

# RESOLUTION OF THE CITY COUNCIL

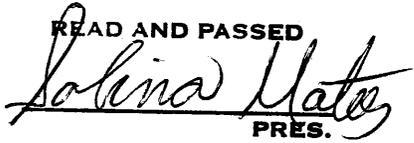
No. 501

Approved November 26, 2019

RESOLVED, That His Honor the Mayor is requested to enter into a Memorandum of Agreement by and between the City of Providence, Rhode Island and the Rhode Island Laborers' District Council on behalf of Public Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO, relative to the classifications, pay and work hours in the Department of Information Technology, is hereby ratified by the Providence City Council.

IN CITY COUNCIL

NOV 21 2019

READ AND PASSED  
  
PRES.

  
CLERK  
ACTING

I HEREBY APPROVE

  
\_\_\_\_\_  
Mayor  
Date:  11/26/19

**Memorandum of Agreement  
Department of Information Technology**

This Agreement is entered into this 27th day of August, 2019, by and between the Rhode Island Laborers' District Council on behalf of Local Union 1033 (Union) and the City of Providence (City).

Whereas, the parties have engaged in good faith discussions relative to the classifications, pay and work hours in the Department of Information Technology; and

Whereas, these discussions have resulted in an agreement which will create a more logical and competitive pay structure, and efficiency of operations in the Department;

Now, therefore, the parties hereby agree as follows.

- (1) The pay schematic for employees of the Department of Information Technology, who perform technical work necessary to the support of the City's voluminous technological requirements is revised and incorporated into the parties' Collective Bargaining Agreement and the City's Compensation Ordinance in accordance with Exhibit A, which is attached and made part of this Agreement.
- (2) The classification and pay of positions in the Department of Information Technology will be revised as indicated in the table below. Incumbents will be upgraded to the pay grade corresponding to the classification of the position they hold, and will be assigned to the step that provides a minimum of a 2% increase, in accordance with the City's pay practice.

<b>From</b>	<b>Pay</b>	<b>To</b>	<b>Pay</b>
Junior Systems Desktop Administrator	Grade 23	Desktop Administrator	IT-1
Lead Production Services Operator	Grade 24	Lead Production Services Operator	IT-1
Webmaster	Ungraded – 63,526	Webmaster	IT-5
Application Programmer Analyst	Grade 32	Application Programmer Analyst	IT-5
Business Systems Analyst	Grade 32	Business Systems Analyst	IT-5
Systems Administrator	Ungraded – 76,613	Systems Administrator	IT-8
Network Administrator	Ungraded – 78,345	Network Administrator	IT-8
Database Administrator	Ungraded – 80,846	Database Administrator	IT-8
Applications Administrator	Ungraded – 81,663	Applications Administrator	IT-8

(3) Article IV – Hours of Work and Overtime, of the Collective Bargaining Agreement will be amended to include the following language which will be incorporated into the terms and conditions of the parties' labor contract.

*(new)* Section 10. Hours of Work and Overtime – Information Technology.

(A) The provisions of Article IV, sections 1, 2, 3, 4 (Overtime, except subsections D and F), 5 (Alternate Work Week), and 6; and Article VIII (Shift Differentials) shall not apply to employees of the Department of Information Technology who are paid in accordance with the IT Pay Schematic.

(B) Employees of the Department of Information Technology who are paid in accordance with the IT Pay Schematic are assigned to work a non-standard work week of 35 hours, as may be established from time to time by the City, based on such factors as distribution of work assignments, projects, work flow and necessity as determined by the City. The non-standard work week will consist of five consecutive, seven hour work days with a one hour, unpaid meal period per day.

(C) Employees who are needed to work in excess of the regular, 35 hour schedule will receive compensatory time off, on an hour-for-hour basis, or straight time pay (at the discretion of the City) for a maximum of 5 hours in any work week, and will receive overtime pay only for hours worked in excess of 40 in a regular work week.

(D) When the employer suffers or compels an employee to report for work, outside of regular work hours and in a manner that is not connected to the employee's regular work schedule, the employee will receive a minimum of three hours of pay at the regular straight time rate, or at the overtime rate for any time in excess of 40 hours in the regular work week.

(4) Article VI – Salaries and Hourly Rate Schedule, of the Collective Bargaining Agreement, Section 1 (d), relating to the 15% reduction in pay, and due to sunset on June 30, 2022, shall not apply to employees of the Department of Information Technology who are paid in accordance with the IT Pay Schematic.

(5) This agreement is subject to ratification by the Providence City Council and will be effective on the date of ratification.

The parties hereto acknowledge that this Agreement does not constitute a practice or precedent and shall not be used in any future legal proceeding for any purpose whatsoever except to enforce the provision of the Agreement.

For the City Of Providence:



Emmanuel R. Echevarria  
Director of Human Resources

8/27/19  
Date

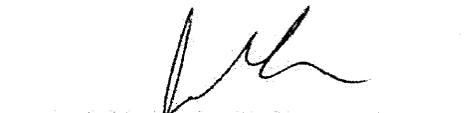
For Local Union 1033:



Ronald R. Coia, Esquire  
Business Manager

8/27/19  
Date

Approved as to form and correctness:

  
Jeffrey Dana, City Solicitor

9/3/19  
Date