboard Operator	2	Referee (Recreation)	5.00 game
Traffic Engineer	33	School Janitor (Prev. School Dept. Wage)	
Traffic Engineer I	18	Supervisor of Activities (Recreation)	4.00 Hr.
Traffic Engineer III	23	<u>SWIMMING POOLS</u>	
Traffic Marker & Sign Man I	3.60 Hr	Asst Small Pool Manager	80.00 Wk
Traffic Planner	20	Counter Person	1.60 Hr
Traffic Signal Maint Man I	3.85 Hr	Hygiene Inspector	64.00 Wk
Traffic Signal Maint Man II	4.10 Hr	Lifeguard (Prev. State Wage)	
Training & Public Information Officer (Civ. Def.)	25	Small Pool Manager	90.00 Wk
Tree Trimmer	3.60 Hr	Supervisor	110.00 Wk
Utility Inspector	12	* * * * *	
Water Service Inspector	7		
Watershed Manager (Source of Supply-Water)	23		
Watchman	2.40 Hr		

SECTION 2. The minimum rate of pay for any class of position shall be payable to any person on his first appointment to the position allocated to the class, provided however, that with the recommendation of the Director of Finance and approval of the Mayor, he may enter the position at any other step in the "Pay Grade" and provided further, that if a person already in the service is transferred, he may with the recommendation of the Director of Finance and approval of the Mayor, enter the new position at the same rate of pay as he had previously received.

SECTION 3. Any employees employed in a position allocated to a class carrying minimum and maximum pay rates may be granted a pay increase from one step to the next higher step within established grade, subject to the following:

1. One "Pay Grade" step per year.
2. Recommendations for step increases shall be made by department heads or the Chairman of Bureaus or Commissioners at the time of submission of annual budget estimates, and at no other time. Such recommendations shall be made on the basis of the quality of work and the seniority of individual employees.
3. The Director of Finance shall review such proposed step increases for availability of funds and conformity to the provisions of this Ordinance, and shall recommend approval or disapproval of the increase to the Mayor.
4. An employee entering the city service shall be eligible for a step increase on the first day of the succeeding January, April, July or October next following the completion of twelve months of service by said employee in accordance with the provisions of sub-sections 1, 2, 3, and 5 of this Section.
5. Any employee who is transferred from a position not carrying a minimum and maximum pay rate to one that carries a minimum and maximum pay rate shall receive either his present salary or the minimum salary of the new position, whichever is greater, but in no case shall the new salary exceed the maximum salary of his new position.
6. Increased compensation received by an individual as the result of promotion from a lower to a higher class shall not be deemed a step increase in the sense of the term as used in this section and in the event of promotion shall automatically receive the minimum salary for the class to which he has been promoted. If such minimum salary is the same or less than the salary he received prior to his promotion, he may receive a salary which shall be one full increment higher than his prior salary, but in no case to exceed the maximum.

SECTION 4. A given rate of pay as expressed in the compensation plan may be commuted to weekly, daily or hourly rate and established by a department head or Chairman of a Bureau or Commission with the approval of the Mayor and the Director of Finance, as the rate of pay for employees of a particular class: provided, however, that all employees of a given class in a given unit of a department shall be paid on the same basis, excepting part-time and temporary employees.

SECTION 5. No Officer or employee of the City shall issue a check for payment of, or pay any salary or compensation to any person holding, or claiming to hold a position in the classified service, unless the Personnel Director shall have first certified that the persons named on the payroll or account of such compensation have been appointed and are employed in accordance with this ordinance.

SECTION 6. Chapter 1973-8 of the Ordinances of 1973 with all amendments thereto is hereby repealed.

SECTION 7. This Ordinance shall take effect July 1, 1973.

IN CITY
COUNCIL

MAY 17 1973

FIRST READING
REFERRED TO COMMITTEE ON
FINANCE

Vincent Vespia
CLERK

THE COMMITTEE ON

FINANCE

Recommends

Be Continued

Vincent Vespia
Clerk

MAY 23 1973

THE COMMITTEE ON

FINANCE

Approves Passage of
The Within Ordinance

Vincent Vespia

MAY 31 1973

IN CITY
COUNCIL

JUN 21 1973
FINAL READING
READ AND PASSED

APPROVED

JUN 25 1973

Joseph H. Carley
Clerk

RESIDENT

Vincent Vespia
CLERK

IN CITY COUNCIL
FIRST READING
READ AND PASSED

Vincent Vespia
CLERK

DEPT. OF CITY CLERK
PROVIDENCE, R.I.

MAY 14 11 25 AM '73

JUN 7 1973

FILED

*Councilman Scarnetta
and Councilman Lynch, by request*